

Proxy Voting records Quarterly summary 2024

The document contains meetings in which Generali Asset Management SpA Società di gestione del risparmio attended and the votes cast, in line with our Engagement Policy, which is available on our website.

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

TRIGANO

Mix

ISIN FR0005691656 Meeting Date 09-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Allocation of Profits/Dividends	Management	For
5	2024 Remuneration Policy (Supervisory Board Chair)	Management	For
6	2024 Remuneration Policy (Supervisory Board Members)	Management	For
7	2024 Remuneration Policy (Management Board Chair)	Management	Against
8	2024 Remuneration Policy (CEOs)	Management	For
9	2024 Remuneration Policy (Management Board Members)	Management	Against
10	2024 Supervisory Board Members' Fees	Management	For
11	2023 Remuneration Report	Management	Against
12	2023 Remuneration of François Feuillet, Supervisory Board Chair	Management	For
13	2023 Remuneration of Stéphane Gigou, Management Board Chair	Management	Against
14	2023 Remuneration of Michel Freiche, CEO	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authorisation of Legal Formalities	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AMUNDI LUXEMBOURG S.A

Special

ISIN multiple Meeting Date 09-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding the Issuance of Fractions of Shares	Management	Abstain
2	Amendments to Articles Regarding Defined Terms	Management	Abstain
3	Amendments to Articles Regarding Liquidation of Sub-Funds	Management	Abstain

SANTANDER BANK POLSKA S. A.

Special

ISIN PLBZ00000044 Meeting Date 11-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
4	Agenda	Management	For
5	Amendment to General Meeting Resolution Regarding Share Repurchase	Management	For
6	Amendments to Articles	Management	For

DIPLOMA PLC

Annual

ISIN GB0001826634 Meeting Date 17-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

02	Final Dividend	Management	For
03	Elect David S. Lowden	Management	Against
04	Elect Jonathan Thomson	Management	For
05	Elect Chris Davies	Management	For
06	Elect Andrew P. Smith	Management	For
07	Elect Anne Thorburn	Management	For
08	Elect Jennifer Ward	Management	Against
09	Elect Geraldine Huse	Management	For
10	Elect Dean Finch	Management	Against
11	Appointment of Auditor	Management	For
12	Authority to Set Auditor's Fees	Management	For
13	Remuneration Report	Management	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For
15	Authority to Issue Shares w/o Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
17	Authority to Repurchase Shares	Management	For
18	Ratification of Dividends	Management	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For

MICRON TECHNOLOGY INC.

Annual

ISIN US5951121038 **Meeting Date** 18-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Richard M. Beyer	Management	Against
1b.	Elect Lynn A. Dugle	Management	For
1c.	Elect Steven J. Gomo	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect Linnie M. Haynesworth	Management	For
1e.	Elect Mary Pat McCarthy	Management	For
1f.	Elect Sanjay Mehrotra	Management	For
1g.	Elect Robert E. Switz	Management	For
1h.	Elect MaryAnn Wright	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

INTUIT INC

Annual

ISIN US4612021034 Meeting Date 18-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Eve Burton	Management	For
1b.	Elect Scott D. Cook	Management	For
1c.	Elect Richard L. Dalzell	Management	For
1d.	Elect Sasan Goodarzi	Management	For
1e.	Elect Deborah Liu	Management	For
1f.	Elect Tekedra Mawakana	Management	For
1g.	Elect Suzanne Nora Johnson	Management	Against
1h.	Elect Ryan Roslansky	Management	For
1i.	Elect Thomas J. Szkutak	Management	For
1j.	Elect Raul Vazquez	Management	Against
1k.	Elect Eric Yuan	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
4.	Ratification of Auditor	Management	For
5.	Amendment to the 2005 Equity Incentive Plan	Management	For
6.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Optior Shareholder		For

INTUIT INC

Annual

ISIN US4612021034 Meeting Date 18-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Eve Burton	Management	For
1b.	Elect Scott D. Cook	Management	For
1c.	Elect Richard L. Dalzell	Management	For
1d.	Elect Sasan Goodarzi	Management	For
1e.	Elect Deborah Liu	Management	For
1f.	Elect Tekedra Mawakana	Management	For
1g.	Elect Suzanne Nora Johnson	Management	Against
1h.	Elect Ryan Roslansky	Management	For
1i.	Elect Thomas J. Szkutak	Management	For
1j.	Elect Raul Vazquez	Management	Against
1k.	Elect Eric Yuan	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
4.	Ratification of Auditor	Management	For
5.	Amendment to the 2005 Equity Incentive Plan	Management	For

Proxy Voting records Quarterly Summary

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6. Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Optior Shareholder For

COSTCO WHOLESALE CORP

Annual

ISIN US22160K1051 Meeting Date 18-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Susan L. Decker	Management	For
1b.	Elect Kenneth D. Denman	Management	For
1c.	Elect Helena B. Foulkes	Management	For
1d.	Elect Richard A. Galanti	Management	For
1e.	Elect Hamilton E. James	Management	For
1f.	Elect W. Craig Jelinek	Management	For
1g.	Elect Sally Jewell	Management	For
1h.	Elect Jeffrey S. Raikes	Management	Against
1i.	Elect John W. Stanton	Management	For
1j.	Elect Ron M. Vachris	Management	For
1k.	Elect Mary Agnes Wilderotter	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	Shareholder	Against

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COSTCO WHOLESALE CORP

Annual

ISIN US22160K1051 **Meeting Date** 18-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Susan L. Decker	Management	For
1b.	Elect Kenneth D. Denman	Management	For
1c.	Elect Helena B. Foulkes	Management	For
1d.	Elect Richard A. Galanti	Management	For
1e.	Elect Hamilton E. James	Management	For
1f.	Elect W. Craig Jelinek	Management	For
1g.	Elect Sally Jewell	Management	For
1h.	Elect Jeffrey S. Raikes	Management	Against
1i.	Elect John W. Stanton	Management	For
1j.	Elect Ron M. Vachris	Management	For
1k.	Elect Mary Agnes Wilderotter	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	Shareholder	Against

S.P.E.E.H. HIDROELECTRICA S.A.

Ordinary

ISIN RO4Q0Z5RO1B6 **Meeting Date** 22-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Petre Iulian Nicolescu	Management	Abstain
1.2	Elect Cristian Nicolae Stoina	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.1	Elect Ana Barbara Bobirca	Management	For
2.2	Elect Nicolae Petria	Management	
3	Board Term Length	Management	For
4	Directors' Fees	Management	For
5	Approve Mandate Agreement	Management	For
6	Authorization of Legal Formalities (Mandate Agreements)	Management	For
8	Authorization of Legal Formalities	Management	For

S.P.E.E.H. HIDROELECTRICA S.A.

Special

ISIN RO4Q0Z5RO1B6 Meeting Date 22-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Acquisition of S.C. U.C.M. Resita S.A.	Management	For
2	Misc. Proposal Regarding Restructuring	Management	For
3	Approval of Technical and Economic Indicators	Management	For
5	Approval of Documentation	Management	For
6	Authorization of Legal Formalities	Management	For

VISA INC

Annual

ISIN US92826C8394 Meeting Date 23-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Lloyd A. Carney	Management	For

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Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Kermit R. Crawford	Management	For
1c.	Elect Francisco Javier Fernández Carbajal	Management	For
1d.	Elect Ramon L. Laguarta	Management	Against
1e.	Elect Teri L. List	Management	For
1f.	Elect John F. Lundgren	Management	For
1g.	Elect Ryan McInerney	Management	For
1h.	Elect Denise M. Morrison	Management	For
1i.	Elect Pamela Murphy	Management	For
1j.	Elect Linda J. Rendle	Management	Against
1k.	Elect Maynard G. Webb, Jr.	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Exchange Offer Amendments	Management	For
5.	Right to Adjourn Meeting	Management	For
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

VISA INC

Annual

ISIN US92826C8394 Meeting Date 23-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Lloyd A. Carney	Management	For
1b.	Elect Kermit R. Crawford	Management	For
1c.	Elect Francisco Javier Fernández Carbajal	Management	For
1d.	Elect Ramon L. Laguarta	Management	Against
1e.	Elect Teri L. List	Management	For

**Proxy Voting records
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Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect John F. Lundgren	Management	For
1g.	Elect Ryan McInerney	Management	For
1h.	Elect Denise M. Morrison	Management	For
1i.	Elect Pamela Murphy	Management	For
1j.	Elect Linda J. Rendle	Management	Against
1k.	Elect Maynard G. Webb, Jr.	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Exchange Offer Amendments	Management	For
5.	Right to Adjourn Meeting	Management	For
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

DINO POLSKA SA

Special

ISIN PLDINPL00011 **Meeting Date** 24-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
4	Agenda	Management	For
5	Election of Supervisory Board Member	Management	Against
6	Supervisory Board Member's Fees	Management	For

AIR PRODUCTS & CHEMICALS INC.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US0091581068 Meeting Date 25-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Tonit M. Calaway	Management	For
1b.	Elect Charles I. Cogut	Management	For
1c.	Elect Lisa A. Davis	Management	For
1d.	Elect Seifollah Ghasemi	Management	For
1e.	Elect Jessica Trocchi Graziano	Management	For
1f.	Elect David H. Y. Ho	Management	For
1g.	Elect Edward L. Monser	Management	Against
1h.	Elect Matthew H. Paull	Management	Against
1i.	Elect Wayne T. Smith	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

BRITVIC

Annual

ISIN GB00B0N8QD54 Meeting Date 25-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Remuneration Report	Management	Against
4	Elect Ian C. Durant	Management	For
5	Elect Rebecca Napier	Management	For
6	Elect Susan M. Clark	Management	For
7	Elect C. William Eccleshare	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Elect Emer Finnan	Management	For
9	Elect Hounaïda Lasry	Management	For
10	Elect Simon Litherland	Management	For
11	Elect Euan A. Sutherland	Management	For
12	Appointment of Auditor	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Authorisation of Political Donations	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Repurchase Shares	Management	For
19	Adoption of New Articles	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 25-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Approval of Decrease of Reserves	Management	For
2	Presentation of Related Party Transactions (Banking Companies)	Management	For
3	Presentation of Related Party Transactions (Public Companies)	Management	For
4	Authorization of Legal Formalities	Management	For

**Proxy Voting records
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Report Date Range: 01-Jan-24 to 31-Dec-24

SOCIETATEA ENERGETICA ELECTRICA SA

Ordinary

ISIN ROELECACNOR5 Meeting Date 26-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Georgiana Bogasievici	Shareholder	Abstain
1.2	Elect Iulian Cristian Bosoanca	Shareholder	Abstain
1.3	Elect Dumitru Chirita	Shareholder	Abstain
1.4	Elect Daniel Cirlig	Shareholder	Abstain
1.5	Elect Radu Mircea Florescu	Shareholder	For
1.6	Elect Gicu Iorga	Shareholder	Abstain
1.7	Elect Adrian Florin Lotrean	Shareholder	For
1.8	Elect Marian Cristian Mocanu	Shareholder	Abstain
1.9	Elect Dragos Valentin Neacsu	Shareholder	For
1.10	Elect Ion Cosmin Petrescu	Shareholder	Abstain
1.11	Elect Radu Ioan Puscariu	Shareholder	Abstain
1.12	Elect Dragos Stefan Roibu	Shareholder	Abstain
1.13	Elect Valentina Elena Siclovan	Shareholder	For
2	Shareholder Proposal Regarding Board Term Length	Shareholder	For
3	Shareholder Proposal Regarding Directors' Fees	Shareholder	For
4	Shareholder Proposal Regarding Director's Fees	Shareholder	For
5	Shareholder Proposal Regarding Approval of Directors' Mandate Contract	Shareholder	For
6	Shareholder Proposal Regarding Approval of Director's Mandate Contract	Shareholder	For
7	Shareholder Proposal Regarding Authorization of Legal Formalities (Mandate Contracts)	Shareholder	For
8	Shareholder Proposal Regarding Authorization of Legal Formalities (Mandate Contracts)	Shareholder	For
9	Authorization of Legal Formalities	Management	For

**Proxy Voting records
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Report Date Range: 01-Jan-24 to 31-Dec-24

AMUNDI LUXEMBOURG S.A

Annual

ISIN multiple Meeting Date 26-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain
3	Allocation of Profits/Dividends	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5	Elect Nicolas Vauleon	Management	For
7	Elect Mehdi Balafrej	Management	For
9	Elect Pierre Jond	Management	Against
11	Elect Alan Guy	Management	For
12	Appointment of Auditor	Management	Abstain

LYXOR ASSET MANAGEMENT LUXEMBOURG S.A.

Annual

ISIN multiple Meeting Date 26-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain
3	Allocation of Profits/Dividends	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5	Elect Nicolas Vauleon	Management	For
7	Elect Mehdi Balafrej	Management	For
9	Elect Pierre Jond	Management	Against
11	Elect Alan Guy	Management	Against
12	Appointment of Auditor	Management	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

LYXOR INTERNATIONAL AM

Special

ISIN multiple Meeting Date 29-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Merger by Absorption of AMUNDI ETF MSCI SPAIN UCITS ETF by AMUNDI IBEX 35 UCITS ETF	Management	Abstain
2	Merger by Absorption of AMUNDI ETF SHORT CAC 40 DAILY UCITS ETF by AMUNDI CAC 40 DAILY (-1X) INVERSE UCITS ETF	Management	Abstain
3	Merger by Absorption of AMUNDI ETF SHORT EURO STOXX 50 DAILY UCITS ETF by AMUNDI EURO STOXX 50 DAILY (-1X) INVERSE UCITS ETF	Management	Abstain
4	Authorisation of Legal Formalities	Management	Abstain

SODEXO

Annual

ISIN FR0000121220 Meeting Date 30-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Distribution in Kind of the Share Capital of Pluxee	Management	For
2	Authorisation of Legal Formalities	Management	For

DERICHEBOURG

Mix

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000053381 Meeting Date 30-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair)	Management	Against
6	2024 Remuneration Policy (CEO)	Management	Against
7	2024 Remuneration Policy (Deputy CEO)	Management	Against
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Daniel Derichebourg, Chair (Since April 18, 2023)	Management	For
11	2023 Remuneration of Abderrahmane El Aoufir, CEO (Since April 18, 2023)	Management	Against
12	2023 Remuneration of Thomas Derichebourg, Deputy CEO (Since April 18, 2023)	Management	Against
13	Elect CFER (Catherine Ottaway)	Management	Against
14	Appointment of Auditor (BM&A)	Management	For
15	Non-Renewal of Alternate Auditor (Pascal de Rocquigny du Fayel)	Management	For
16	2024 Directors' Fees	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Against
22	Authority to Increase Capital in Case of Exchange Offers	Management	Against
23	Global Ceiling on Capital Increases and Debt Issuances	Management	For
24	Employee Stock Purchase Plan	Management	For
25	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ACCENTURE PLC

Annual

ISIN IE00B4BNMY34 Meeting Date 31-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jaime Ardila	Management	For
1b.	Elect Martin Brudermüller	Management	For
1c.	Elect Alan Jope	Management	For
1d.	Elect Nancy McKinstry	Management	Against
1e.	Elect Beth E. Mooney	Management	For
1f.	Elect Gilles Pélißon	Management	Against
1g.	Elect Paula A. Price	Management	For
1h.	Elect Venkata Renduchintala	Management	For
1i.	Elect Arun Sarin	Management	For
1j.	Elect Julie Sweet	Management	For
1k.	Elect Tracey T. Travis	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the 2010 Share Incentive Plan	Management	For
4.	Amendment to the 2010 Employee Stock Purchase Plan	Management	For
5.	Appointment of Auditor and Authority to Set Fees	Management	For
6.	Authority to Issue Shares	Management	For
7.	Authority to Issue Shares w/o Preemptive Rights	Management	For
8.	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For

ACCENTURE PLC

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN IE00B4BNMY34 Meeting Date 31-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jaime Ardila	Management	For
1b.	Elect Martin Bruder Müller	Management	For
1c.	Elect Alan Jope	Management	For
1d.	Elect Nancy McKinstry	Management	Against
1e.	Elect Beth E. Mooney	Management	For
1f.	Elect Gilles Pélişson	Management	Against
1g.	Elect Paula A. Price	Management	For
1h.	Elect Venkata Renduchintala	Management	For
1i.	Elect Arun Sarin	Management	For
1j.	Elect Julie Sweet	Management	For
1k.	Elect Tracey T. Travis	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the 2010 Share Incentive Plan	Management	For
4.	Amendment to the 2010 Employee Stock Purchase Plan	Management	For
5.	Appointment of Auditor and Authority to Set Fees	Management	For
6.	Authority to Issue Shares	Management	For
7.	Authority to Issue Shares w/o Preemptive Rights	Management	For
8.	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For

PGE POLSKA GRUPA ENERGETYCZNA SA

Special

ISIN PLPGER000010 Meeting Date 31-Jan-24

Proposal Number	Proposal	Proponent	Vote Decision
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Report Date Range: 01-Jan-24 to 31-Dec-24

2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Resignation from the Election of Scrutiny Commission	Management	For
6	Shareholder Proposal Regarding Changes to Supervisory Board Composition	Shareholder	Abstain
7	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

SAGE GROUP PLC

Annual

ISIN GB00B8C3BL03 Meeting Date 01-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Roisin Donnelly	Management	For
05	Elect Andrew J. Duff	Management	For
06	Elect Sangeeta Anand	Management	For
07	Elect Dr. John Bates	Management	For
08	Elect Jonathan Bewes	Management	For
09	Elect Maggie Chan Jones	Management	For
10	Elect Annette Court	Management	For
11	Elect Derek Harding	Management	Against
12	Elect Steve Hare	Management	For
13	Elect Jonathan Howell	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For

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16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For

THYSSENKRUPP AG

Annual

ISIN DE0007500001 Meeting Date 02-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Miguel Ángel López Borrego	Management	For
3.2	Ratify Oliver Burkhard	Management	For
3.3	Ratify Klaus Keysberg	Management	For
3.4	Ratify Martina Merz	Management	For
4.1	Ratify Siegfried Russwurm	Management	For
4.2	Ratify Jürgen Kerner	Management	For
4.3	Ratift Birgit A. Behrendt	Management	For
4.4	Ratify Patrick Berard	Management	For
4.5	Ratify Stefan Erwin Buchner	Management	For
4.6	Ratify Wolfgang Colberg	Management	For
4.7	Ratify Ursula Gather	Management	For
4.8	Ratify Angelika Gifford	Management	For
4.9	Ratify Bernhard Günther	Management	For
4.10	Ratify Achim Hass	Management	For

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4.11	Ratify Tanja Jacquemin	Management	For
4.12	Ratify Daniela Jansen	Management	For
4.13	Ratify Christian Julius	Management	For
4.14	Ratify Thorsten Koch	Management	For
4.15	Ratify Katrin Krawinkel	Management	For
4.16	Ratify Ingo Luge	Management	For
4.17	Ratify Tekin Nasikkol	Management	For
4.18	Ratify Verena Volpert	Management	For
4.19	Ratify Ulrich Wilsberg	Management	For
4.20	Ratify Kirstin Zeidler	Management	For
4.21	Ratify Friederike Helfer	Management	For
4.22	Ratify Peter Remmler	Management	For
4.23	Ratify Dirk Sievers	Management	For
4.24	Ratify Isolde Würz	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Elect Verena Volpert as Supervisory Board Member	Management	For
8	Supervisory Board Remuneration Policy	Management	For

FERMENTALG

Mix

ISIN FR0011271600 **Meeting Date** 02-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Elect Theodore Nixon as Censor	Management	Against
2	Amendment to 2023 Remuneration Policy (CEO, Severance Agreement)	Management	For
3	Authority to List Shares on the Euronext Growth Paris	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Amendment to the Authority to Issue Shares and/or Convertible Debt w/o Preemptive Right	Management	Against
5	Employee Stock Purchase Plan	Management	For
6	Authorisation of Legal Formalities	Management	For

POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA

Special

ISIN PLPKO0000016 Meeting Date 02-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Shareholder	Abstain
6	Shareholder Proposal Regarding Approval of Assessment of Collegial Suitability of Super Shareholder	Shareholder	Abstain
7	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

EMERSON ELECTRIC CO.

Annual

ISIN US2910111044 Meeting Date 06-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark A. Blinn	Management	For
1b.	Elect Leticia Gonçalves Lourenco	Management	For
1c.	Elect James M. McKelvey	Management	For
1d.	Elect James S. Turley	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	Against
3.	Repeal of Classified Board	Management	For
4.	Approval of the 2024 Equity Incentive Plan	Management	For
5.	Ratification of Auditor	Management	For
6.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

ROCKWELL AUTOMATION INC

Annual

ISIN US7739031091 Meeting Date 06-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Alice L. Jolla	Management	For
1.2	Elect Lisa A. Payne	Management	For
B.	Advisory Vote on Executive Compensation	Management	Against
C.	Ratification of Auditor	Management	For

ROCKWELL AUTOMATION INC

Annual

ISIN US7739031091 Meeting Date 06-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Alice L. Jolla	Management	For
1.2	Elect Lisa A. Payne	Management	For
B.	Advisory Vote on Executive Compensation	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

C. Ratification of Auditor

Management

For

EXEL INDUSTRIES

Annual

ISIN FR0004527638

Meeting Date 06-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Marc Ballu	Management	For
5	Elect Pascale Auger	Management	Against
6	2024 Directors' Fees	Management	For
7	2024 Remuneration Policy (CEO)	Management	Against
8	2024 Remuneration Policy (Deputy CEOs)	Management	For
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Patrick Ballu, Chair	Management	For
13	2023 Remuneration of Yves Belegaud, CEO	Management	For
14	2023 Remuneration of Marc Ballu, Deputy CEO	Management	For
15	2023 Remuneration of Cyril Ballu, Deputy CEO	Management	For
16	2023 Remuneration of Daniel Tragus, Deputy CEO	Management	Against
17	Special Auditors Report on Regulated Agreements	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ATMOS ENERGY CORP.

Annual

ISIN US0495601058 Meeting Date 07-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect J. Kevin Akers	Management	For
1b.	Elect John C. Ale	Management	For
1c.	Elect Kim R. Cocklin	Management	For
1d.	Elect Kelly H. Compton	Management	For
1e.	Elect Sean Donohue	Management	For
1f.	Elect Rafael G. Garza	Management	For
1g.	Elect Richard K. Gordon	Management	Against
1h.	Elect Nancy K. Quinn	Management	Against
1i.	Elect Richard A. Sampson	Management	Against
1j.	Elect Diana J. Walters	Management	For
1k.	Elect Frank Yoho	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

SIEMENS AG

Annual

ISIN multiple Meeting Date 08-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.1	Ratify Roland Busch	Management	For
3.2	Ratify Cedrik Neike	Management	For
3.3	Ratify Matthias Rebellius	Management	For
3.4	Ratify Ralf P. Thomas	Management	For
3.5	Ratify Judith Wiese	Management	For
4.1	Ratify Jim Hagemann Snabe	Management	For
4.2	Ratify Birgit Steinborn	Management	For
4.3	Ratify Werner Brandt	Management	For
4.4	Ratify Tobias Bäuml	Management	For
4.5	Ratify Michael Diekmann	Management	For
4.6	Ratify Regina E. Dugan	Management	For
4.7	Ratify Andrea Fehrmann	Management	For
4.8	Ratify Bettina Haller	Management	For
4.9	Ratify Oliver Hartmann	Management	For
4.10	Ratify Keryn Lee James	Management	For
4.11	Ratify Harald Kern	Management	For
4.12	Ratify Jürgen Kerner	Management	For
4.13	Ratify Martina Merz	Management	For
4.14	Ratify Christian Pfeiffer	Management	For
4.15	Ratify Benoît Potier	Management	For
4.16	Ratify Hagen Reimer	Management	For
4.17	Ratify Norbert Reithofer	Management	For
4.18	Ratify Kasper Rørsted	Management	For
4.19	Ratify Baroness Nemat Shafik	Management	For
4.20	Ratify Nathalie von Siemens	Management	For
4.21	Ratify Michael Sigmund	Management	For
4.22	Ratify Dorothea Simon	Management	For
4.23	Ratify Grazia Vittadini	Management	For
4.24	Ratify Matthias Zachert	Management	For
4.25	Ratify Gunnar Zukunft	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Appointment of Auditor	Management	For
6	Management Board Remuneration Policy	Management	Against
7	Remuneration Report	Management	For
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For

COMPASS GROUP PLC

Annual

ISIN GB00BD6K4575 Meeting Date 08-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Petros Parras	Management	For
5	Elect Leanne Wood	Management	For
6	Elect Ian K. Meakins	Management	For
7	Elect Dominic Blakemore	Management	For
8	Elect Palmer Brown	Management	For
9	Elect Stefan Bomhard	Management	Against
10	Elect John A. Bryant	Management	For
11	Elect Arlene Isaacs-Lowe	Management	For
12	Elect Anne-Francoise Nesmes	Management	Against
13	Elect Sundar Raman	Management	For
14	Elect Nelson Luiz Costa Silva	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Elect Ireena Vittal	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

VICTREX PLC

Annual

ISIN GB0009292243 Meeting Date 09-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Vivienne Cox	Management	For
5	Elect Jane Toogood	Management	For
6	Elect Janet Ashdown	Management	For
7	Elect Brendan Connolly	Management	For
8	Elect David J. Thomas	Management	For
9	Elect Rosalind C. Rivaz	Management	For
10	Elect Jakob Sigurdsson	Management	For
11	Elect Ian Melling	Management	For
12	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Authority to Set Auditor's Fees	Management	For
14	Authorisation of Political Donations	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SC FONDUL PROPRIETATEA SA

Special

ISIN ROFPTAACNOR5 Meeting Date 13-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Authority to Repurchase Shares	Management	For
2	Sale of Stake in Engie Romania S.A.	Management	For
3	Approval of Sale of Stakes in Company's Portfolio Companies in 2024	Management	For
4	Approval of Ex-Date and Registration Date	Management	For

KGHM POLSKA MIEDZ S.A.

Special

ISIN PLKGHM000017 Meeting Date 13-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Agenda	Management	For
5	Shareholder Proposal Regarding Changes to Supervisory Board Composition	Shareholder	Abstain
6	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

LAZARD CONVERTIBLE GLOBAL SICAV

Ordinary

ISIN FR0013311438 Meeting Date 15-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Special Auditors Report on Regulated Agreements	Management	Against
4	2023 Directors' Fees	Management	For
5	Elect Arnaud Brillois	Management	For
6	Elect Paul Castello	Management	For
7	Non-Renewal of Jean-Jacques de Gournay	Management	For
8	Elect Lazard Frères Gestion SAS (François-Marc Durand)	Management	For
9	Elect Colin Faivre	Management	For
10	Elect Monica Nescaut	Management	For
11	Elect Cipav (Kévin Cepa)	Management	For
12	Elect Geneviève Werner	Management	For
13	Elect Jean-Luc Chauchard	Management	For
14	Non-Renewal of AGPM Vie	Management	For
15	Elect Caisse de Retraite des Notaires (Jean-Paul Muller)	Management	For
16	Elect Sylvain Mortera	Management	For
17	Elect Guilaine Perche	Management	For
18	Elect France Mutualiste (Boris Jacquet)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

19	Elect Crédit Agricole Assurance (Pierrick Louis)	Management	For
20	Elect Marc Wendling as Censor	Management	Against
21	Elect Didier Rigaut	Management	For
22	Authorisation of Legal Formalities	Management	For

POWSZECHNY ZAKLAD UBEZPIECZEN SA

Special

ISIN PLPZU0000011 Meeting Date 15-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Shareholder	Abstain
6	Shareholder Proposal Regarding Approval of Assessment of Collegial Suitability of Super Shareholder	Shareholder	Abstain
7	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

OVH GROUPE

Mix

ISIN FR0014005HJ9 Meeting Date 15-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Non Tax-Deductible Expenses	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Allocation of Profits	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Henryk Klaba	Management	For
7	Elect Sophie Stabile	Management	For
8	2023 Remuneration of Octave Klaba, Chair	Management	For
9	2023 Remuneration of Michel Paulin, CEO	Management	For
10	2023 Remuneration Report	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (CEO)	Management	Against
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
20	Authority to Set Offering Price of Shares	Management	Against
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Greenshoe	Management	Against
23	Employee Stock Purchase Plan	Management	For
24	Authority to Grant Stock Options	Management	Against
25	Authority to Issue Performance Shares	Management	Against
26	Authorisation of Legal Formalities	Management	For

LYXOR INTERNATIONAL AM

Special

ISIN multiple

Meeting Date 15-Feb-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Merger by Absorption of AMUNDI ETF MSCI SPAIN UCITS ETF by AMUNDI IBEX 35 Management	Management	Abstain
2	Merger by Absorption of AMUNDI ETF SHORT CAC 40 DAILY UCITS ETF by AMUND Management	Management	Abstain
3	Merger by Absorption of AMUNDI ETF SHORT EURO STOXX 50 DAILY UCITS ETF b Management	Management	Abstain
4	Authorisation of Legal Formalities	Management	Abstain

CD PROJEKT S.A.

Special

ISIN PLOPTTC00011 Meeting Date 20-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Approval of Earnings Condition in the Incentive Program B	Management	For

HEALTHPEAK OP LLC

Special

ISIN US4219151093 Meeting Date 21-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Physicians Realty Transaction	Management	For
2.	Increase in Authorized Common Stock	Management	For
3.	Right to Adjourn Meeting	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ARISTOCRAT LEISURE

Annual

ISIN AU000000ALL7 Meeting Date 22-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Re-elect Neil Chatfield	Management	For
2	Elect Jennifer Aument	Management	For
3	Equity Grant (MD/CEO Trevor Croker)	Management	For
4	Approve NED Rights Plan	Management	For
5	Remuneration Report	Management	For

ARISTOCRAT LEISURE

Annual

ISIN AU000000ALL7 Meeting Date 22-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Re-elect Neil Chatfield	Management	For
2	Elect Jennifer Aument	Management	For
3	Equity Grant (MD/CEO Trevor Croker)	Management	For
4	Approve NED Rights Plan	Management	For
5	Remuneration Report	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

INFINEON TECHNOLOGIES AG

Annual

ISIN DE0006231004 Meeting Date 23-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Jochen Hanebeck	Management	For
3.2	Ratify Constanze Hufenbecher	Management	For
3.3	Ratify Sven Schneider	Management	For
3.4	Ratify Andreas Urschitz	Management	For
3.5	Ratify Rutger Wijburg	Management	For
4.1	Ratify Herbert Diess	Management	For
4.2	Ratify Xiaoqun Clever-Steg	Management	For
4.3	Ratify Johann Dechant	Management	For
4.4	Ratify Wolfgang Eder	Management	For
4.5	Ratify Friedrich Eichiner	Management	For
4.6	Ratify Annette Engelfried	Management	For
4.7	Ratify Peter Gruber	Management	For
4.8	Ratify Klaus Helmrich	Management	For
4.9	Ratify Hans-Ulrich Holdenried	Management	For
4.10	Ratify Susanne Lachenmann	Management	For
4.11	Ratify Géraldine Picaud	Management	For
4.12	Ratify Manfred Puffer	Management	For
4.13	Ratify Melanie Riedl	Management	For
4.14	Ratify Jürgen Scholz	Management	For
4.15	Ratify Ulrich Spiesshofer	Management	For
4.16	Ratify Margret Suckale	Management	For
4.17	Ratify Mirco Synde	Management	For
4.18	Ratify Diana Vitale	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.19	Ratify Ute Wolf	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Ute Wolf	Management	For
6.2	Elect Hermann Eul	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
10	Remuneration Report	Management	For

AMUNDI LUXEMBOURG S.A

Annual

ISIN multiple Meeting Date 23-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain
3	Allocation of Profits/Dividends	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5	Elect Nicolas Vauleon	Management	For
7	Elect Mehdi Balafrej	Management	For
9	Elect Pierre Jond	Management	Against
11	Elect Alan Guy	Management	Against
12	Appointment of Auditor	Management	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

LYXOR ASSET MANAGEMENT LUXEMBOURG S.A.

Annual

ISIN LU1215415214 Meeting Date 23-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain
3	Allocation of Profits/Dividends	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5	Elect Nicolas Vauleon	Management	For
7	Elect Mehdi Balafrej	Management	For
9	Elect Pierre Jond	Management	Against
11	Elect Alan Guy	Management	Against
12	Appointment of Auditor	Management	Abstain

FOUNTAIN PAJOT

Mix

ISIN FR0010485268 Meeting Date 26-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; NonTax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	2023/2024 Directors' Fees	Management	For
7	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
8	Authority to Issue Shares and Convertible Debt w/Preemptive Rights; Authority to Increate	Management	For
9	Greenshoe	Management	Against
10	Authority to Issue Restricted Shares	Management	Against
11	Authority to Grant Stock Options	Management	Against
12	Employee Stock Purchase Plan	Management	For
13	Authorisation of Legal Formalities	Management	For

LYXOR INTERNATIONAL AM

Annual

ISIN multiple Meeting Date 27-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	Abstain
2	Special Auditors Report on Regulated Agreements	Management	Abstain
3	Allocation of Profits/Dividends (AMUNDI BEL 20 TR UCITS ETF)	Management	Abstain
4	Allocation of Losses (AMUNDI ITALY BTP DAILY (-2X) INVERSE UCITS ETF)	Management	Abstain
5	Allocation of Losses (AMUNDI US TREASURY 10Y DAILY (-2X) INVERSE UCITS ETF)	Management	Abstain
6	Allocation of Profits (AMUNDI FTSE ITALIA PMI PIR 2020 UCITS ETF) (DR) UCITS E'	Management	Abstain
7	Allocation of Profits (AMUNDI MDAX UCITS ETF)	Management	Abstain
8	Allocation of Profits (AMUNDI MSCI CHINA A UCITS ETF)	Management	Abstain
9	Allocation of Losses (AMUNDI MSCI WORLD EX EMU SRI CLIMATE NET ZERO AMI)	Management	Abstain
10	Allocation of Profits (AMUNDI DJ GLOBAL TITANS50 UCITS ETF)	Management	Abstain
11	Allocation of Losses (AMUNDI SMI DAILY (-2X) INVERSE UCITS ETF)	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	Allocation of Losses (AMUNDI SHORTDAX DAILY (-2X)INVERSE UCITS ETF)	Management	Abstain
13	Allocation of Losses (AMUNDI IBEX 35 DOBLE APALANCADO DIARIO (2X) UCITS E	Management	Abstain
14	Allocation of Losses (AMUNDI IBEX 35 DOBLE INVERSO DIARIO (-2X) UCITS ETF)	Management	Abstain
15	Allocation of Losses (AMUNDI NASDAQ-100 DAILY (2X)LEVERAGED UCITS ETF)	Management	Abstain
16	Allocation of Profits (LYXOR RUSSELL 1000 GROWTH UCITS ETF)	Management	Abstain
17	Allocation of Profits (LYXOR CAC 40 DAILY (2X)LEVERAGED UCITS ETF)	Management	Abstain
18	Allocation of Losses (AMUNDI CAC 40 DAILY (-2X) INVERSEUCITS ETF)	Management	Abstain
19	Allocation of Losses (AMUNDI CAC 40 DAILY (-1X) INVERSEUCITS ETF)	Management	Abstain
20	Allocation of Losses (AMUNDI EUR OVERNIGHT RETURN UCITS ETF)	Management	Abstain
21	Allocation of Profits/Dividends (AMUNDI MSCI WATER ESG SCREENED UCITS ETF)	Management	Abstain
22	Allocation of Losses (AMUNDI EURO STOXX 50 DAILY (-2X) INVERSE UCITS ETF)	Management	Abstain
23	Allocation of Profits (AMUNDI EURO STOXX 50 DAILY (2X) LEVERAGED UCITS ETF)	Management	Abstain
24	Allocation of Losses (AMUNDI EURO STOXX 50 DAILY (-1X) INVERSE UCITS ETF)	Management	Abstain
25	Allocation of Losses (AMUNDI FTSE MIB DAILY (-2X) INVERSE UCITS ETF)	Management	Abstain
26	Allocation of Profits (AMUNDI FTSE MIB DAILY (2X) LEVERAGED UCITS ETF)	Management	Abstain
27	Allocation of Losses (AMUNDI FTSE MIB DAILY (-1X) INVERSE UCITS ETF)	Management	Abstain
28	Allocation of Losses (AMUNDI GERMAN BUND DAILY (-2X) INVERSE UCITS ETF)	Management	Abstain
29	Allocation of Profits/Dividends (AMUNDI FTSE MIB UCITS ETF)	Management	Abstain
30	Allocation of Profits/Dividends (AMUNDI IBEX 35 UCITS ETF)	Management	Abstain
31	Allocation of Profits (AMUNDI MSCI WOLRD II UCITS ETF)	Management	Abstain
32	Allocation of Profits (LYXOR MSCI EMERGING MARKETS III UCITS ETF)	Management	Abstain
33	Allocation of Profits/Dividends (AMUNDI CAC 40 UCITS ETF)	Management	Abstain
34	Allocation of Profits (AMUNDI EURO STOXX 50 II UCITS ETF)	Management	Abstain
35	Allocation of Losses (AMUNDI PEA OBLIGATIONS D'ETAT EURO UCITS ETF)	Management	Abstain
36	Allocation of Profits/Dividends (AMUNDI MSCI GREECE UCITS ETF)	Management	Abstain
37	Allocation of Profits/Dividends (LYXOR NEW ENERGY ESG SCREENED UCITS ETF)	Management	Abstain
38	Allocation of Profits (LYXOR GREEN BOND INDICIEL)	Management	Abstain
39	Allocation of Losses (PLANET MONDE)	Management	Abstain
40	Allocation of Profits/Dividends (AMUNDI CAC MID 60 (DR) UCITS ETF)	Management	Abstain
41	Allocation of Profits (LYXOR JAPAN (TOPIX) (DR) UCITS ETF)	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

42	Allocation of Profits (LYXOR MSCI EUROPE II UCITS ETF)	Management	Abstain
43	Allocation of Profits (LYXOR MSCI USA ESG BROAD CTB (DR) UCITS ETF)	Management	Abstain
44	Allocation of Profits (LYXOR MSCI INDIA UCITS ETF)	Management	Abstain
45	Ratification of Co-Optation of Yannic Raulin	Management	Abstain
46	Authorisation of Legal Formalities	Management	Abstain

APPLE INC

Annual

ISIN US0378331005 Meeting Date 28-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Wanda M. Austin	Management	For
1b.	Elect Timothy D. Cook	Management	For
1c.	Elect Alex Gorsky	Management	For
1d.	Elect Andrea Jung	Management	Against
1e.	Elect Arthur D. Levinson	Management	For
1f.	Elect Monica C. Lozano	Management	For
1g.	Elect Ronald D. Sugar	Management	Against
1h.	Elect Susan L. Wagner	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against
5.	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Cont	Shareholder	For
6.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
7.	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	For
8.	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Poli	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

FOCUS ENTERTAINMENT

Mix

ISIN FR0012419307 **Meeting Date** 28-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Elect Didier Crespel	Management	For
2	Amendments to Articles Regarding Company Name	Management	For
3	Amendments to Articles Regarding Corporate Purpose	Management	For
4	Authorisation of Legal Formalities	Management	For

S.P.E.E.H. HIDROELECTRICA S.A.

Ordinary

ISIN RO4Q0Z5RO1B6 **Meeting Date** 28-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Income and Expenditure Budget 2024	Management	For
2	Authorization of Legal Formalities	Management	For

ELIOR GROUP

Mix

ISIN FR0011950732 **Meeting Date** 28-Feb-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Bernard Gault, Former Chair and CEO (Until April 18, 2023)	Management	For
7	2023 Remuneration of Daniel Derichebourg, Chair and CEO (Since April 18, 2023)	Management	For
8	2024 Remuneration Policy (Corporate Officers)	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	Appointment of Auditor (Ernst & Young)	Management	For
11	Non-Renewal of Alternate Auditor (Jean-Christophe Georghiou)	Management	For
12	Elect Denis Hennequin	Management	For
13	Elect Inés Cuatrecasas	Management	For
14	Elect Catherine Ottaway	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; In Case of Excha	Management	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
19	Authority to Set Offering Price of Shares	Management	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Authority to Cancel Shares and Reduce Capital	Management	For
24	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

CATANA GROUP

Mix

ISIN FR0010193052 Meeting Date 29-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair and CEO)	Management	For
6	2024 Remuneration Policy (Deputy CEO)	Management	Against
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Olivier Poncin, chair and CEO (until May 14, 2023)	Management	For
10	2023 Remuneration of Aurélien Poncin, Deputy CEO (Until May 21, 2023) and Chair and	Management	For
11	2023 Remuneration of David Etien, Deputy CEO (Since May 22, 2023)	Management	For
12	Elect David Etien	Management	For
13	Elect Aurélien Poncin	Management	Against
14	Authority to Repurchase and Reissue Shares	Management	Against
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Increase Capital Through Capitalisations	Management	Against
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
20	Authority to Set Offering Price of Shares	Management	Against
21	Greenshoe	Management	Against
22	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
23	Textual References Applicable in Case of Regulation Updates	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

KONE CORP.

Annual

ISIN FI0009013403 Meeting Date 29-Feb-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Remuneration Policy	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14A	Elect Matti Alahuhta	Management	For
14B	Elect Susan Duinhoven	Management	For
14C	Elect Marika Fredriksson	Management	For
14D	Elect Antti Herlin	Management	For
14E	Elect Iiris Herlin	Management	For
14F	Elect Jussi Herlin	Management	Against
14G	Elect Timo Ihamuotila	Management	For
14H	Elect Ravi Kant	Management	For
14I	Elect Krishna Mikkilineni	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Number of Auditors	Management	For
17	Appointment of Auditor	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 01-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Income and Expenditure Budget 2024	Management	For
2	Presentation of Income and Expense Budget 2023 (Consolidated)	Management	For
3	Presentation of Lease Contract	Management	For
4	Presentation of Related Party Transactions	Management	For
5	Authorization of Legal Formalities	Management	For

PIRAEUS PORT AUTHORITY S.A

Special

ISIN GRS470003013 Meeting Date 04-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Amendments to Arrangements Framework and Outstanding Debt Settings (Ship Repair B Management		For

QUALCOMM, INC.

Annual

ISIN US7475251036 Meeting Date 05-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Sylvia Acevedo	Management	For
1b.	Elect Cristiano R. Amon	Management	For
1c.	Elect Mark Fields	Management	For
1d.	Elect Jeffrey W. Henderson	Management	For
1e.	Elect Gregory N. Johnson	Management	For
1f.	Elect Ann M. Livermore	Management	For
1g.	Elect Mark D. McLaughlin	Management	For
1h.	Elect Jamie S. Miller	Management	For
1i.	Elect Irene B. Rosenfeld	Management	For
1j.	Elect Kornelis Smit	Management	For
1k.	Elect Jean-Pascal Tricoire	Management	For
1l.	Elect Anthony J. Vinciguerra	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2023 Long-Term Incentive Plan	Management	For
5.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
6.	Amendment to Bylaws to Add Federal Forum Selection Provision	Management	Against

HOLOGIC, INC.

Annual

ISIN US4364401012 **Meeting Date** 07-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Stephen P. MacMillan	Management	For
1b.	Elect Sally W. Crawford	Management	Against
1c.	Elect Charles J. Dockendorff	Management	For
1d.	Elect Scott T. Garrett	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Ludwig N. Hantson	Management	For
1f.	Elect Nanaz Mohtashami	Management	For
1g.	Elect Christina Stamoulis	Management	For
1h.	Elect Stacey D. Stewart	Management	For
1i.	Elect Amy M. Wendell	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

HOLOGIC, INC.

Annual

ISIN US4364401012 **Meeting Date** 07-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Stephen P. MacMillan	Management	For
1b.	Elect Sally W. Crawford	Management	Against
1c.	Elect Charles J. Dockendorff	Management	For
1d.	Elect Scott T. Garrett	Management	Against
1e.	Elect Ludwig N. Hantson	Management	For
1f.	Elect Nanaz Mohtashami	Management	For
1g.	Elect Christina Stamoulis	Management	For
1h.	Elect Stacey D. Stewart	Management	For
1i.	Elect Amy M. Wendell	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

APPLIED MATERIALS INC.

Annual

ISIN US0382221051 Meeting Date 07-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Rani Borkar	Management	For
1b.	Elect Judy Bruner	Management	For
1c.	Elect Xun Chen	Management	For
1d.	Elect Aart J. de Geus	Management	Against
1e.	Elect Gary E. Dickerson	Management	For
1f.	Elect Thomas J. Iannotti	Management	Against
1g.	Elect Alexander A. Karsner	Management	For
1h.	Elect Kevin P. March	Management	For
1i.	Elect Yvonne McGill	Management	For
1j.	Elect Scott A. McGregor	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Abstain

LYXOR INTERNATIONAL AM

Special

ISIN multiple Meeting Date 11-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Merger by Absorption of AMUNDI RUSSEL 1000 GROWTH UCITS ETF OF SICAV MI	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Merger by Absorption of AMUNDI FTSE ITALIA ALL CAP PIR 2020 UCITS ETF OF SI	Management	Abstain
3	Authorisation of Legal Formalities	Management	Abstain

JOHNSON CONTROLS INTERNATIONAL PLC

Annual

ISIN IE00BY7QL619 Meeting Date 13-Mar-24

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

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

STARBUCKS CORP.

Annual

ISIN US8552441094 Meeting Date 13-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Management Nominee Richard E. Allison, Jr.	Management	For
1b.	Elect Management Nominee Andrew Campion	Management	For
1c.	Elect Management Nominee Beth E. Ford	Management	For
1d.	Elect Management Nominee Melody Hobson	Management	Withhold
1e.	Elect Management Nominee Jørgen Vig Knudstorp	Management	Withhold
1f.	Elect Management Nominee Neal Mohan	Management	For
1g.	Elect Management Nominee Satya Nadella	Management	Withhold
1h.	Elect Management Nominee Laxman Narasimhan	Management	For
1i.	Elect Management Nominee Daniel Servitje Montull	Management	Withhold
1j.	Elect Management Nominee Mike Sievert	Management	Withhold
1k.	Elect Management Nominee Wei Zhang	Management	For
1l.	Elect Dissident Nominee Maria Echaveste	Shareholder	For
1m.	Elect Dissident Nominee Hon. Joshua Gotbaum	Shareholder	For
1n.	Elect Dissident Nominee Wilma B. Liebman	Shareholder	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Report On Plant-based Milk Pricing	Shareholder	Abstain
5.	Shareholder Proposal Regarding Non-Discrimination Audit	Shareholder	Abstain
6.	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

GENMAB

Annual

ISIN DK0010272202 Meeting Date 13-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports; Ratification of Board and Management Acts	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Remuneration Report	Management	For
5.A	Elect Deirdre P. Connelly	Management	For
5.B	Elect Pernille Erenbjerg	Management	For
5.C	Elect Rolf Hoffman	Management	For
5.D	Elect Elizabeth O'Farrell	Management	For
5.E	Elect Paolo Paoletti	Management	For
5.F	Elect Anders Gersel Pedersen	Management	Against
6	Appointment of Auditor	Management	For
7.A	Directors' Fees	Management	For
7.B	Indemnification of Directors	Management	For
7.C	Amendments to Articles (Indemnification of Directors)	Management	For
7.D	Remuneration Policy	Management	For
7.E	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
7.F	Issuance of Warrants w/o Preemptive Rights	Management	For
7.G	Authority to Repurchase Shares	Management	For
8	Authorization of Legal Formalities	Management	For

TIETOEVRY CORPORATION

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FI0009000277 Meeting Date 13-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Remuneration Policy	Management	For
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For
18	Appointment of Auditor for Sustainability Reporting	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
21	Forfeiture of Unregistered Shares	Management	For

INVESCO MARKETS III PLC

Annual

ISIN IE00BD0Q9673 Meeting Date 14-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BANCO BILBAO VIZCAYA ARGENTARIA.

Ordinary

ISIN ES0113211835 Meeting Date 14-Mar-24

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

DSV AS

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN DK0060079531 Meeting Date 14-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Directors' Fees	Management	For
5	Remuneration Report	Management	Against
6.01	Elect Thomas Plenborg	Management	For
6.02	Elect Jørgen Møller	Management	For
6.03	Elect Marie-Louise Aamund	Management	For
6.04	Elect Beat Walti	Management	For
6.05	Elect Niels Smedegaard	Management	For
6.06	Elect Tarek Sultan Al-Essa	Management	For
6.07	Elect Benedikte Leroy	Management	Against
6.08	Elect Helle Østergaard Kristiansen	Management	For
7.01	Appointment of Auditor	Management	For
8.1	Authority to Reduce Share Capital	Management	For
8.2	Authority to Repurchase Shares	Management	For
8.3.A	Indemnification of Directors	Management	For
8.3.B	Amendments to Articles	Management	For
8.4	Shareholder Proposal Regarding Reporting on Human Rights	Shareholder	For

PEPCO GROUP N.V.

Annual

ISIN NL0015000AU7 Meeting Date 15-Mar-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2.b	Remuneration Report	Management	Against
2.c	Accounts and Reports	Management	Against
3.a	Ratification of Management Acts	Management	Abstain
3.b	Ratification of Non-Executives' Acts	Management	Abstain
4.a	Authority to Repurchase Shares	Management	For
4.b	Authority to Issue Shares w/o Preemptive Rights	Management	For
5	Cancellation of Shares	Management	For
6.a	Elect Sean Mahoney to the Board of Directors	Management	For
6.b	Elect Neil Brown to the Board of Directors	Management	For
6.c	Elect María Fernanda Mejía to the Board of Directors	Management	Against
6.d	Elect Brendan Connolly to the Board of Directors	Management	For
6.e	Elect Grazyna Piotrowska-Oliwa to the Board of Directors	Management	For
6.f	Elect Paul Soldatos to the Board of Directors	Management	For
7	Appointment of Auditor	Management	For
8	AMENDMENTS TO THE LONG-TERM INCENTIVE PLAN	Management	Against
9	Non-Executive Remuneration Policy	Management	For

ENAGAS SA

Ordinary

ISIN ES0130960018 Meeting Date 20-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Report on Non-Financial Information	Management	For
3	Allocation of Dividends	Management	For
4	Ratification of Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Appointment of Auditor	Management	For
6.1	Elect Sociedad Estatal de Participaciones Industriales - SEPI (Bartolomé Lora Toro)	Management	For
6.2	Elect José Blanco López	Management	For
6.3	Elect José Montilla Aguilera	Management	For
6.4	Elect Cristóbal José Gallego Castillo	Management	For
6.5	Board Size	Management	For
7	Remuneration Policy	Management	For
8	Remuneration Report	Management	For
9	Authorisation of Legal Formalities	Management	For

ORION OSJ

Annual

ISIN FI0009014377 Meeting Date 20-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	For
11	Remuneration Policy	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees; Authority to Set Sustainability Auditor's Fees	Management	For
16	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

STORA ENSO OYJ

Annual

ISIN FI0009005961 Meeting Date 20-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	For
11	Directors' Fees	Management	For
12	Board Size	Management	For
13	Election of Directors	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Repurchase Shares	Management	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

BANCO SANTANDER S.A.

Annual

ISIN ES0113900J37 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Accounts and Reports	Management	For
1B	Report on Non-Financial Information	Management	For
1C	Ratification of Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

CARL ZEISS MEDITEC A G

Annual

ISIN DE0005313704 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Amendments to Articles (Record Date)	Management	For
8	Elect Stefan Müller as Supervisory Board Member	Management	For
9	Remuneration Report	Management	Against

ANDRITZ AG

Annual

ISIN AT0000730007 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Supervisory Board Members' Fees	Management	For
6.1	Appointment of Auditor	Management	For
6.2	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
7.1	Elect Regina Prehofer	Management	For
7.2	Elect Elisabeth Stadler	Management	For
8	Remuneration Report	Management	Against
9	Amendments to Articles (General Meeting)	Management	For
10.1	Additional or Amended Shareholder Proposals	Shareholder	Abstain
10.2	Additional or Amended Board Proposals	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CAIXABANK, S.A

Annual

ISIN ES0140609019 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Accounts and Reports	Management	For
1.2	Report on Non-Financial Information	Management	For
1.3	Ratification of Board Acts	Management	For
2	Allocation of Dividends	Management	For
3	Appointment of Auditor	Management	For
4	Elect María Verónica Fisas Vergés	Management	For
5.1	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For
5.2	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For
5.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
5.4	Authority to Issue Convertible Securities w/ or w/o Preemptive Rights	Management	For
6.1	Amendment to the Remuneration Policy	Management	For
6.2	Authority to Issue Share Pursuant to Equity Remuneration Plan	Management	For
6.3	Maximum Variable Pay Ratio	Management	For
6.4	Remuneration Report	Management	For
7	Authorisation of Legal Formalities	Management	For

NORDEA BANK ABP

Annual

ISIN FI4000297767 Meeting Date 21-Mar-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Remuneration Policy	Management	For
12	Directors' Fees	Management	For
13	Board Size	Management	For
14A	Elect Stephen Hester	Management	For
14B	Elect Petra van Hoeken	Management	For
14C	Elect John Maltby	Management	For
14D	Elect Risto Murto	Management	For
14E	Elect Lene Skole	Management	For
14F	Elect Per Strömberg	Management	For
14G	Elect Jonas Synnergren	Management	For
14H	Elect Arja Talma	Management	For
14I	Elect Kjersti Wiklund	Management	For
14J	Elect Lars Rohde	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For
18	Appointment of Auditor for Sustainability Reporting	Management	For
19	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Management	For
20	Authority to Trade in Company Stock (Repurchase)	Management	For
21	Authority to Trade in Company Stock (Transfer)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Issuance of Treasury Shares	Management	For
24	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BANKINTER SA

Annual

ISIN ES0113679137 **Meeting Date** 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Report on Non-Financial Information	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Dividends	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Gloria Ortiz Portero	Management	For
6.2	Elect Teresa Paz-Ares Rodríguez	Management	For
6.3	Board Size	Management	For
7	Creation of Capitalisation Reserve	Management	For
8	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
9	Authority to Issue Convertible Debt Instruments	Management	For
10.1	Remuneration Policy	Management	Against
10.2	Authority to Transfer Shares Pursuant to Annual Variable Plan	Management	For
10.3	Maximum Variable Pay Ratio	Management	For
11	Authorisation of Legal Formalities	Management	For
12	Remuneration Report	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

VALMET CORPORATION

Annual

ISIN FI4000074984 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Policy	Management	Against
11	Remuneration Report	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
17	Authority to Repurchase Shares	Management	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

NOVO NORDISK

Annual

ISIN DK0062498333 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Remuneration Report	Management	Against
5.1	Directors' Fees	Management	For
5.2.A	Indemnification of the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.2.B	Indemnification of the Executive Management	Management	For
5.2.C	Amendments to Articles	Management	For
5.3	Remuneration Policy	Management	Against
6.1	Election of Helge Lund as Chair	Management	For
6.2	Election of Henrik Poulsen as Vice Chair	Management	Against
6.3.1	Elect Laurence Debroux	Management	For
6.3.2	Elect Andreas Fibig	Management	For
6.3.3	Elect Sylvie Grégoire	Management	For
6.3.4	Elect Kasim Kutay	Management	For
6.3.5	Elect Christina Choi Lai Law	Management	For
6.3.6	Elect Martin Mackay	Management	Against
7.1	Appointment of Auditor	Management	For
8.1	Cancellation of Shares	Management	For
8.2	Authority to Repurchase Shares	Management	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

TRYG AS

Annual

ISIN DK0060636678 Meeting Date 21-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2.A	Accounts and Reports	Management	For
2.B	Ratification of Board and Management Acts	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Remuneration Report	Management	For
5	Directors' Fees	Management	For
6.A	Cancellation of Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.B	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
6.C	Authority to Repurchase Shares	Management	For
6.D	Indemnification of Directors/Officers	Management	For
6.E	Remuneration Policy	Management	Against
7.1	Elect Jukka Pertola	Management	Against
7.2	Elect Carl-Viggo Östlund	Management	For
7.3	Elect Mengmeng Du	Management	For
7.4	Elect Thomas Hofman-Bang	Management	For
7.5	Elect Steffen Kragh	Management	For
7.6	Elect Benedicte Bakke Agerup	Management	For
8	Appointment of Auditor	Management	For
9	Authorization of Legal Formalities	Management	For

S.P.E.E.H. HIDROELECTRICA S.A.

Ordinary

ISIN RO4Q0Z5RO1B6 Meeting Date 25-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Approval of Key Performance Indicators	Management	Against
2	Approval of Variable Remuneration (Supervisory Board)	Management	Against
3	Addendum to Directors' Agreement	Management	Against
4	Approval of Maximum Remuneration Limits (Management Board)	Management	For
5	Authorization of Legal Formalities (Addendum)	Management	Against
6	Authorization of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

RANDSTAD NV

Annual

ISIN NL0000379121 Meeting Date 26-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2.c.	Remuneration Report	Management	For
2.d.	Accounts and Reports	Management	For
2.f.	Allocation of Dividends	Management	For
2.g.	Allocation of Special Dividend	Management	For
3.a.	Ratification of Management Board Acts	Management	Abstain
3.b.	Ratification of Supervisory Board Acts	Management	Abstain
4.a.	Elect Dimitra Manis to the Supervisory Board	Management	Against
4.b.	Elect Philippe Vimard to the Supervisory Board	Management	For
5.a.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
5.b.	Authority to Repurchase Shares	Management	For
5.c.	Cancellation of Shares	Management	For

SC FONDUL PROPRIETATEA SA

Ordinary

ISIN ROFPTAACNOR5 Meeting Date 26-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Management Agreement with the Fund Manager	Management	For
2	Amendments to Remuneration Policy	Management	For
3	Revenue and Expense Budget 2024	Management	For
4.A.1	Elect Nicholas Paris	Management	For
4.A.2	Elect Marian Cristian Mocanu	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.A.3	Elect Dorin Alexandru Badea	Management	Abstain
4.A.4	Elect Raluca Ana-Maria Nicolescu	Management	Abstain
4.B.1	Elect Marian Cristian Mocanu	Management	Against
4.B.2	Elect Marius Alin Andries	Management	Against
4.B.3	Elect Daniela Nemoianu	Management	Against
4.B.4	Elect Raluca Ana-Maria Nicolescu	Management	For
5	Shareholder Counter-motion Regarding the Amendments to Management Agreement with Shareholder		Abstain
6	Shareholder Proposal Regarding the Amendments to Remuneration Policy	Shareholder	Abstain
7	Shareholder Proposal Regarding Approval of Strategy	Shareholder	Abstain
8	Approval of Ex-Date and Registration Date; Authorization of Legal Formalities	Management	For

LYXOR INTERNATIONAL AM

Special

ISIN multiple Meeting Date 26-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Merger by Absorption of AMUNDI RUSSEL 1000 GROWTH UCITS ETF OF SICAV MI	Management	Abstain
2	Merger by Absorption of AMUNDI FTSE ITALIA ALL CAP PIR 2020 UCITS ETF OF SI	Management	Abstain
3	Authorisation of Legal Formalities	Management	Abstain

KESKO OYJ

Annual

ISIN FI0009000202 Meeting Date 26-Mar-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
8	Accounts and Reports	Management	For
9	Allocation of Profits/Dividends	Management	For
10	Ratification of Board and CEO Acts	Management	For
11	Remuneration Report	Management	Against
12	Remuneration Policy	Management	Against
13	Directors' Fees	Management	For
14	Board Size	Management	For
15	Election of Directors	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Appointment of Auditor	Management	For
18	Authority to Set Sustainability Reporting Auditor's Fees	Management	For
19	Appointment of Auditor for Sustainability Reporting	Management	For
20	Amendments to Articles	Management	Against
21	Authority to Repurchase Shares	Management	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
23	Charitable Donations	Management	For

BANK MILLENNIUM S.A.

Annual

ISIN PLBIG0000016 Meeting Date 27-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Voting Method	Management	For
3	Election of Presiding Chair	Management	For
4	Compliance with Rules of Convocation	Management	For
5	Agenda	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Election of Voting Committee	Management	For
7	Accounts and Reports	Management	For
8	Financial Statements (Group)	Management	For
9.A	Supervisory Board Report (Management Board Report)	Management	For
9.B	Supervisory Board Report (Allocation of Profits)	Management	For
9.C	Supervisory Board Report (Information, Reports and Evaluations)	Management	For
10	Allocation of Profits	Management	For
11	Ratification of Management and Supervisory Board Acts	Management	Abstain
12	Supervisory Board Report on Remuneration Policy Assessment	Management	For
13	Remuneration Report	Management	Against
14	Approval of Policy on Assessment of Suitability of Supervisory Board Members	Management	For
15	Assessment of Suitability of the Supervisory Board Members	Management	For
17	Amendments to Articles	Management	For

NESTE OYJ

Annual

ISIN FI0009013296 Meeting Date 27-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	REMUNERATION REPORT	Management	Against
11	REMUNERATION POLICY	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Approve Payment of Fees to Sustainability Auditor	Management	For
18	Appointment of Auditor for Sustainability Reporting	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
21	Amendments to Articles Regarding Sustainability Auditor	Management	For
22	Amendment of Nomination Committee Guidelines	Management	For

MBANK S.A

Annual

ISIN PLBRE0000012 Meeting Date 27-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Election of Vote Counting Commission	Management	For
4	Presentation of Management Board Reports	Management	For
5	Presentation of Supervisory Board Report	Management	For
6	Presentation of Management Board Report (Group)	Management	For
7	Presentation of Financial Statements (Group)	Management	For
8.1	Management Board Report	Management	For
8.2	Financial Statements	Management	For
8.3	Allocation of Profits	Management	For
8.4	Allocation of Retained Earnings	Management	For
8.5	Ratify Cezary Stypulkowski	Management	Abstain
8.6	Ratify Cezary Kocik	Management	Abstain
8.7	Ratify Adam Pers	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.8	Ratify Krzysztof Dabrowski	Management	Abstain
8.9	Ratify Andreas Böger	Management	Abstain
8.10	Ratify Marek Lusztyn	Management	Abstain
8.11	Ratify Julia Nusser	Management	Abstain
8.12	Ratify Pascal Ruhland	Management	Abstain
8.13	Ratify Co-Option of Bernhard Spalt to the Supervisory Board	Management	Against
8.14	Ratify Agnieszka Slomka-Golebiowska	Management	Abstain
8.15	Ratify Bettina Orlopp	Management	Abstain
8.16	Ratify Marcus Chromik	Management	Abstain
8.17	Ratify Tomasz Bieske	Management	Abstain
8.18	Ratify Mirosław Godlewski	Management	Abstain
8.19	Ratify Aleksandra Gren	Management	Abstain
8.20	Ratify Arno Walter	Management	Abstain
8.21	Ratify Thomas Schaufler	Management	Abstain
8.22	Ratify Hans-Georg Beyer	Management	Abstain
8.23	Financial Statements (Consolidated)	Management	For
8.24	Amendments to Articles	Management	For
8.25	Supervisory Board Report on Remuneration Policy Assessment	Management	For
8.26	Approval of Policy on Assessment of Suitability of Supervisory Board Members, Management	Management	For
8.27	Assessment of Suitability of the Supervisory Board Members	Management	For
8.28	Remuneration Report	Management	Against
8.29	Remuneration Policy	Management	Against
8.30	Board Size	Management	Abstain
8.31	Changes to the Supervisory Board Composition	Management	For
8.32	Supervisory Board Fees	Management	For
8.33	Appointment of Auditor	Management	For
8.34	Authority to Issue Shares w/ Preemptive Rights	Management	For
8.35	Amendments to the General Meeting Regulations	Management	For

**Proxy Voting records
Quarterly Summary**

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KIRIN HOLDINGS CO., LTD.

Annual

ISIN JP3258000003 **Meeting Date** 28-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2	Amendments to Articles	Management	For
3.1	Elect Yoshinori Isozaki	Management	For
3.2	Elect Takeshi Minakata	Management	For
3.3	Elect Junko Tsuboi	Management	For
3.4	Elect Toru Yoshimura	Management	For
3.5	Elect Shinjiro Akieda	Management	For
3.6	Elect Masakatsu Mori	Management	For
3.7	Elect Hiroyuki Yanagi	Management	For
3.8	Elect Noriko Shiono	Management	For
3.9	Elect Roderick Ian Eddington	Management	For
3.10	Elect George Olcott	Management	For
3.11	Elect Shinya Katanozaka	Management	For
3.12	Elect Yoshiko Ando	Management	For
4.1	Elect Kaoru Kashima @ Kaoru Taya	Management	For
4.2	Elect Yoko Dochi	Management	For

ANIMA HOLDING SPA

Mix

ISIN IT0004998065 **Meeting Date** 28-Mar-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	Against
0050	2024-2026 Long-Term Incentive Plan	Management	For
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Cancellation of Shares	Management	For
0080	Authority to Issue Shares w/o Preemptive Rights to Service 2024-2026 Long-Term Incen	Management	For
0090	Amendments to Articles	Management	For

BIOTALYS NV

Special

ISIN BE0974386188 Meeting Date 29-Mar-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Continuation of the Company's Activities	Management	For
3	Elect Kevin Helash	Management	For

NATURGY ENERGY GROUP S.A.

Annual

ISIN ES0116870314 Meeting Date 02-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Individual Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Allocation of Dividends	Management	For
5	Ratification of Board Acts	Management	For
6	Remuneration Report	Management	Against
7	Appointment of Auditor	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For
9	Authority to Set General Meeting Notice Period at 15 days	Management	Against
10	Authorisation of Legal Formalities	Management	For

ECONOCOM GROUP SE

Annual

ISIN BE0974313455 **Meeting Date** 02-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
I.2.	Accounts and Reports	Management	For
I.3.	Allocation of Profits	Management	For
I.4.	Ratification of Board Acts	Management	For
I.5.	Ratification of Auditor's Acts	Management	For
I.6.	Remuneration Report	Management	Against
I.7.i	Elect Jean-Louis Bouchard to the Board of Directors	Management	For
I.7ii	Elect Jean-Philippe Roesch to the Board of Directors	Management	For
I.7iii	Elect Marie-Christine Levet to the Board of Directors	Management	Against
I.7iv	Resignation of Adeline Challon-Kemoun	Management	For
I.8.	Elect Philippe Capron to the Board of Directors	Management	For
I.9.	Elect Chantal De Vrieze to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

I.10. Authorization of Legal Formalities

Management

For

ECONOCOM GROUP SE

Special

ISIN BE0974313455 **Meeting Date** 02-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
II.1.	Allocation of Dividends	Management	For
II.2.	Authorization of Legal Formalities	Management	For

THERMADOR GROUPE

Mix

ISIN FR0013333432 **Meeting Date** 02-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Frank Bourgois	Management	For
5	2023 Remuneration of Guillaume Robin, Chair and CEO	Management	Against
6	2023 Remuneration of Patrick Mavigner, Deputy CEO	Management	Against
7	2023 Remuneration of Lionel Monroe, Deputy CEO	Management	Against
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2023 Remuneration Report	Management	Against
10	2024 Remuneration Policy (Chair and CEO)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	2024 Remuneration Policy (Patricia Mavigner, Deputy CEO)	Management	Against
12	2024 Remuneration Policy (Lionel Monroe, Deputy CEO)	Management	Against
13	2024 Directors' Fees	Management	For
14	Special Auditors Report on Regulated Agreements	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
17	Authority to Issue Restricted Shares and Performance Shares (Employees)	Management	For
18	Authority to Issue Restricted Shares and Performance Shares (Corporate Officers)	Management	Against
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Authorisation of Legal Formalities	Management	For

NOKIA CORP

Annual

ISIN FI0009000681 Meeting Date 03-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Remuneration Policy	Management	For
12	Directors' Fees	Management	For
13	Board Size	Management	For
14.1	Elect Timo Ahopelto	Management	For
14.2	Elect Sari Baldauf	Management	For
14.3	Elect Elizabeth Crain	Management	For
14.4	Elect Thomas Dannenfeldt	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14.5	Elect Lisa Hook	Management	For
14.6	Elect Michael E. McNamara	Management	For
14.7	Elect Thomas Saueressig	Management	For
14.8	Elect Søren Skou	Management	For
14.9	Elect Carla Smits-Nusteling	Management	For
14.10	Elect Kai Öistämö	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For
18	Appointment of Auditor for Sustainability Reporting	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
21.a	Amendments to Articles Regarding Company Object	Management	For
21.b	Amendments to Articles Regarding Auditor	Management	For
21.c	Amendments to Articles Regarding Virtual Only Meetings	Management	For
21.d	Amendments to Articles Regarding Matters at the AGM	Management	For

RAIFFEISEN BANK INTERNATIONAL AG

Annual

ISIN AT0000606306 Meeting Date 04-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Remuneration Report	Management	Against
4	Management Board Remuneration Policy	Management	Against
5	Ratification of Management Board Acts	Management	For
6	Ratification of Supervisory Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Elect Martin Schaller as Supervisory Board Member	Management	Against
8	Supervisory Board Remuneration Policy	Management	For
9	Appointment of Auditor for Sustainability Reporting	Management	For
10	Appointment of Auditor	Management	For
11	Increase in Authorised Capital	Management	Against
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Repurchase Shares For Trading Purposes	Management	For

SES SA

Annual

ISIN LU0088087324 Meeting Date 04-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Dividends	Management	For
9	Ratification of Board Acts	Management	Abstain
10	Board Size	Management	For
11.1	Elect Jennifer Coyle Byrne	Management	For
11.2	Elect Katrin Wehr-Seiter	Management	For
11.3	Elect Carlo Fassbinder	Management	For
12	Remuneration Policy	Management	For
13	Directors' Fees FY2024	Management	For
14	Remuneration Report	Management	Against
15	Appointment of Auditor and Authority to Set Fees	Management	For
16	Authority to Repurchase Shares	Management	For
17	SHP regarding Misc. Capital Issue	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN LU0088087324 Meeting Date 04-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Increase in Authorised Capital	Management	For

UPM-KYMMENE OYJ

Annual

ISIN FI0009005987 Meeting Date 04-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Remuneration Policy	Management	For
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
18	Authority to Repurchase Shares	Management	For
19	Charitable Donations	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 04-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Liability Action Against Former CEO	Management	For
4	Authorization of Legal Formalities	Management	For

UNICAJA BANCO S.A

Annual

ISIN ES0180907000 Meeting Date 05-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Individual Accounts and Reports	Management	For
1.2	Consolidated Accounts and Reports	Management	For
2	Report on Non Financial Information	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Dividends	Management	For
5.1	Ratify Co-Option and Elect José Sevilla Álvarez	Management	For
5.2	Elect María Luisa Arjonilla López	Management	For
5.3	Elect Víctor Covián Regales	Management	For
6	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
7	Remuneration Report	Management	Against
8	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

GENERALFINANCE S.P.A

Annual

ISIN IT0005144784 Meeting Date 05-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	Ratification of Co-option of Two Directors	Management	For
0060	Appointment of Auditor and Authority to Set Fees	Management	For

CLARANOVA

Mix

ISIN FR0013426004 Meeting Date 05-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	2023 Remuneration Policy (CEO)	Management	For
2	2024 Remuneration Policy (Deputy CEO)	Management	For
3	2023 Remuneration Policy (Board of Directors)	Management	For
4	2023 Remuneration Policy (Chair)	Management	For
5	Authority to Issue Performance Shares (Deputy CEO)	Management	For
6	Authority to Issue Performance Shares (Corporate Officers)	Management	For
7	Authority to Grant Stock Options	Management	For
8	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
10	Authority to Issue Convertible Securities	Management	For
11	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
12	Authority to Set Offering Price of Shares	Management	Against
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Against
14	Greenshoe	Management	Against
15	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
16	Authority to Increase Capital in Case of Exchange Offers	Management	Against
17	Authority to Grant Warrants (BSA)	Management	For
18	Global Ceiling on Capital Increases and Debt Issuances	Management	For
19	Employee Stock Purchase Plan	Management	For
20	Amendments to Articles Regarding Deliberations of the Board	Management	For
A	Shareholder Proposal Regarding the Removal of Francis Meston	Shareholder	Abstain
B	Shareholder Proposal Regarding the Removal of Roger Bloxberg	Shareholder	Abstain
C	Shareholder Proposal Regarding the Election of Cyrille Crocqueville	Shareholder	Abstain
21	Authorisation of Legal Formalities	Management	For

BANK OF NEW YORK MELLON CORP

Annual

ISIN US0640581007 Meeting Date 09-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Linda Z. Cook	Management	Against
1b.	Elect Joseph J. Echevarria	Management	For
1c.	Elect M. Amy Gilliland	Management	For
1d.	Elect Jeffrey A. Goldstein	Management	For
1e.	Elect K. Guru Gowrappan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Ralph Izzo	Management	For
1g.	Elect Sandie O'Connor	Management	For
1h.	Elect Elizabeth E. Robinson	Management	For
1i.	Elect Rakefet Russak-Aminoach	Management	For
1j.	Elect Robin A. Vince	Management	For
1k.	Elect Alfred W. Zollar	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	For

VINCI

Mix

ISIN FR0000125486 Meeting Date 09-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Benoit Bazin	Management	Against
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Remuneration Policy (Executives)	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Xavier Huillard, Chair and CEO	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Authority to Cancel Shares and Reduce Capital	Management	For
12	Employee Stock Purchase Plan	Management	Against
13	Stock Purchase Plan for Overseas Employees	Management	Against
14	Authorisation of Legal Formalities	Management	For

CTAC NV

Annual

ISIN NL0000345577 Meeting Date 09-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.b.	Accounts and Reports	Management	For
3.d.	Allocation of Dividends	Management	For
3.e.	Ratification of Management Acts	Management	Abstain
3.f.	Ratification of Supervisory Board Acts	Management	Abstain
4.	Remuneration Report	Management	For
5.	Appointment of Auditor	Management	For
6.	Authority to Repurchase Shares	Management	For
7.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

SYNOPSYS, INC.

Annual

ISIN US8716071076 Meeting Date 10-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Aart J. de Geus	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Roy A. Vallee	Management	For
1c.	Elect Sassine Ghazi	Management	For
1d.	Elect Luis A Borgen	Management	For
1e.	Elect Marc N. Casper	Management	Against
1f.	Elect Janice D. Chaffin	Management	Against
1g.	Elect Bruce R. Chizen	Management	For
1h.	Elect Mercedes Johnson	Management	For
1i.	Elect Robert G. Painter	Management	Against
1j.	Elect Jeannine P. Sargent	Management	For
1k.	Elect John G. Schwarz	Management	Against
2.	Amendment to the 2006 Employee Equity Incentive Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

EDP-ENERGIAS DE PORTUGAL S.A.

Annual

ISIN PTEDP0AM0009 **Meeting Date** 10-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1.	Accounts and Reports	Management	For
1.2.	Remuneration Report	Management	For
1.3.	Assessment of Progress Report on 2030 Climate Change Commitment	Management	For
2.1.	Allocation of Profits	Management	For
2.2.	Allocation of Dividends	Management	For
3.1.	Ratification of Executive Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.2.	Ratification of General and Supervisory Board Acts	Management	For
3.3.	Ratification of Auditor Acts	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Authority to Trade in Company Debt Instruments	Management	For
6	Amendments to Articles	Management	For
7	Remuneration Policy	Management	For
8	Corporate Bodies' Fees	Management	For
9.1.	Election of General and Supervisory Board	Management	Abstain
9.2.	Election of Executive Board	Management	For
9.3.	Appointment of Auditor	Management	For
9.4.	Election of Board of the General Shareholders' Meeting	Management	For
9.5.	Election of Remuneration Committee	Management	For
9.6.	Remuneration Committee Fees	Management	For

DEUTSCHE TELEKOM AG

Annual

ISIN DE0005557508 Meeting Date 10-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Lars Hinrichs	Management	For
6.2	Elect Karl-Heinz Streibich	Management	For
7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
8	Supervisory Board Remuneration Policy	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9 Remuneration Report

Management

Against

AIRBUS SE

Annual

ISIN NL0000235190 Meeting Date 10-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Dividends	Management	For
3	Special Dividend	Management	For
4	Ratification of Non-Executives' Acts	Management	Abstain
5	Ratification of Executive Directors' Acts	Management	Abstain
6	Appointment of Auditor	Management	For
7	Remuneration Report	Management	Against
8	Remuneration Policy	Management	Against
9	Elect René Obermann to the Board of Directors	Management	For
10	Elect Victor Chu Lap Lik to the Board of Directors	Management	For
11	Elect Jean-Pierre Clamadieu to the Board of Directors	Management	For
12	Elect Amparo Moraleda to the Board of Directors	Management	For
13	Elect Feiyu Xu to the Board of Directors	Management	For
14	Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	Management	For
15	Additional Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
16	Authority to Repurchase Shares	Management	For
17	Cancellation of Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

KONINKLIJKE AHOLD DELHAIZE N.V.

Annual

ISIN NL0011794037 Meeting Date 10-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2.4.	Accounts and Reports	Management	For
2.5.	Allocation of Dividends	Management	For
3.	Remuneration Report	Management	For
4.1.	Ratification of Management Board Acts	Management	Abstain
4.2.	Ratification of Supervisory Board Acts	Management	Abstain
5.1.	Elect Bill McEwan to the Supervisory Board	Management	For
5.2.	Elect Helen A. Weir to the Supervisory Board	Management	For
5.3.	Elect Frank van Zanten to the Supervisory Board	Management	Against
5.4.	Elect Robert Jan van de Kraats to the Supervisory Board	Management	For
5.5.	Elect Laura M. Miller to the Supervisory Board	Management	For
6.	Appointment of Auditor	Management	For
7.1.	Authority to Issue Shares w/ Preemptive Rights	Management	For
7.2.	Authority to Suppress Preemptive Rights	Management	For
7.3.	Authority to Repurchase Shares	Management	For
7.4.	Cancellation of Shares	Management	For

ROCKWOOL AS

Annual

ISIN DK0010219153 Meeting Date 10-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Accounts and Reports; Ratification of Board and Management Acts	Management	For
4	Remuneration Report	Management	Against
5	Directors' Fees	Management	For
6	Allocation of Profits/Dividends	Management	For
7.01	Elect Jes Munk Hansen	Management	For
7.02	Elect Ilse Irene Henne	Management	Against
7.03	Elect Rebekka Glasser Herlofsen	Management	For
7.04	Elect Carsten Kähler	Management	For
7.05	Elect Thomas Kähler	Management	Against
7.06	Elect Jørgen Tang-Jensen	Management	For
8.01	Appointment of Auditor	Management	For
9.a	Authority to Repurchase Shares	Management	For
9.b	Remuneration Policy	Management	Against
9.c	Charitable Donations	Management	For

ROYAL BANK OF CANADA

Annual

ISIN CA7800871021 Meeting Date 11-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Mirko Bibic	Management	Withhold
1.2	Elect Andrew A. Chisholm	Management	For
1.3	Elect Jacynthe Côté	Management	For
1.4	Elect Toos N. Daruvala	Management	For
1.5	Elect Cynthia Devine	Management	For
1.6	Elect Roberta Jamieson	Management	For
1.7	Elect David I. McKay	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.8	Elect Amanda Norton	Management	For
1.9	Elect Barry V. Perry	Management	For
1.10	Elect Maryann Turcke	Management	For
1.11	Elect Thierry Vandal	Management	For
1.12	Elect Frank Vettese	Management	For
1.13	Elect Jeffery W. Yabuki	Management	For
02	Appointment of Auditor	Management	For
03	Advisory Vote on Executive Compensation	Management	Against
04	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	For
05	Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Shareholder	For
06	Shareholder Proposal Regarding Pay Ratio Disclosure	Shareholder	For
07	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Abstain
08	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	Shareholder	Abstain
09	Shareholder Proposal Regarding Reporting Circular Economy Loans	Shareholder	For
10	Shareholder Proposal Regarding Say on Climate	Shareholder	For

DAVIDE CAMPARI

Annual

ISIN NL0015435975 **Meeting Date** 11-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Remuneration Report	Management	Against
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Ratification of Executive Directors Acts	Management	Abstain
0050	Ratification of Non-Executives' Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0060	Elect Matteo Fantacchiotti to the Board of Directors	Management	For
0070	Elect Robert Kunze-Concewitz to the Board of Directors	Management	For
0080	Remuneration Policy	Management	Against
0090	Approval of the Long-Term Incentive Plan (Leadership Members)	Management	For
0100	Approval of the Long-Term Incentive Plan (Selected Beneficiaries)	Management	For
0110	Approval of the CFOO Last Mile Incentive plan	Management	Against
0120	Authority to Repurchase Shares	Management	Against

TELEFONICA S.A

Annual

ISIN ES0178430E18 Meeting Date 11-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Accounts and Reports	Management	For
1.2	Report on Non-Financial Information	Management	For
1.3	Ratification of Board Acts	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Appointment of Auditor	Management	For
4.1	Elect Isidro Fainé Casas	Management	For
4.2	Elect José Javier Echenique Landiribar	Management	For
4.3	Elect Peter Löscher	Management	For
4.4	Elect Verónica María Pascual Boé	Management	For
4.5	Elect Claudia Sender Ramírez	Management	For
4.6	Ratify Co-Option and Elect Solange Sobral Targa	Management	For
4.7	Ratify Co-Option and Elect Alejandro Reynal Ample	Management	For
5	Cancellation of Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Special Dividend	Management	For
7	Approval of Long-Term Incentive Plan	Management	For
8	Authorisation of Legal Formalities	Management	For
9	Remuneration Report	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 **Meeting Date** 11-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Approval of Procurement of Legal Services	Management	For
2	Authorization of Legal Formalities	Management	For

SNGN ROMGAZ SA

Special

ISIN ROSNGNACNOR3 **Meeting Date** 11-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles (M-I Petrogas Services Romania SRL)	Management	For
2	Authorization of Legal Formalities (M-I Petrogas Services Romania SRL)	Management	For
3	Authorization of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ASTRAZENECA PLC

Annual

ISIN GB0009895292 Meeting Date 11-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Appointment of Auditor	Management	For
4	Authority to Set Auditor's Fees	Management	For
5A	Elect Michel Demaré	Management	For
5B	Elect Pascal Soriot	Management	For
5C	Elect Aradhana Sarin	Management	For
5D	Elect Philip Broadley	Management	For
5E	Elect Euan Ashley	Management	For
5F	Elect Deborah DiSanzo	Management	For
5G	Elect Diana Layfield	Management	For
5H	Elect Anna Manz	Management	For
5I	Elect Sherilyn S. McCoy	Management	For
5J	Elect Tony Mok	Management	For
5K	Elect Nazneen Rahman	Management	For
5L	Elect Andreas Rummelt	Management	For
5M	Elect Marcus Wallenberg	Management	For
6	Remuneration Report	Management	For
7	Remuneration Policy	Management	For
8	Amendment to Performance Share Plan	Management	For
9	Authorisation of Political Donations	Management	For
10	Authority to Issue Shares w/ Preemptive Rights	Management	For
11	Authority to Issue Shares w/o Preemptive Rights	Management	For
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
13	Authority to Repurchase Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14 Authority to Set General Meeting Notice Period at 14 Days Management For

VICAT

Annual

ISIN FR0000031775 Meeting Date 12-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Board Acts	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Elect Bruno Salmon	Management	For
8	Elect Éléonore Sidos	Management	Against
9	Elect Caroline Ginon	Management	For
10	2024 Remuneration Policy (Corporate Officers)	Management	Against
11	2023 Remuneration Report	Management	Against
12	2023 Remuneration of Guy Sidos, Chair and CEO	Management	For
13	2023 Remuneration of Didier Petetin, Deputy CEO	Management	Against
14	2023 Remuneration of Lukas Epple, Deputy CEO	Management	For
15	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
16	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

UNICREDIT SPA

Mix

ISIN IT0005239360 **Meeting Date** 12-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Elimination of Negative Reserves	Management	For
0040	Authority to Repurchase Shares	Management	For
0050	Board Size	Management	For
006A	List Presented by Board of Directors	Management	Abstain
006B	List Presented by Group of Institutional Investors Representing 1.41% of Share Capital	Management	For
0070	Directors' Fees	Management	For
0080	Remuneration Policy	Management	Abstain
0090	Remuneration Report	Management	Abstain
0100	2024 GROUP INCENTIVE SYSTEM	Management	For
0110	Approval of the Employee Share Ownership Plan	Management	For
0120	Authority to Issue Shares to Implement 2022 Group Incentive System	Management	For
0130	Authority to Issue Shares to Implement 2023 Group Incentive System	Management	For
0140	Authority to Issue Shares to Implement 2020-2023 Long-Term Incentive Plan	Management	For
0150	Cancellation of Shares	Management	For

ELISA OYJ

Annual

ISIN FI0009007884 **Meeting Date** 12-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	REMUNERATION REPORT	Management	Against
11	REMUNERATION POLICY	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Repurchase Shares	Management	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
19	Forfeiture of Unclaimed Merger Consideration (Kymen Puhelin Oy)	Management	For
20	Forfeiture of Unclaimed Merger Consideration (Telekarelia Oy)	Management	For

IQVIA HOLDINGS INC

Annual

ISIN US46266C1053 **Meeting Date** 16-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ari Bousbib	Management	For
1b.	Elect Carol J. Burt	Management	For
1c.	Elect Colleen A. Goggins	Management	For
1d.	Elect John M. Leonard	Management	Against
1e.	Elect Todd B. Sisitsky	Management	Against
1f.	Elect Sheila A. Stamps	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

4. Ratification of Auditor Management For

NORTHERN TRUST CORP.

Annual

ISIN US6658591044 **Meeting Date** 16-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Linda Walker Bynoe	Management	Against
1b.	Elect Susan Crown	Management	For
1c.	Elect Dean M. Harrison	Management	For
1d.	Elect Jay L. Henderson	Management	Against
1e.	Elect Marcy S. Klevorn	Management	For
1f.	Elect Siddharth N. Mehta	Management	For
1g.	Elect Michael G. O'Grady	Management	Against
1h.	Elect Martin P. Slark	Management	For
1i.	Elect David H. B. Smith, Jr.	Management	For
1j.	Elect Donald Thompson	Management	For
1k.	Elect Charles A. Tribbett III	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Client Voting Preferences	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

PUBLIC SERVICE ENTERPRISE GROUP INC.

Annual

ISIN US7445731067 **Meeting Date** 16-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ralph A. LaRossa	Management	For
1b.	Elect Susan Tomasky	Management	Against
1c.	Elect Willie A. Deese	Management	For
1d.	Elect Jamie M. Gentoso	Management	For
1e.	Elect Barry H. Ostrowsky	Management	For
1f.	Elect Ricardo G. Pérez	Management	For
1g.	Elect Valerie A. Smith	Management	For
1h.	Elect Scott G. Stephenson	Management	For
1i.	Elect Laura A. Sugg	Management	For
1j.	Elect John P. Surma	Management	For
1k.	Elect Kenneth Y Tanji	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3a.	Elimination of Supermajority Requirement Regarding Business Combinations	Management	For
3b.	Elimination of Supermajority Requirement to Remove Directors Without Cause	Management	For
3c.	Elimination of Supermajority Requirement to Make certain Bylaw amendments	Management	For
4.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

MAGYAR TELEKOM TELECOMMUNICATIONS

Annual

ISIN HU0000073507 **Meeting Date** 16-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Appointment of Meeting Officials	Management	For
2	Appointment of Meeting Officials	Management	For
3	Appointment of Meeting Officials	Management	For
4	Agenda	Management	For
5	Accounts and Reports (Consolidated)	Management	For
6	Accounts and Reports	Management	For
7	Directors' Report on Acquired Treasury Shares	Management	For
8	Authority to Repurchase Shares	Management	Against
9	Corporate Governance and Management Report	Management	For
10	Ratification of Board Acts	Management	Abstain
11	Directors' Fees	Management	For
12	Reduction in Authorized Capital	Management	For
13	Cancellation of Shares	Management	For
14	Amendments to Remuneration Policy	Management	For
15	Remuneration Report	Management	For
16	Appointment of Auditor and Authority to Set Fees	Management	For

STELLANTIS N.V

Annual

ISIN NL00150001Q9 **Meeting Date** 16-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2.d	Remuneration Report	Management	Against
2.e	Accounts and Reports	Management	For
2.f	Allocation of Dividends	Management	For
2.g	Ratification of Board Acts	Management	Abstain
3	Elect Claudia Parzani to the Board of Directors	Management	For
4.a	Authority to Issue Shares w/ Preemptive Rights	Management	For
4.b	Authority to Suppress Preemptive Rights	Management	For
5	Authority to Repurchase Shares	Management	For
6.a	Cancellation of Shares (Ordinary Shares)	Management	For
6.b	Cancellation of Shares (Special Voting Shares)	Management	For

REGIONS FINANCIAL CORP.

Annual

ISIN US7591EP1005 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark A. Crosswhite	Management	For
1b.	Elect Noopur Davis	Management	For
1c.	Elect Zhanna Golodryga	Management	For
1d.	Elect J. Thomas Hill	Management	Against
1e.	Elect Joia M. Johnson	Management	For
1f.	Elect Ruth Ann Marshall	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect James T. Prokopanko	Management	For
1h.	Elect Alison S. Rand	Management	For
1i.	Elect William C. Rhodes, III	Management	Against
1j.	Elect Lee J. Styslinger III	Management	For
1k.	Elect José S. Suquet	Management	For
1l.	Elect John M. Turner, Jr.	Management	For
1m.	Elect Timothy Vines	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
5.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	For

ADOBE INC

Annual

ISIN US00724F1012 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Cristiano R. Amon	Management	Against
1b.	Elect Amy L. Banse	Management	Against
1c.	Elect Brett Biggs	Management	For
1d.	Elect Melanie Boulden	Management	For
1e.	Elect Frank A. Calderoni	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Laura B. Desmond	Management	For
1g.	Elect Shantanu Narayen	Management	For
1h.	Elect Spencer Neumann	Management	For
1i.	Elect Kathleen Oberg	Management	For
1j.	Elect Dheeraj Pandey	Management	For
1k.	Elect David A. Ricks	Management	Against
1l.	Elect Daniel Rosensweig	Management	Against
2.	Amendment to the 2019 Equity Incentive Plan	Management	For
3.	Ratification of Auditor	Management	For
4.	Advisory Vote on Executive Compensation	Management	Against
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For
6.	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Recor Shareholder		For

TELEVISION FRANCAISE (T.F.1)

Mix

ISIN FR0000054900 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Special Auditors Report on Regulated Agreements	Management	Against
5	2023 Remuneration of Rodolphe Belmer, CEO (until February 13, 2023)	Management	Against
6	2023 Remuneration of Rodolphe Belmer, chair and CEO (from February 13, 2023)	Management	Against
7	2023 Remuneration Report	Management	Against
8	2024 Remuneration Policy (chair and CEO)	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	Elect SCDM (Charlotte Bouygues)	Management	Against
11	Elect Bouygues (Pascal Grangé)	Management	Against
12	Acknowledgement of the Election of Employee Representatives	Management	For
13	Elect Marie-Aude Morel (Employee Shareholder Representative)	Management	For
14	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	Against
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authorisation of Legal Formalities	Management	For

COVIVIO S.A

Mix

ISIN FR0000064578 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Scrip Dividend	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration Report	Management	For
7	2023 Remuneration of Jean-Luc Biamonti, Chair	Management	For
8	2023 Remuneration of Christophe Kullmann, CEO	Management	For
9	2023 Remuneration of Olivier Estève, Deputy CEO	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO)	Management	For
12	2024 Remuneration Policy (Deputy CEO)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Elect Christophe Kullmann	Management	For
15	Elect Catherine Soubie	Management	For
16	Elect Patricia Savin	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights w/ Priority Subscr	Management	For
24	Authority to Increase Capital in Case of Exchange Offers	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
26	Authority to Increase Capital in Case of Exchange Offers (Covivio Hotels Shares)	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Amendments to Articles Regarding Company Purpose and Mission	Management	For
29	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

FERRARI N.V.

Annual

ISIN NL0011585146 **Meeting Date** 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Remuneration Report	Management	For
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Ratification of Board Acts	Management	Abstain
0050	Elect John Elkann to the Board of Directors	Management	Against
0060	Elect Benedetto Vigna to the Board of Directors	Management	For
0070	Elect Piero Ferrari to the Board of Directors	Management	For
0080	Elect Delphine Arnault to the Board of Directors	Management	Against
0090	Elect Francesca Bellettini to the Board of Directors	Management	For
0100	Elect Eduardo H. Cue to the Board of Directors	Management	For
0110	Elect Sergio Duca to the Board of Directors	Management	For
0120	Elect John Galantic to the Board of Directors	Management	For
0130	Elect Maria Patrizia Grieco to the Board of Directors	Management	For
0140	Elect Adam P.C. Keswick to the Board of Directors	Management	Against
0150	Elect Michelangelo Volpi to the Board of Directors	Management	For
0160	Authority to Issue Shares w/ Preemptive Rights	Management	For
0170	Authority to Suppress Preemptive Rights	Management	For
0180	Remuneration Policy	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0190	Authority to Repurchase Shares	Management	For
0200	Appointment of Auditor	Management	For
0210	Equity Grant	Management	For

BANK POLSKA KASA OPIEKI SA

Annual

ISIN PLPEKAO00016 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Presentation of Management Board Report	Management	For
6	Presentation of Financial Statements	Management	For
7	Presentation of Financial Statements (Consolidated)	Management	For
8	Presentation of Profit Allocation Proposal	Management	For
9	Presentation of Supervisory Board Report	Management	For
10.1	Management Board Report	Management	For
10.2	Financial Statements	Management	For
10.3	Financial Statements (Consolidated)	Management	For
10.4	Allocation of Dividends	Management	For
10.5	Supervisory Board Report	Management	For
10.6	Assessment of Individual and Collective Suitability of the Supervisory Board	Management	For
10.7	Ratification of Management Acts	Management	Abstain
10.8	Ratification of Supervisory Board Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Report on Remuneration Policy Assessment	Management	For
12	Remuneration Report	Management	Against
13	Adequacy Assessment of Supervisory Board Regulations	Management	For
14	Presentation of Supervisory Board Report on Assessment of Compliance with Corporate	Management	For
15	Changes to the Supervisory Board Composition	Management	Against
16	Assessment of Collective Suitability of the Supervisory Board (New Composition)	Management	Against
17	Amendments to Articles	Management	For

COVESTRO AG

Annual

ISIN DE0006062144 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Ratification of Management Board Acts	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4	Remuneration Report	Management	For
5	Appointment of Auditor	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Approval of Intra-Company Control Agreements	Management	For

UBS GLOBAL ASSET MANAGEMENT

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN multiple Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Board and Auditor Reports	Management	Abstain
2	Accounts and Reports	Management	Abstain
3	Allocation of Profits/Dividends	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5.A	Elect Clemens Reuter to the Board of Directors	Management	For
5.B	Elect Josée Lynda Denis to the Board of Directors	Management	For
5.C	Elect Marie Antoinette Petrini to the Board of Directors	Management	For
5.D	Elect Anke Jager to the Board of Directors	Management	For
5.E	Ratification of Auditor's Acts	Management	Abstain
5.F	Appointment of Auditor	Management	Abstain

IVECO GROUP N.V

Annual

ISIN NL0015000LU4 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0030	Remuneration Report	Management	For
0040	Ratification of Executives' Acts	Management	Abstain
0050	Ratification of Non-Executives' Acts	Management	Abstain
0060	Elect Suzanne Heywood to the Board of directors	Management	Against
0070	Elect Gerrit A. Marx to the Board of directors	Management	For
0080	Elect Judy Curran to the Board of directors	Management	For
0090	Elect Tufan Erginbilgic to the Board of directors	Management	Against
0100	Elect Essimari Kairisto to the Board of directors	Management	For
0110	Elect Linda Knoll to the Board of directors	Management	For
0120	Elect Alessandro Nasi to the Board of directors	Management	Against
0130	Elect Olof Persson to the Board of directors	Management	For
0140	Elect Lorenzo Simonelli to the Board of directors	Management	Against
0150	Appointment of Auditor	Management	For
0160	Authority to Repurchase Shares	Management	For

KONINKLIJKE KPN NV

Annual

ISIN NL0000009082 Meeting Date 17-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.	Remuneration Report	Management	For
6.	Allocation of Dividends	Management	For
7.	Ratification of Management Board Acts	Management	Abstain
8.	Ratification of Supervisory Board Acts	Management	Abstain
10.	Appointment of Auditor	Management	For
11.	Management Board Remuneration Policy	Management	For
12.	Supervisory Board Remuneration Policy	Management	For
15.	Authority to Repurchase Shares	Management	For
16.	Cancellation of Shares	Management	For
17.	Authority to Issue Shares w/ Preemptive Rights	Management	For
18.	Authority to Suppress Preemptive Rights	Management	For

OWENS CORNING

Annual

ISIN US6907421019 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Brian D. Chambers	Management	For
1b.	Elect Eduardo E. Cordeiro	Management	For
1c.	Elect Adrienne D. Elsner	Management	Against
1d.	Elect Alfred E. Festa	Management	For
1e.	Elect Edward F. Lonergan	Management	Against
1f.	Elect Maryann T. Mannen	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Paul E. Martin	Management	For
1h.	Elect W. Howard Morris	Management	For
1i.	Elect Suzanne P. Nimocks	Management	Against
1j.	Elect John D. Williams	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

PPG INDUSTRIES, INC.

Annual

ISIN US6935061076 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Michael W. Lamach	Management	For
1.2	Elect Martin H. Richenhagen	Management	For
1.3	Elect Christopher Roberts III	Management	For
1.4	Elect Catherine R. Smith	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Adoption of Right to Call a Special Meeting	Management	For
4.	Amendment to Articles of Incorporation Regarding Officer Exculpation	Management	Against
5.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

TORONTO DOMINION BANK

Annual

ISIN CA8911605092 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Ayman Antoun	Management	For
1.2	Elect Cherie L. Brant	Management	For
1.3	Elect Amy W. Brinkley	Management	For
1.4	Elect Brian C. Ferguson	Management	For
1.5	Elect Colleen A. Goggins	Management	For
1.6	Elect Alan N. MacGibbon	Management	For
1.7	Elect John B. Macintyre	Management	For
1.8	Elect Karen E. Maidment	Management	Withhold
1.9	Elect Keith G. Martell	Management	For
1.10	Elect Bharat B. Masrani	Management	For
1.11	Elect Claude Mongeau	Management	For
1.12	Elect S. Jane Rowe	Management	For
1.13	Elect Nancy G. Tower	Management	For
1.14	Elect Ajay K. Virmani	Management	Withhold
1.15	Elect Mary A. Winston	Management	For
B	Appointment of Auditor	Management	For
C	Advisory Vote on Executive Compensation	Management	Against
D	Amendments to By-Law no.1	Management	For
E	Amendments to By-Law No.1	Management	For
F	Shareholder Proposal Regarding Pay Ratio Disclosure	Shareholder	For
G	Shareholder Proposal Regarding Disclosure of Transition Activities for Financing	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

H	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	For
I	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	Shareholder	Abstain
J	Shareholder Proposal Regarding Say on Climate	Shareholder	For
K	Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Shareholder	Against
L	Shareholder Proposal Regarding Disclosure of Out-of-Court Settlements	Shareholder	Abstain
M	Shareholder Proposal Regarding Creation of Out-of-Court Settlements Committee	Shareholder	Abstain
N	Shareholder Proposal Regarding Employee Benefit Credits	Shareholder	Abstain

SANTANDER BANK POLSKA S. A.

Annual

ISIN PLBZ00000044 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Financial Statements	Management	For
6	Financial Statements (Consolidated)	Management	For
7	Management Board Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Allocation of Dividends	Management	For
9	Ratification of Management Acts	Management	Abstain
10	Remuneration Report	Management	Against
11.A	Supervisory Board Report on its Activities	Management	For
11.B	Supervisory Board Report on Financial Statements (Separate and Consolidated)	Management	For
11.C	Supervisory Board Evaluation of Management Board Profit Distribution Proposal	Management	For
11.D	Supervisory Board Report on Group Performance	Management	For
11.E	Supervisory Board Assessment of Compliance with Corporate Governance Rules	Management	For
12	Ratification of Supervisory Board Acts	Management	For
13	Assessment of Individual and Collective Suitability of the Supervisory Board	Management	For
14	Election of Supervisory Board Members	Management	For
15	Elect Antonio Escamez Torres as the Supervisory Board Chair	Management	For
16	Directors' Fees	Management	For
17	Amendments to Articles (Article 7.2.3)	Management	For
18	Authority to Repurchase Shares (Incentive Plan VII)	Management	For
19	Presentation of Information on Share Repurchase (Incentive Plan VII)	Management	For

BANCO BPM S.P.A

Annual

ISIN IT0005218380 **Meeting Date** 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits/Dividends	Management	For
0030	Appointment of Auditor and Authority to Set Fees (Deloitte & Touche; Preferred Option)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0040	Remuneration Policy	Management	Against
0050	Remuneration Report	Management	Against
0060	2024 Short Term Incentive Plan	Management	For
0070	2024-2026 Long-Term Incentive Plan	Management	Against
0080	Authority to Repurchase and Reissue Shares to Service Variable Incentive Plans	Management	For

BANCA I.F.I.S SPA

Annual

ISIN IT0003188064 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
0050	Elect Nicola Borri	Management	For

LVMH MOET HENNESSY LOUIS VUITTON SE

Mix

ISIN FR0000121014 Meeting Date 18-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against
5	Elect Antoine Arnault	Management	For
6	Elect Henri de Castries	Management	For
7	Elect Alexandre Arnault	Management	For
8	Elect Frédéric Arnault	Management	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
10	2023 Remuneration Report	Management	Against
11	2023 Remuneration of Bernard Arnault, Chair and CEO	Management	Against
12	2023 Remuneration of Antonio Belloni, Deputy CEO	Management	Against
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	2024 Remuneration Policy (Chair and CEO)	Management	Against
15	2024 Remuneration Policy (Deputy CEO)	Management	Against
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Performance Shares	Management	Against
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SIEMENS HEALTHINEERS AG

Annual

ISIN DE000SHL1006 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Bernhard Montag	Management	For
3.2	Ratify Jochen Schmitz	Management	For
3.3	Ratify Darleen Caron	Management	For
3.4	Ratify Elisabeth Staudinger-Leibrecht	Management	For
4.1	Ratify Ralf P. Thomas	Management	For
4.2	Ratify Karl-Heinz Streibich	Management	For
4.3	Ratify Veronika Bienert	Management	For
4.4	Ratify Roland Busch	Management	For
4.5	Ratify Norbert Gaus	Management	For
4.6	Ratify Marion Helmes	Management	For
4.7	Ratify Andreas C. Hoffman	Management	For
4.8	Ratify Peter Körte	Management	For
4.9	Ratify Sarena Lin	Management	For
4.10	Ratify Philipp Rösler	Management	For
4.11	Ratify Peer M. Schatz	Management	For
4.12	Ratify Gregory Sorensen	Management	For
4.13	Ratify Nathalie von Siemens	Management	For
4.14	Ratify Dow R. Wilson	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Amendment to Corporate Purpose	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Amendments to Articles (Supervisory Board)	Management	For
9.1	Elect Ralf P. Thomas as Supervisory Board Chair	Management	Against
9.2	Elect Karl-Heinz Streibich	Management	For
9.3	Elect Roland Busch	Management	For
9.4	Elect Marion Helmes	Management	For
9.5	Elect Sarena S. Lin	Management	For
9.6	Elect Peer M. Schatz	Management	For
9.7	Elect Nathalie von Siemens	Management	For
9.8	Elect Dow R. Wilson	Management	For
9.9	Elect Veronika Bienert	Management	Against
9.10	Elect Peter Körte	Management	For

JERONIMO MARTINS - S.G.P.S., S.A.

Annual

ISIN PTJMT0AE0001 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Remuneration Report	Management	Against
2	Allocation of Profits/Dividends	Management	For
3	Ratification of Board Acts	Management	For
4	Amendments to Articles	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ORKLA ASA

Annual

ISIN NO0003733800 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Opening of Meeting; Election of Presiding Chair	Management	For
2	Accounts and Reports; Allocation of Profits and Dividends	Management	For
3	Remuneration Report	Management	Against
5.1	Authority to Repurchase Shares and Issue Treasury Shares (Incentive Plans)	Management	For
5.2	Authority to Repurchase Shares for Cancellation	Management	For
6.1	Elect Stein Erik Hagen	Management	For
6.2	Elect Liselott Kilaas	Management	For
6.3	Elect Peter Agnefjäll	Management	For
6.4	Elect Christina Fagerberg	Management	For
6.5	Elect Rolv Erik Ryssdal	Management	For
6.6	Elect Caroline Marie Hagen Kjos	Management	For
6.7	Elect Bengt Arve Rem	Management	For
7	Elect Stein Erik Hagen as Chair	Management	For
8.1	Elect Anders Christian Stray Ryssdal	Management	Against
8.2	Elect Rebekka Glasser Herlofsen	Management	For
8.3	Elect Kjetil Houg	Management	For
9	Elect Elect Anders Christian Stray Ryssdal as Chair of the Nomination Committee	Management	Against
10	Directors' Fees	Management	For
11	Nomination Committee Fees	Management	For
12	Authority to Set Auditor's Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BFF BANK S.P.A.

Mix

ISIN IT0005244402 **Meeting Date** 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Severance Agreements	Management	For
0050	Remuneration Report	Management	For
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Board Size	Management	For
0080	Board Term Length	Management	For
009A	List Presented by Board of Directors	Management	Abstain
009B	List presented by Group of Institutional Investors representing 4.11% Share Capital	Management	For
0100	Elect Ranieri De Marchis as Chair of Board	Management	For
0110	Directors' Fees	Management	For
0120	List presented by Group of Institutional Investors representing 4.11% Share Capital	Management	For
0140	Statutory Auditors' Fees	Management	For
0150	Amendments to Articles	Management	For

BEIERSDORF AG

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN DE0005200000 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7.1	Elect Donya-Florence Amer	Management	For
7.2	Elect Hong Chow	Management	For
7.3	Elect Wolfgang Herz	Management	Against
7.4	Elect Uta Kemmerich-Keil	Management	For
7.5	Elect Frédéric Pflanz	Management	For
7.6	Elect Reinhard Pöllath	Management	Against
7.7	Elect Beatrice Dreyfus as Substitute Member	Management	For
8	Amendments to Articles (Record Date)	Management	For

AENA S.M.E. S.A.

Ordinary

ISIN ES0105046009 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Individual Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Profits/Dividends	Management	For
4	Transfer of Reserves	Management	For
5	Report on Non-Financial Information	Management	For
6	Ratification of Board Acts	Management	For
7.1	Ratify Co-Option and Elect Beatriz Alcocer Pinilla	Management	For
7.2	Ratify Co-Option and Elect Ángel Faus Alcaraz	Management	For
7.3	Ratify Co-Option and Elect Ainhoa Morondo Quintano	Management	For
8	Remuneration Report	Management	For
9	Approval of Climate Action Plan	Management	For
10	Authorisation of Legal Formalities	Management	For

SEGRO PLC

Annual

ISIN GB00B5ZN1N88 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Remuneration Report	Management	For
4	Elect Andy Harrison	Management	For
5	Elect Mary Barnard	Management	Against
6	Elect Sue Clayton	Management	For
7	Elect Soumen Das	Management	For
8	Elect Carol Fairweather	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Elect Simon Fraser	Management	For
10	Elect David Sleath	Management	For
11	Elect Linda Yueh	Management	For
12	Appointment of Auditor	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Authorisation of Political Donations	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Scrip Dividend	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

PRYSMIAN S.P.A.

Annual

ISIN IT0004176001 **Meeting Date** 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Board Size	Management	For
0040	Board Term Length	Management	For
005A	List presented by Board of Directors	Management	Abstain
005B	List presented by Group of Institutional Investors representing 2.76% of Share Capital	Management	For
0060	Directors' Fees	Management	For
0070	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0080	Appointment of Auditor and Authority to Set Fees	Management	For
0090	Remuneration Policy	Management	For
0100	Remuneration Report	Management	For

CHRISTIAN DIOR SE

Mix

ISIN FR0000130403 Meeting Date 18-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Delphine Arnault	Management	Against
6	Elect H�el�ene Desmarais	Management	Against
7	Elect Jaime de Marichalar y Saenz de Tejadato as Censor	Management	Abstain
8	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Bernard Arnault, Chair	Management	Against
11	2023 Remuneration of Antoine Arnault, CEO	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	2023 Remuneration Policy (CEO)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Increase Capital Through Capitalisations	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
21	Greenshoe	Management	Against
22	Authority to Increase Capital in Case of Exchange Offers	Management	Against
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
24	Authority to Grant Stock Options	Management	Against
25	Employee Stock Purchase Plan	Management	For
26	Authority to Issue Performance Shares	Management	Against
27	Global Ceiling on Capital Increases	Management	For

DE LONGHI

Mix

ISIN IT0003115950

Meeting Date 19-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
0050	2024-2026 Performance Shares Plan	Management	Against
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Amendments to Articles	Management	Against
0080	Authority to Issue Shares to Service 2024-2026 Performance Shares Plan	Management	Against

DEUTSCHE BANK LUXEMBOURG S.A.

Annual

ISIN multiple Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Board and Auditor Reports	Management	For
2	Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Appointment of Auditor	Management	For
5	Ratification of Board Acts	Management	Abstain
6	Elect Philippe Ah-Sun to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Elect Alfred Francois Brausch to the Board of Directors	Management	For
8	Elect Thilo H. Wendenburg to the Board of Directors	Management	For
9	Elect Stefan Kreuzkamp to the Board of Directors	Management	Against
10	Elect Simon Klein to the Board of Directors	Management	For
11	Directors' Fees (Alfred F. Brausch, Thilo Wendenburg, and Stefan Kreuzkamp)	Management	For

SYGNIA ITRIX (RF) PROPRIETARY LTD

Annual

ISIN LU0489337690 Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Board and Auditor Reports	Management	For
2	Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Appointment of Auditor	Management	For
5	Ratification of Board Acts	Management	Abstain
6	Elect Philippe Ah-Sun to the Board of Directors	Management	For
7	Elect Alfred Francois Brausch to the Board of Directors	Management	For
8	Elect Thilo H. Wendenburg to the Board of Directors	Management	For
9	Elect Stefan Kreuzkamp to the Board of Directors	Management	For
10	Elect Simon Klein to the Board of Directors	Management	For
11	Directors' Fees (Alfred F. Brausch, Thilo Wendenburg, and Stefan Kreuzkamp)	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ORANGE POLSKA SPOLKA AKCYJNA

Annual

ISIN PLTLKPL00017 Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4.A	Presentation of Financial Statements	Management	For
4.B	Presentation of Allocation of Profits Proposal	Management	For
4.C	Presentation of Management Board Report and Consolidated Financial Statements	Management	For
4.D	Presentation of Supervisory Board Report	Management	For
5.A	Financial Statements	Management	For
5.B	Allocation of Dividends	Management	For
5.C	Management Board Report	Management	For
5.D	Financial Statements (Consolidated)	Management	For
5.E	Supervisory Board Report	Management	For
5.F	Ratification of Management and Supervisory Board Acts	Management	Abstain
6	Remuneration Report	Management	For
7	Remuneration Policy	Management	For
8	Changes to the Supervisory Board Composition	Management	For

BLACKROCK ASSET MANAGEMENT IRELAND LIMITED

Annual

ISIN multiple Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For
4	Elect Ros O'Shea	Management	For
5	Elect Pdraig Kenny	Management	For
6	Elect Deirdre Somers	Management	For
7	Elect William McKechnie	Management	For
8	Elect Peter Vivian	Management	For

ISHARES II PLC - EUR HY CORP BD ESG UCITS ETF EUR

Annual

ISIN IE00BJK55C48 Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For
4	Elect Ros O'Shea	Management	For
5	Elect Pdraig Kenny	Management	For
6	Elect Deirdre Somers	Management	For
7	Elect William McKechnie	Management	For
8	Elect Peter Vivian	Management	For

ISHARES II PUBLIC LIMITED COMPANY - ISHARES J.P. M

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN IE00BDDR DW15 Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For
4	Elect Ros O'Shea	Management	For
5	Elect Pdraig Kenny	Management	For
6	Elect Deirdre Somers	Management	For
7	Elect William McKechnie	Management	For
8	Elect Peter Vivian	Management	For

ISHARES V PLC

Annual

ISIN IE00B428Z604 Meeting Date 19-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For
4	Elect Ros O'Shea	Management	For
5	Elect Pdraig Kenny	Management	For
6	Elect Deirdre Somers	Management	For
7	Elect William McKechnie	Management	For
8	Elect Peter Vivian	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BROADCOM INC

Annual

ISIN US11135F1012 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Diane M. Bryant	Management	For
1b.	Elect Gayla J. Delly	Management	For
1c.	Elect Kenneth Y. Hao	Management	For
1d.	Elect Eddy W. Hartenstein	Management	For
1e.	Elect Check Kian Low	Management	For
1f.	Elect Justine F. Page	Management	For
1g.	Elect Henry S. Samuelli	Management	For
1h.	Elect Hock E. Tan	Management	For
1i.	Elect Harry L. You	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

RECORDATI SPA

Annual

ISIN IT0003828271 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0040	Remuneration Report	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For

HENKEL AG & CO. KGAA

Annual

ISIN DE0006048408 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Dividends	Management	For
3	Ratification of General Partner Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Ratification of Shareholders' Committee Acts	Management	For
6	Appointment of Auditor	Management	For
7.1	Elect Simone Bagel-Trah	Management	Against
7.2	Elect Lutz Bunnenberg	Management	For
7.3	Elect Vinzenz Peter Gruber	Management	For
7.4	Elect Benedikt-Richard Freiherr von Herman	Management	For
7.5	Elect Barbara Kux	Management	For
7.6	Elect Anja Langenbacher	Management	For
7.7	Elect Laurent Martinez	Management	For
7.8	Elect Simone Menne	Management	For
8.1	Elect Paul Achleitner	Management	For
8.2	Elect Simone Bagel-Trah	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.3	Elect Alexander Birken	Management	For
8.4	Elect Kaspar von Braun	Management	For
8.5	Elect Christoph Kneip	Management	For
8.6	Elect Thomas Manchot	Management	For
8.7	Elect James Rowan	Management	For
8.8	Elect Konstantin von Unger	Management	For
8.9	Elect Jean-François M. L. van Boxmeer	Management	For
8.10	Elect Poul Weihrauch	Management	For
9	Remuneration Report	Management	Against
10	Supervisory Board Remuneration Policy	Management	For
11	Approval of Profit-and-Loss Transfer Agreements	Management	For

CORTICEIRA AMORIM - S.G.P.S., S.A.

Annual

ISIN PTCOR0AE0006 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Individual Accounts and Reports	Management	Abstain
2	Consolidated Accounts and Reports	Management	Abstain
3	Corporate Governance Report; Remuneration Report	Management	Against
4	Report on Non-Financial Information	Management	Abstain
5	Allocation of Profits/Dividends	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Ratification of Corporate Bodies' Acts	Management	Abstain
7	Authority to Repurchase Shares	Management	For
8	Authority to Issue Treasury Shares	Management	For
9	Remuneration Policy	Management	For
10.A	Election of Corporate Bodies	Management	For
10.B	Appointment of Auditor	Management	For
11	Establish Appointments, Evaluation and Remuneration Committee	Management	For
12	Election of Appointments, Evaluation and Remuneration Committee Members	Management	For

ASCENTIAL PLC

Special

ISIN GB00BYM8GJ06 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Tender Offer	Management	For
02	Share Consolidation	Management	For

ING GROEP N.V.

Annual

ISIN NL0011821202 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2d.	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2e.	Accounts and Reports	Management	For
3b.	Allocation of Dividends	Management	For
4a.	Ratification of Management Board Acts	Management	Abstain
4b.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Appointment of Auditor	Management	For
6a.	Management Board Remuneration Policy	Management	For
6b.	Supervisory Board Remuneration Policy	Management	For
7a.	Elect Juan Colombás to the Supervisory Board	Management	For
7b.	Elect Herman Hulst to the Supervisory Board	Management	For
7c.	Elect Harold Naus to the Supervisory Board	Management	For
8a.	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For
8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For

SOGEFI SPA

Mix

ISIN IT0000076536 **Meeting Date** 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Authority to Repurchase and Reissue Shares	Management	For
0040	Remuneration Policy	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0050	Remuneration Report	Management	Against
006A	List presented by CIR S.p.A.	Management	Abstain
006B	List presented by Navig S.a.s.	Management	For
0070	Statutory Auditors' Fees	Management	For
0080	2024 Stock Grant Plan	Management	Against
0090	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	Against

CY4GATE S.P.A.

Annual

ISIN IT0005412504 Meeting Date 22-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Losses	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
0050	Elect Alessandro Chimenton	Management	For
0060	Elect Alberto Trabucchi as Alternate Statutory Auditor	Management	For
0070	Statutory Auditors' Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

TRUIST FINANCIAL CORPORATION

Annual

ISIN US89832Q1094 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jennifer S. Banner	Management	For
1b.	Elect K. David Boyer, Jr.	Management	For
1c.	Elect Agnes Bundy Scanlan	Management	For
1d.	Elect Dallas S. Clement	Management	For
1e.	Elect Patrick C. Graney III	Management	For
1f.	Elect Linnie M. Haynesworth	Management	For
1g.	Elect Donna S. Morea	Management	For
1h.	Elect Charles A. Patton	Management	For
1i.	Elect William H. Rogers, Jr.	Management	For
1j.	Elect Thomas E. Skains	Management	Against
1k.	Elect Laurence Stein	Management	For
1l.	Elect Bruce L. Tanner	Management	For
1m.	Elect Steven C. Voorhees	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

MSCI INC

Annual

ISIN US55354G1004 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Henry A. Fernandez	Management	For
1b.	Elect Robert G. Ashe	Management	Against
1c.	Elect Chirantan J. Desai	Management	For
1d.	Elect Wayne Edmunds	Management	For
1e.	Elect Robin L. Matlock	Management	For
1f.	Elect Jacques P. Perold	Management	For
1g.	Elect C.D. Baer Pettit	Management	For
1h.	Elect Sandy C. Rattray	Management	For
1i.	Elect Linda H. Riefler	Management	Against
1j.	Elect Marcus L. Smith	Management	For
1k.	Elect Rajat Taneja	Management	For
1l.	Elect Paula Volent	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Report on Chinese Military-Industry Companies in Indic Shareholder		For

M6 - METROPOLE TELEVISION

Mix

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000053225 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
6	Elect Elmar Heggen	Management	Against
7	Elect Philippe Delusinne	Management	Against
8	Elect CMA CMG (Véronique Albertini-Saadé)	Management	Against
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Nicolas de Tavernost, Management Board Chair	Management	Against
11	2024 Remuneration Policy (Management Board Chair)	Management	For
12	2023 Remuneration of David Larramendy, Management Board Member	Management	Against
13	2023 Remuneration of Karine Blouët, Management Board Member (Since February 13, 2023)	Management	Against
14	2023 Remuneration of Guillaume Charles, Management Board Member (Since February 13, 2023)	Management	Against
15	2023 Remuneration of Henri de Fontaines, Management Board Member (Since February 13, 2023)	Management	Against
16	2023 Remuneration of Thomas Valentin, Management Board Member (Until February 13, 2023)	Management	Against
17	2023 Remuneration of Régis Ravanis, Management Board Member (Until February 13, 2023)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	2023 Remuneration of Jérôme Lefébure, Management Board Member (Until February 13	Management	Against
19	2024 Remuneration Policy (Management Board Members)	Management	For
20	2023 Remuneration of Elmar Heggen, Supervisory Board Chair	Management	For
21	2024 Remuneration Policy (Supervisory Board Members)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authority to Cancel Shares and Reduce Capital	Management	For
24	Authority to Increase Capital Through Capitalisations	Management	For
25	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Abstain
26	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Abstain
27	Greenshoe	Management	Abstain
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
29	Approval of the Employee Stock Purchase Plan	Management	For
30	Global Ceiling on Capital Increases	Management	For
31	Authorisation of Legal Formalities	Management	For

L'OREAL

Mix

ISIN FR0000120321 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Profits/Dividends	Management	For
4	Elect Jacques Ripoll	Management	For
5	Elect Beatrice Guillaume-Grabisch	Management	For
6	Elect Ilham Kadri	Management	Against
7	Elect Jean-Victor Meyers	Management	For
8	Elect Nicolas Meyers	Management	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Jean-Paul Agon, Chair	Management	For
13	2023 Remuneration of Nicolas Hieronimus, CEO	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (CEO)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Stock Purchase Plan for Overseas Employees	Management	For
22	Authorisation of Legal Formalities	Management	For

REPLY SPA

Annual

ISIN IT0005282865 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Board Size; Board Term Length	Management	For
004A	List presented by ALIKA S.r.l.	Management	Abstain
004B	List presented by Group of Institutional Investors representing 4.98% Share Capital	Management	For
0050	Election of Chair of Board	Management	For
0060	Directors' Fees	Management	For
007A	List presented by ALIKA S.r.l.	Management	Abstain
007B	List presented by Group of Institutional Investors representing 4.98% Share Capital	Management	For
0080	Statutory Auditors' Fees	Management	For
0090	Authority to Repurchase and Reissue Shares	Management	For
0100	Remuneration Policy	Management	For
0110	Remuneration Report	Management	For

BIOTALYS NV

Annual

ISIN BE0974386188 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Accounts and Reports; Allocation of Losses	Management	For
4.	Remuneration Report	Management	For
5.1	Ratify Michiel M. Van Lookeren Campagne	Management	For
5.2	Ratify Simon Moroney	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.3	Ratify Johan Cardoen	Management	For
5.4	Ratify Markus Heldt	Management	For
5.5	Ratify Catherine Moukheibir	Management	For
5.6	Ratify Patrice Selles	Management	For
5.7	Ratify Patrick Van Beneden	Management	For
5.8	Ratify Pieter Bevernage	Management	For
5.9	Ratify Patrik Haesen	Management	For
5.10	Ratify Kevin Helash	Management	For
6.	Ratification of Auditor's Acts	Management	For
7.	Change in Control Clause (Stock Option Plan)	Management	Against

MONETA MONEY BANK

Annual

ISIN CZ0008040318 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Election of Presiding Chair and Other Meeting Officials	Management	For
2	Amendments to Articles (Management Board Size)	Management	For
6	Financial Statements (Consolidated)	Management	For
7	Financial Statements	Management	For
8	Allocation of Dividends	Management	For
9	Appointment of Auditor	Management	For
10	Remuneration Report	Management	For
11	Remuneration Policy	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BIOTALYS NV

Special

ISIN BE0974386188 **Meeting Date** 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Reduction in Authorised Capital	Management	For
3.	Increase in Authorised Capital	Management	Against
5.	Authority to Issue Shares w/ Pre-emptive Rights (ESOP V)	Management	Against
6.	Authority to Suppress Preemptive Rights (ESOP V)	Management	Against
7.	Power of Attorney (ESOP V)	Management	Against
8.	Capital Proposal to Implement Equity Plan (ESOP V)	Management	Against
9.	Cancellation of Shares/Authorities to Issue Shares	Management	Against

TAYLOR WIMPEY

Annual

ISIN GB0008782301 **Meeting Date** 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Final Dividend	Management	For
3	Elect Robert M. Noel	Management	For
4	Elect Jennie Daly	Management	For
5	Elect Chris Carney	Management	For
6	Elect Humphrey S.M. Singer	Management	For
7	Elect Irene M. Dorner	Management	For
8	Elect Lord Jitesh K. Gadhia	Management	For
9	Elect Scilla Grimble	Management	Against
10	Elect Mark Castle	Management	For
11	Elect Clodagh Moriarty	Management	For
12	Appointment of Auditor	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For
15	Authority to Issue Shares w/o Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
17	Authority to Repurchase Shares	Management	For
18	Remuneration Report	Management	Against
19	Authorisation of Political Donations	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

AVIO S.P.A

Annual

ISIN IT0005119810 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Special Dividend	Management	For
0040	Remuneration Policy	Management	Against
0050	Remuneration Report	Management	Against
0060	2024-2026 Performance Share Plan	Management	For
0070	2024-2026 Restricted Shares Plan	Management	For
0080	Authority to Repurchase Shares	Management	For

NATWEST GROUP PLC

Annual

ISIN GB00BM8PJY71 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Richard Haythornthwaite	Management	For
5	Elect Paul Thwaite	Management	For
6	Elect Katie Murray	Management	For
7	Elect Frank E. Dangeard	Management	For
8	Elect Roisin Donnelly	Management	For
9	Elect Patrick Flynn	Management	For
10	Elect Yasmin Jetha	Management	For
11	Elect Stuart Lewis	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	Elect Mark Seligman	Management	For
13	Elect Lena Wilson	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For
22	Authorisation of Political Donations	Management	For
23	Authority to Repurchase Shares	Management	For
24	Amendment to Authority to Repurchase Shares from HM Treasury	Management	For
25	Authority to Repurchase Shares from HM Treasury	Management	For
26	Authority to Repurchase Preference Shares	Management	For
27	Approval of the Employee Share Plan	Management	For
28	Scrip Dividend	Management	For

TINEXTA

Annual

ISIN IT0005037210 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0050	Board Size	Management	For
0060	Board Term Length	Management	For
007A	List presented by Tecno Holding S.p.A.	Management	Abstain
007B	List presented by Group of Institutional Investors representing 4.98% Share Capital	Management	For
0080	Elect Enrico Salza as Chair of the Board	Management	For
0090	Directors' Fees	Management	For
010A	List presented by Tecno Holding S.p.A.	Management	Abstain
010B	List presented by Group of Institutional Investors representing 4.98% Share Capital	Management	For
0110	Election of Chair of Board of Statutory Auditors	Management	For
0120	Statutory Auditors' Fees	Management	For
0130	Appointment of Auditor and Authority to Set Fees	Management	For
0140	Authority to Repurchase and Reissue Shares	Management	For

AXA

Mix

ISIN FR0000120628 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2023 Remuneration Report	Management	For
5	2023 Remuneration of Antoine Gosset-Grainville, Chair	Management	For
6	2023 Remuneration of Thomas Buberl, CEO	Management	For
7	2024 Remuneration Policy (Chair)	Management	For
8	2024 Remuneration Policy (CEO)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	2024 Remuneration Policy (Board of Directors)	Management	For
10	Special Auditors Report on Regulated Agreements	Management	For
11	Elect Antoine Gosset-Grainville	Management	For
12	Elect Clotilde Delbos	Management	For
13	Elect Isabel Hudson	Management	For
14	Elect Angelien Kemna	Management	For
15	Elect Marie-France Tschudin	Management	For
16	Elect Helen Browne (Employee Shareholder Representatives)	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Non-Renewal of Alternate Auditor (Patrice Morot)	Management	For
19	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Stock Purchase Plan for Overseas Employees	Management	For
24	Authority to Cancel Shares and Reduce Capital	Management	For
25	Authorisation of Legal Formalities	Management	For
A	Elect Stefan Bolliger (Employee Shareholder Representatives)	Management	Against
B	Elect Olivier Eugène (Employee Shareholder Representatives)	Management	Against
C	Elect Benjamin Saunière (Employee Shareholder Representatives)	Management	Against
D	Elect Mark Sundrakes (Employee Shareholder Representatives)	Management	Against
E	Elect Detlef Thedieck (Employee Shareholder Representatives)	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

INFRASTRUCTURE WIRELESS ITALIANA S.P.A.

Annual

ISIN IT0005090300 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	Increase in Auditor's Fees (FY2023)	Management	For
0060	Appointment of Auditor and Authority to Set Fees (KPMG; Preferred Option)	Management	For
007A	List presented by Daphne 3 S.p.A.	Management	Abstain
007B	List presented by Central Tower Holding Company B.V.	Management	Abstain
007C	List Presented by Group of Institutional Investors Representing 1.10% of Share Capital	Management	For
0080	Election of Statutory Auditors (Appointment to Comply with Gender Quotas)	Management	Abstain
0090	Election of Chair of Board of Statutory Auditors	Management	For
0100	Statutory Auditors' Fees	Management	For

GEFRAN SPA

Mix

ISIN IT0003203947 Meeting Date 23-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0030	Allocation of Profits	Management	For
0040	Remuneration Report	Management	Against
0050	Remuneration Policy	Management	Against
006A	List presented by Fingefran S.r.l.	Management	Abstain
006B	List presented by Group of Shareholders representing 3.62% of Share Capital	Management	For
0070	Statutory Auditors' Fees	Management	For
0080	Appointment of Auditor	Management	For
0090	Authority to Set Auditor's Fees	Management	For
0100	Authority to Repurchase and Reissue Shares	Management	For
0110	Amendments to Articles	Management	Against

APTIV PLC

Annual

ISIN JE00B783TY65 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kevin P. Clark	Management	For
1b.	Elect Nancy E. Cooper	Management	For
1c.	Elect Joseph L. Hooley	Management	For
1d.	Elect Vasumati P. Jakkal	Management	For
1e.	Elect Merit E. Janow	Management	For
1f.	Elect Sean O. Mahoney	Management	For
1g.	Elect Paul M. Meister	Management	For
1h.	Elect Robert K. Ortberg	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Colin J. Parris	Management	For
1j.	Elect Ana G. Pinczuk	Management	For
2.	Appointment of Auditor and Authority to Set Fees	Management	For
3.	Approval of the 2024 Long-Term Incentive Plan	Management	For
4.	Advisory Vote on Executive Compensation	Management	Against
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year

CIGNA GROUP (THE)

Annual

ISIN US1255231003 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect David M. Cordani	Management	For
1b.	Elect William J. DeLaney	Management	For
1c.	Elect Eric J. Foss	Management	For
1d.	Elect Elder Granger	Management	For
1e.	Elect Neesha Hathi	Management	For
1f.	Elect George Kurian	Management	Against
1g.	Elect Kathleen M. Mazarella	Management	For
1h.	Elect Mark B. McClellan	Management	For
1i.	Elect Philip O. Ozuah	Management	For
1j.	Elect Kimberly A. Ross	Management	For
1k.	Elect Eric C. Wiseman	Management	Against
1l.	Elect Donna F. Zarcone	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against

GOLDMAN SACHS GROUP, INC.

Annual

ISIN US38141G1040 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect M. Michele Burns	Management	For
1b.	Elect Mark Flaherty	Management	For
1c.	Elect Kimberley Harris	Management	For
1d.	Elect Kevin R. Johnson	Management	For
1e.	Elect Ellen J. Kullman	Management	For
1f.	Elect Lakshmi N. Mittal	Management	Against
1g.	Elect Thomas K. Montag	Management	For
1h.	Elect Peter Oppenheimer	Management	For
1i.	Elect David M. Solomon	Management	For
1j.	Elect Jan E. Tighe	Management	For
1k.	Elect David A. Viniar	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
5.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
6.	Shareholder Proposal Regarding Report on Harassment and Discrimination	Shareholder	For
7.	Shareholder Proposal Regarding Environmental Justice Impact Assessment	Shareholder	For
8.	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	For
9.	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	For
10.	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions R	Shareholder	Abstain
11.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
12.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Abstain

NEWMONT CORP

Annual

ISIN US6516391066 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Philip Aiken	Management	For
1b.	Elect Gregory H. Boyce	Management	For
1c.	Elect Bruce R. Brook	Management	Against
1d.	Elect Maura J. Clark	Management	For
1e.	Elect Emma Fitzgerald	Management	For
1f.	Elect Sally-Anne Layman	Management	For
1g.	Elect José Manuel Madero Garza	Management	For
1h.	Elect René Medori	Management	For
1i.	Elect Jane Nelson	Management	For
1j.	Elect Thomas Palmer	Management	For
1k.	Elect Julio M. Quintana	Management	For
1l.	Elect Susan N. Story	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

BANK OF AMERICA CORP.

Annual

ISIN US0605051046 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Sharon L. Allen	Management	Against
1b.	Elect José E. Almeida	Management	Against
1c.	Elect Pierre J. P. de Weck	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect Arnold W. Donald	Management	For
1e.	Elect Linda P. Hudson	Management	For
1f.	Elect Monica C. Lozano	Management	Against
1g.	Elect Brian T. Moynihan	Management	For
1h.	Elect Lionel L. Nowell, III	Management	Against
1i.	Elect Denise L. Ramos	Management	For
1j.	Elect Clayton S. Rose	Management	For
1k.	Elect Michael D. White	Management	For
1l.	Elect Thomas D. Woods	Management	For
1m.	Elect Maria T. Zuber	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the Bank of America Corporation Equity Plan	Management	For
5.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	For
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions C	Shareholder	For
7.	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	For
8.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Abstain
9.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
10.	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

WEST FRASER TIMBER CO., LTD.

Annual

ISIN CA9528451052 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Board Size	Management	For
2.1	Elect Henry H. (Hank) Ketcham	Management	For
2.2	Elect Doyle N. Beneby	Management	For
2.3	Elect Eric L. Butler	Management	For
2.4	Elect Reid E. Carter	Management	For
2.5	Elect John N. Floren	Management	For
2.6	Elect Ellis Ketcham Johnson	Management	For
2.7	Elect Brian G. Kenning	Management	For
2.8	Elect Marian Lawson	Management	For
2.9	Elect Sean McLaren	Management	For
2.10	Elect Colleen M. McMorrow	Management	For
2.11	Elect Janice G. Rennie	Management	For
2.12	Elect Gillian D. Winckler	Management	For
03	Appointment of Auditor and Authority to Set Fees	Management	For
04	Advisory Vote on Executive Compensation	Management	For

CANADIAN PACIFIC KANSAS CITY LIMITED

Annual

ISIN CA13646K1084 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Appointment of Auditor	Management	For
2	Advisory Vote on Executive Compensation	Management	Against
3	Advisory Vote on Approach to Climate Change	Management	For
4A	Elect John R. Baird	Management	For
4B	Elect Isabelle Courville	Management	For
4C	Elect Keith E. Creel	Management	For
4D	Elect Antonio Garza	Management	For
4E	Elect Edward R. Hamberger	Management	For
4F	Elect Janet H. Kennedy	Management	For
4G	Elect Henry J. Maier	Management	For
4H	Elect Matthew H. Paull	Management	For
4I	Elect Jane L. Peverett	Management	For
4J	Elect Andrea Robertson	Management	For
4K	Elect Gordon T. Trafton	Management	For
5	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	For

EIFFAGE

Mix

ISIN FR0000130452 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
6	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
7	Elect Méka Brunel	Management	For
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2024 Remuneration Policy (Chair and CEO)	Management	For
10	2023 Remuneration Report	Management	For
11	2023 Remuneration of Benoît de Ruffray, Chair and CEO	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Cancel Shares and Reduce Capital	Management	For
14	Authority to Increase Capital Through Capitalisations	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt w/oPreemptive Rights and to Increase C:	Management	For
17	Authority to Issue Shares and/or Convertible DebtThrough Private Placement	Management	For
18	Greenshoe	Management	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
20	Global Ceiling on Capital Increases and Debt Issuances	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authority to Issue Performance Shares	Management	For
23	Authorisation of Legal Formalities	Management	For

OMV PETROM SA

Ordinary

ISIN ROSNPPACNOR9 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Financial Statements	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Financial Statements (Consolidated)	Management	For
3	Annual Report	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Appointment of Payment Agent (Dividends)	Management	For
6	2024 Revenue and Expenditure Budget	Management	For
7	Ratification of Management and Supervisory Board Acts	Management	Abstain
8	Election of Supervisory Board	Management	Abstain
9	Remuneration Report	Management	Against
10	Supervisory Board Fees	Management	For
11	Appointment of Auditor	Management	For
12	Authority to Set Auditor's Fees	Management	For
13	Approval of Ex-Date and Registration Date	Management	For
14	Approval of Payment Date	Management	For
15	Authorization of Legal Formalities	Management	For

MONCLER SPA

Annual

ISIN IT0004965148 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0040	Authority to Repurchase and Reissue Shares	Management	For
0050	2024 Performance Shares Plan	Management	Against

A2A SPA

Annual

ISIN IT0001233417 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For

INTESA SANPAOLO SPA

Mix

ISIN IT0000072618 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0050	2024 Annual Incentive Plan	Management	For
0060	Authority to Repurchase Shares	Management	For
0070	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For
0080	Authority to Repurchase and Reissue Shares	Management	For
0090	Cancellation of Shares	Management	For

WAREHOUSES DE PAUW SA

Annual

ISIN BE0974349814 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
I	Increase in Authorised Capital I	Management	For
II	Increase in Authorised Capital II (Optional Dividend)	Management	For
III	Increase in Authorised Capital III	Management	For
B	Authority to Coordinate Articles	Management	For
II.6	Accounts and Reports; Allocation of Dividends	Management	For
II.7	Ratification of Board Acts	Management	For
II.8	Ratification of Auditor's Acts	Management	For
II.9	Accounts and Reports; Allocation of Dividends (Sigmo NV/SA)	Management	For
II.10	Ratification of Board Acts (Sigmo NV/SA)	Management	For
II.11	Ratification of Auditor's Acts (Sigmo NV/SA)	Management	For
II.12	Elect Patrick O to the Board of Directors	Management	For
II.13	Authority to Depart from Performance Period Requirements	Management	Against
II.14	Remuneration Policy	Management	For
II.15	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

II161	Change in Control Clause I	Management	For
II162	Change in Control Clause II	Management	Against

UNIPOL GRUPPO S.P.A.

Annual

ISIN IT0004810054 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For

ARNOLDO MONDADORI EDITORE SPA

Mix

ISIN IT0001469383 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits	Management	For
0030	Allocation of Dividends	Management	For
0040	Remuneration Policy	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0050	Remuneration Report	Management	Against
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	2024-2026 Performance Share Plan	Management	For
0080	2024 Short-Term Incentive Plan	Management	For
0090	Board Size	Management	For
0100	Board Term Length	Management	For
0110	Directors' Fees	Management	For
012A	List Presented by Fininvest S.p.A.	Management	Abstain
012B	List Presented by Group of Institutional Investors Representing 5.99% of Share Capital	Management	For
0130	Statutory Auditors' Fees	Management	For
014A	List Presented by Fininvest S.p.A.	Management	Abstain
014B	List Presented by Group of Institutional Investors Representing 5.99% of Share capital	Management	For
0150	Authority to Issue Shares w/ Preemptive Rights	Management	Against
0160	Authority to Issue Convertible Bonds w/ Preemptive Rights	Management	For
0170	Authority to Issue Shares w/o Preemptive Rights	Management	Against

VITESCO TECHNOLOGIES GROUP AG

Annual

ISIN DE000VTSC017 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Andreas Wolf	Management	For
3.2	Ratify Werner Volz	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.3	Ratify Sabine Nitzsche	Management	For
3.4	Ratify Ingo Holstein	Management	For
3.5	Ratify Stephan Rölleke	Management	For
3.6	Ratify Klaus Hau	Management	For
3.7	Ratify Thomas Stierle	Management	For
4.1	Ratify Siegfried Wolf	Management	For
4.2	Ratify Carsten Bruns	Management	For
4.3	Ratify Hans-Jörg Bullinger	Management	For
4.4	Ratify Kerstin Dickert	Management	For
4.5	Ratify Manfred Eibeck	Management	For
4.6	Ratify Lothar Galli	Management	For
4.7	Ratify Yvonne Hartmetz	Management	For
4.8	Ratify Susanne Heckelsberger	Management	For
4.9	Ratify Lisa Hinrichsen	Management	For
4.10	Ratify Joachim Hirsch	Management	For
4.11	Ratify Sabina Jeschke	Management	For
4.12	Ratify Michael Köppl	Management	For
4.13	Ratify Erwin Löffler	Management	For
4.14	Ratify Klaus Rosenfeld	Management	For
4.15	Ratify Georg F. W. Schaeffler	Management	For
4.16	Ratify Ralf Schamel	Management	For
4.17	Ratify Kirsten Vörkel	Management	For
4.18	Ratify Anne Zeumer	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	Against
8	Supervisory Board Remuneration Policy	Management	For
9	Merger with Schaeffler AG	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

DEFENCE TECH HOLDING S.P.A

Annual

ISIN IT0005461329 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Losses	Management	For
0030	Board Size	Management	For
0040	Board Term Length	Management	For
0050	Election of Directors	Management	Abstain
0060	Election of Chair of the Board	Management	Abstain
0070	Directors' fees	Management	Abstain
0080	Board of Statutory Auditors' Size (Effective Auditors)	Management	For
0090	Election of Statutory Auditors	Management	Abstain
0100	Election of Chair of Board of Statutory Auditors	Management	Abstain
0110	Statutory Auditors' Fees	Management	Abstain
0120	Appointment of Auditor and Authority to Set Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

KONINKLIJKE VOPAK

Annual

ISIN NL0009432491 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Remuneration Report	Management	Against
4.	Accounts and Reports	Management	For
5.b.	Allocation of Dividends	Management	For
6.	Ratification of Management Board Acts	Management	Abstain
7.	Ratification of Supervisory Board Acts	Management	Abstain
8.	Elect Ben J. Noteboom to the Supervisory Board	Management	Against
9.	Elect Richard L. De Visser to the Supervisory Board	Management	For
10.	Amendments to Articles of Association	Management	Against
11.	Authority to Repurchase Shares	Management	For
12.	Appointment of Auditor	Management	For
13.	Cancellation of Shares	Management	For

ANHEUSER-BUSCH INBEV SA/NV

Annual

ISIN BE0974293251 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

A.4.	Accounts and Reports; Allocation of Dividends	Management	For
A.5.	Ratification of Board Acts	Management	For
A.6.	Ratification of Auditor's Acts	Management	For
A.7.a	Elect M. Michele Burns to the Board of Directors	Management	For
A.7.b	Elect Paul Cornet de Ways-Ruart to the Board of Directors	Management	Against
A.7.c	Elect Grégoire de Spoelberch to the Board of Directors	Management	Against
A.7.d	Elect Paulo Alberto Lemann to the Board of Directors	Management	For
A.7.e	Elect Alexandre Van Damme to the Board of Directors	Management	Against
A.7.f	Elect Martin J. Barrington to the Board of Directors	Management	Against
A.7.g	Elect Salvatore Mancuso to the Board of Directors	Management	For
A.7.h	Elect Alejandro Santo Domingo to the Board of Directors	Management	For
A.8.	Appointment of Auditor for Sustainability Reporting (FY2024)	Management	For
A.9.	Remuneration Report	Management	Against
B.10.	Authorisation of Legal Formalities	Management	For

ENERGY SPA

Annual

ISIN IT0005500712 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0020 Allocation of Profits

Management

For

FINECOBANK SPA

Mix

ISIN IT0000072170 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	2024 Incentive System for Identified Staff	Management	For
0060	2024-2026 Long-Term Incentive Plan for Employees	Management	For
0070	2024 Incentive System for Personal Financial Advisors	Management	For
0080	Authority to Repurchase and Reissue Shares to Service 2024 Incentive System for Pers	Management	For
0090	Authority to Issue Shares w/o Preempive Rights to Implement 2024 Incentive System for Management	Management	For
0100	Authority to Issue Shares w/o Preempive Rights to Implement 2023 Incentive System for Management	Management	For
0110	Authority to Issue Shares w/o Preempive Rights to Implement 2024-2026 Long-Term Inc	Management	For

KOMERCNI BANKA, A.S.

Annual

ISIN CZ0008019106 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Compliance with the Rules of Convocation	Management	For
2	Appointment of Meeting Chair	Management	For
3	Appointment of Minutes Clerk	Management	For
4	Appointment of Minutes Verifier	Management	For
5	Appointment of Scrutineer (Tereza Kafkova)	Management	For
6	Appointment of Scrutineer (Zuzana Zerzanova)	Management	For
7	Financial Statements	Management	For
8	Allocation of Dividends	Management	For
9	Consolidated Financial Statements	Management	For
10	Amendments to Articles	Management	For
11	Elect Delphine Garcin-Meunier to the Supervisory Board	Management	For
12	Elect Delphine Garcin-Meunier	Management	For
13	Elect Petr Dvorak	Management	For
14	Remuneration Report	Management	Against
15	Appointment of Auditor	Management	For
16	Appointment of Auditor for Sustainability Reporting	Management	For

DIASORIN S.P.A.

Annual

ISIN IT0003492391 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0040	Remuneration Report	Management	Against
0050	Appointment of Auditor and Authority to Set Fees	Management	For

ASML HOLDING NV

Annual

ISIN NL0010273215 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	Remuneration Report	Management	For
3.b.	Accounts and Reports	Management	For
3.e.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For
7.b.	Elect Annet P. Aris to the Supervisory Board	Management	For
7.c.	Elect D. Mark Durcan to the Supervisory Board	Management	For
7.d.	Elect Warren A. East to the Supervisory Board	Management	For
8.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Management	Management	For
8.b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purpos	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ABN AMRO BANK N.V.

Annual

ISIN NL0011540547 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2.e.	Remuneration Report	Management	For
2.g.	Accounts and Reports	Management	For
3.b.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.b.	Appointment of Auditor	Management	For
6.a.	Supervisory Board Remuneration Policy	Management	For
6.b.	Management Board Remuneration Policy	Management	For
7di.	Elect Laetitia Griffith to the Supervisory Board	Management	For
7dii.	Elect Arjen Dorland to the Supervisory Board	Management	For
9.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
9.b.	Authority to Suppress Preemptive Rights	Management	For
9.c.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares	Management	For

ABRDN PLC

Annual

ISIN GB00BF8Q6K64 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03	Appointment of Auditor	Management	For
04	Authority to Set Auditor's Fees	Management	For
05	Remuneration Report	Management	Against
06A	Elect Sir Douglas J. Flint	Management	Against
06B	Elect Jonathan Asquith	Management	For
06C	Elect Stephen Bird	Management	For
06D	Elect John Devine	Management	For
06E	Elect Hannah Grove	Management	For
06F	Elect Pam Kaur	Management	For
06G	Elect Michael O'Brien	Management	For
06H	Elect Cathleen Raffaeli	Management	For
07	Elect Jason M. Windsor	Management	For
08	Authorisation of Political Donations	Management	For
09	Authority to Issue Shares w/ Preemptive Rights	Management	For
10	Authority to Issue Shares w/o Preemptive Rights	Management	For
11	Authority to Repurchase Shares	Management	For
12	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
14	Authority to Set General Meeting Notice Period at 14 Days	Management	For
15	Sharesave Plan	Management	For
16	Employee Share Plan	Management	For
17	Long-Term Incentive Plan	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ABRDN PLC

Annual

ISIN GB00BF8Q6K64 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03	Appointment of Auditor	Management	For
04	Authority to Set Auditor's Fees	Management	For
05	Remuneration Report	Management	Against
06A	Elect Sir Douglas J. Flint	Management	Against
06B	Elect Jonathan Asquith	Management	For
06C	Elect Stephen Bird	Management	For
06D	Elect John Devine	Management	For
06E	Elect Hannah Grove	Management	For
06F	Elect Pam Kaur	Management	For
06G	Elect Michael O'Brien	Management	For
06H	Elect Cathleen Raffaelli	Management	For
07	Elect Jason M. Windsor	Management	For
08	Authorisation of Political Donations	Management	For
09	Authority to Issue Shares w/ Preemptive Rights	Management	For
10	Authority to Issue Shares w/o Preemptive Rights	Management	For
11	Authority to Repurchase Shares	Management	For
12	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
14	Authority to Set General Meeting Notice Period at 14 Days	Management	For
15	Sharesave Plan	Management	For
16	Employee Share Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17 Long-Term Incentive Plan Management For

RTL GROUP

Annual

ISIN LU0061462528 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2.1	Accounts and Reports (Standalone)	Management	For
2.2	Accounts and Reports (Consolidated)	Management	For
3	Allocation of Dividends	Management	For
4.1	Remuneration Report	Management	Against
4.2	Non-Executive Directors' Fees	Management	For
5	REMUNERATION POLICY	Management	Against
6.1	Ratification of Board Acts	Management	Abstain
6.2	Ratification of Auditor's Acts	Management	Abstain
7.1	Elect Björn Bauer to the Board of directors	Management	For
7.2.1	Elect Thomas Rabe to the Board of directors	Management	For
7.2.2	Elect Elmar Heggen to the Board of directors	Management	For
7.3.1	Elect Carsten Coesfeld to the Board of directors	Management	For
7.3.2	Elect Guillaume de Posch to the Board of directors	Management	For
7.3.3	Elect Pernille Erenbjerg to the Board of directors	Management	For
7.3.4	Elect Thomas Götz to the Board of directors	Management	For
7.3.5	Elect Rolf Hellermann to the Board of directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.3.6	Elect Immanuel Hermreck to the Board of directors	Management	For
7.3.7	Elect Jean-Louis Schiltz to the Board of directors	Management	For
7.3.8	Elect Martin Taylor to the Board of directors	Management	Against
7.3.9	Elect Alexander von Torklus to the Board of directors	Management	For
7.3.10	Elect Lauren Zalaznick to the Board of directors	Management	For
7.4	Appointment of Auditor	Management	For
7.5	Appointment of Auditor for Sustainability Reporting	Management	For
8	Authority to Repurchase Shares	Management	For

COMPAGNIE PLASTIC OMNIUM SE

Mix

ISIN FR0000124570 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements (Previously Approved)	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Elect Laurent Burelle	Management	Against
7	Elect Laurent Favre	Management	For
8	Elect Paul Henry Lemarié	Management	For
9	Elect Anne-Marie Couderc	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Elect Lucie Maurel-Aubert	Management	For
11	Elect Alexandre Mérieux	Management	For
12	Non-Renewal of Éliane Lemarié	Management	For
13	Ratification of Co-Option of Gonzalve Bich	Management	Against
14	Elect Gonzalve Bich	Management	Against
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (CEO)	Management	For
17	2024 Remuneration Policy (Deputy CEO)	Management	For
18	2024 Remuneration Policy (Board of Directors)	Management	For
19	2023 Remuneration Report	Management	Against
20	2023 Remuneration of Laurent Burelle, Chair	Management	For
21	2023 Remuneration of Laurent Favre, CEO	Management	Against
22	2023 Remuneration of Félicie Burelle, Deputy CEO	Management	Against
23	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
24	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
25	Authority to Grant Stock Options	Management	Against
26	Authority to Issue Performance Shares	Management	Against
27	Textual References Applicable in Case of Regulation Updates	Management	For
28	Amendments to Articles Regarding Company Name	Management	For
29	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

COMPAGNIE PLASTIC OMNIUM SE

Mix

ISIN FR0000124570 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements (Previously Approved)	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Elect Laurent Burelle	Management	Against
7	Elect Laurent Favre	Management	For
8	Elect Paul Henry Lemarié	Management	For
9	Elect Anne-Marie Couderc	Management	Against
10	Elect Lucie Maurel-Aubert	Management	For
11	Elect Alexandre Mérieux	Management	For
12	Non-Renewal of Éliane Lemarié	Management	For
13	Ratification of Co-Option of Gonzalve Bich	Management	Against
14	Elect Gonzalve Bich	Management	Against
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (CEO)	Management	For
17	2024 Remuneration Policy (Deputy CEO)	Management	For
18	2024 Remuneration Policy (Board of Directors)	Management	For
19	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	2023 Remuneration of Laurent Burelle, Chair	Management	For
21	2023 Remuneration of Laurent Favre, CEO	Management	Against
22	2023 Remuneration of Félicie Burelle, Deputy CEO	Management	Against
23	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
24	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
25	Authority to Grant Stock Options	Management	Against
26	Authority to Issue Performance Shares	Management	Against
27	Textual References Applicable in Case of Regulation Updates	Management	For
28	Amendments to Articles Regarding Company Name	Management	For
29	Authorisation of Legal Formalities	Management	For

HONG KONG EXCHANGES AND CLEARING LTD.

Annual

ISIN HK0388045442 Meeting Date 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2A	Elect Nicholas Charles Allen	Management	For
2B	Elect Anna CHEUNG Ming Ming	Management	For
2C	Elect ZHANG Yichen	Management	For
3	Appointment of Auditor and Authority to Set Fees	Management	For
4	Authority to Repurchase Shares	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

HONG KONG EXCHANGES AND CLEARING LTD.

Annual

ISIN HK0388045442 **Meeting Date** 24-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2A	Elect Nicholas Charles Allen	Management	For
2B	Elect Anna CHEUNG Ming Ming	Management	For
2C	Elect ZHANG Yichen	Management	For
3	Appointment of Auditor and Authority to Set Fees	Management	For
4	Authority to Repurchase Shares	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Management	For

CITIZENS FINANCIAL GROUP INC

Annual

ISIN US1746101054 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Bruce Van Saun	Management	For
1b.	Elect Lee Alexander	Management	For
1c.	Elect Tracy A. Atkinson	Management	For
1d.	Elect Christine M. Cumming	Management	For
1e.	Elect Kevin Cummings	Management	For
1f.	Elect William P. Hankowsky	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Edward J. Kelly, III	Management	For
1h.	Elect Robert G. Leary	Management	For
1i.	Elect Terrance J. Lillis	Management	For
1j.	Elect Michele N. Siekerka	Management	For
1k.	Elect Christopher J. Swift	Management	Against
1l.	Elect Wendy A. Watson	Management	Against
1m.	Elect Marita Zuraitis	Management	Against
2.	Amendment to the 2014 Non-Employee Directors Compensation Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2014 Omnibus Incentive Plan	Management	For
5.	Amendment to the 2014 Employee Stock Purchase Plan	Management	For
6.	Ratification of Auditor	Management	For

PFIZER INC.

Annual

ISIN US7170811035 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ronald E. Blaylock	Management	For
1b.	Elect Albert Bourla	Management	For
1c.	Elect Susan Desmond-Hellmann	Management	For
1d.	Elect Joseph J. Echevarria	Management	For
1e.	Elect Scott Gottlieb	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Helen H. Hobbs	Management	For
1g.	Elect Susan Hockfield	Management	For
1h.	Elect Dan R. Littman	Management	For
1i.	Elect Shantanu Narayen	Management	Against
1j.	Elect Suzanne Nora Johnson	Management	Against
1k.	Elect James Quincey	Management	Against
1l.	Elect James C. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Amendment to the 2019 Stock Plan	Management	For
4.	Advisory Vote on Executive Compensation	Management	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
6.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruence	Shareholder	For
7.	Shareholder Proposal Regarding Director Resignation Policy	Shareholder	Abstain
8.	Shareholder Proposal Regarding Corporate Contributions Disclosure	Shareholder	Against

PFIZER INC.

Annual

ISIN US7170811035

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ronald E. Blaylock	Management	For
1b.	Elect Albert Bourla	Management	For
1c.	Elect Susan Desmond-Hellmann	Management	For
1d.	Elect Joseph J. Echevarria	Management	For
1e.	Elect Scott Gottlieb	Management	For
1f.	Elect Helen H. Hobbs	Management	For
1g.	Elect Susan Hockfield	Management	For
1h.	Elect Dan R. Littman	Management	For
1i.	Elect Shantanu Narayen	Management	Against
1j.	Elect Suzanne Nora Johnson	Management	Against
1k.	Elect James Quincey	Management	Against
1l.	Elect James C. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Amendment to the 2019 Stock Plan	Management	For
4.	Advisory Vote on Executive Compensation	Management	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
6.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruence	Shareholder	For
7.	Shareholder Proposal Regarding Director Resignation Policy	Shareholder	Abstain
8.	Shareholder Proposal Regarding Corporate Contributions Disclosure	Shareholder	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

HEALTHPEAK OP LLC

Annual

ISIN BRP1EABDR008 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Scott M. Brinker	Management	For
1b.	Elect Katherine M. Sandstrom	Management	Against
1c.	Elect John T. Thomas	Management	For
1d.	Elect Brian G. Cartwright	Management	For
1e.	Elect James B. Connor	Management	For
1f.	Elect R. Kent Griffin Jr.	Management	For
1g.	Elect Pamela J. Kessler	Management	For
1h.	Elect Sara Grootwassink Lewis	Management	For
1i.	Elect Ava E. Lias-Booker	Management	For
1j.	Elect Tommy G. Thompson	Management	For
1k.	Elect Richard A. Weiss	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

TEXAS INSTRUMENTS INC.

Annual

ISIN US8825081040 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark A. Blinn	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Todd M. Bluedorn	Management	For
1c.	Elect Janet F. Clark	Management	For
1d.	Elect Carrie S. Cox	Management	For
1e.	Elect Martin S. Craighead	Management	For
1f.	Elect Reginald DesRoches	Management	For
1g.	Elect Curtis C. Farmer	Management	Against
1h.	Elect Jean M. Hobby	Management	For
1i.	Elect Haviv Ilan	Management	For
1j.	Elect Ronald Kirk	Management	For
1k.	Elect Pamela H. Patsley	Management	For
1l.	Elect Robert E. Sanchez	Management	Against
1m.	Elect Richard K. Templeton	Management	For
2.	Approval of the 2024 Long-Term Incentive Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
6.	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	For

TEXAS INSTRUMENTS INC.

Annual

ISIN US8825081040

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark A. Blinn	Management	For
1b.	Elect Todd M. Bluedorn	Management	For
1c.	Elect Janet F. Clark	Management	For
1d.	Elect Carrie S. Cox	Management	For
1e.	Elect Martin S. Craighead	Management	For
1f.	Elect Reginald DesRoches	Management	For
1g.	Elect Curtis C. Farmer	Management	Against
1h.	Elect Jean M. Hobby	Management	For
1i.	Elect Haviv Ilan	Management	For
1j.	Elect Ronald Kirk	Management	For
1k.	Elect Pamela H. Patsley	Management	For
1l.	Elect Robert E. Sanchez	Management	Against
1m.	Elect Richard K. Templeton	Management	For
2.	Approval of the 2024 Long-Term Incentive Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
6.	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US3119001044 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Scott A. Satterlee	Management	For
1b.	Elect Michael J. Ancius	Management	Against
1c.	Elect Stephen L. Eastman	Management	For
1d.	Elect Daniel L. Florness	Management	For
1e.	Elect Rita J. Heise	Management	Against
1f.	Elect Hsenghung Sam Hsu	Management	For
1g.	Elect Daniel L. Johnson	Management	For
1h.	Elect Nicholas J. Lundquist	Management	For
1i.	Elect Sarah N. Nielsen	Management	For
1j.	Elect Irene A. Quarshie	Management	For
1k.	Elect Reyne K. Wisecup	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Elimination of Supermajority Requirement	Management	For
5.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Abstain

FASTENAL CO.

Annual

ISIN US3119001044 Meeting Date 25-Apr-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Scott A. Satterlee	Management	For
1b.	Elect Michael J. Ancius	Management	Against
1c.	Elect Stephen L. Eastman	Management	For
1d.	Elect Daniel L. Florness	Management	For
1e.	Elect Rita J. Heise	Management	Against
1f.	Elect Hsenghung Sam Hsu	Management	For
1g.	Elect Daniel L. Johnson	Management	For
1h.	Elect Nicholas J. Lundquist	Management	For
1i.	Elect Sarah N. Nielsen	Management	For
1j.	Elect Irene A. Quarshie	Management	For
1k.	Elect Reyne K. Wisecup	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Elimination of Supermajority Requirement	Management	For
5.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Abstain

HCA HEALTHCARE INC

Annual

ISIN US40412C1018 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Thomas F. Frist III	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Samuel N. Hazen	Management	For
1c.	Elect Meg G. Crofton	Management	For
1d.	Elect Robert J. Dennis	Management	For
1e.	Elect Nancy-Ann DeParle	Management	For
1f.	Elect William R. Frist	Management	For
1g.	Elect Hugh F. Johnston	Management	For
1h.	Elect Michael W. Michelson	Management	For
1i.	Elect Wayne J. Riley	Management	For
1j.	Elect Andrea B. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
5.	Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reprod Shareholder		Against
6.	Shareholder Proposal Regarding Report Regarding Patient Feedback on Quality of Care Shareholder		For
7.	Shareholder Proposal Regarding Report on Improving Maternal Health Outcomes	Shareholder	For

HCA HEALTHCARE INC

Annual

ISIN US40412C1018 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Thomas F. Frist III	Management	For
1b.	Elect Samuel N. Hazen	Management	For
1c.	Elect Meg G. Crofton	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect Robert J. Dennis	Management	For
1e.	Elect Nancy-Ann DeParle	Management	For
1f.	Elect William R. Frist	Management	For
1g.	Elect Hugh F. Johnston	Management	For
1h.	Elect Michael W. Michelson	Management	For
1i.	Elect Wayne J. Riley	Management	For
1j.	Elect Andrea B. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
5.	Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reprod	Shareholder	Against
6.	Shareholder Proposal Regarding Report Regarding Patient Feedback on Quality of Care	Shareholder	For
7.	Shareholder Proposal Regarding Report on Improving Maternal Health Outcomes	Shareholder	For

MERCIALYS

Annual

ISIN FR0010241638 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Victoire Boissier	Management	For
5	Elect Dominique Dudan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Elect Jean-Louis Constanza	Management	For
7	Elect Vincent Ravat	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Éric Le Gentil, Chair	Management	For
10	2023 Remuneration of Vincent Ravat, CEO	Management	For
11	2023 Remuneration of Elizabeth Blaise, Deputy CEO	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Deputy CEO)	Management	For
16	Special Auditors Report on Regulated Agreements	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authorisation of Legal Formalities	Management	For

MERCIALYS

Annual

ISIN FR0010241638 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Victoire Boissier	Management	For
5	Elect Dominique Dudan	Management	For
6	Elect Jean-Louis Constanza	Management	For
7	Elect Vincent Ravat	Management	For
8	2023 Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	2023 Remuneration of Éric Le Gentil, Chair	Management	For
10	2023 Remuneration of Vincent Ravat, CEO	Management	For
11	2023 Remuneration of Elizabeth Blaise, Deputy CEO	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Deputy CEO)	Management	For
16	Special Auditors Report on Regulated Agreements	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authorisation of Legal Formalities	Management	For

RELX PLC

Annual

ISIN GB00B2B0DG97 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Accounts and Reports	Management	For
2.	Remuneration Report	Management	Against
3.	Final Dividend	Management	For
4.	Appointment of Auditor	Management	For
5.	Authority to Set Auditor's Fees	Management	For
6.	Elect Bianca Tetteroo	Management	For
7.	Elect Paul A. Walker	Management	For
8.	Elect Erik Engstrom	Management	For
9.	Elect Nicholas Luff	Management	For
10.	Elect Alistair Cox	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11.	Elect June Felix	Management	For
12.	Elect Charlotte Hogg	Management	For
13.	Elect Robert J. MacLeod	Management	For
14.	Elect Andrew J. Sukawaty	Management	For
15.	Elect Suzanne Wood	Management	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For
17.	Authority to Issue Shares w/o Preemptive Rights	Management	For
18.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19.	Authority to Repurchase Shares	Management	For
20.	Authority to Set General Meeting Notice Period at 14 Days	Management	For

RELX PLC

Annual

ISIN GB00B2B0DG97 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Accounts and Reports	Management	For
2.	Remuneration Report	Management	Against
3.	Final Dividend	Management	For
4.	Appointment of Auditor	Management	For
5.	Authority to Set Auditor's Fees	Management	For
6.	Elect Bianca Tetteroo	Management	For
7.	Elect Paul A. Walker	Management	For
8.	Elect Erik Engstrom	Management	For
9.	Elect Nicholas Luff	Management	For
10.	Elect Alistair Cox	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11.	Elect June Felix	Management	For
12.	Elect Charlotte Hogg	Management	For
13.	Elect Robert J. MacLeod	Management	For
14.	Elect Andrew J. Sukawaty	Management	For
15.	Elect Suzanne Wood	Management	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For
17.	Authority to Issue Shares w/o Preemptive Rights	Management	For
18.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19.	Authority to Repurchase Shares	Management	For
20.	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SAVENCIA S.A.

Mix

ISIN FR0000120107 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Alex Bongrain	Management	For
6	Elect Armand Bongrain	Management	For
7	Elect Anne-Marie Cambourieu	Management	For
8	Elect Clare Chatfield	Management	Against
9	Elect Sophie de Roux	Management	For
10	Elect Xavier Govare	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Malika Haimeur	Management	For
12	Elect Martine Liautaud	Management	For
13	Elect Annette Messemer	Management	Against
14	Elect Christian Mouillon	Management	For
15	Elect Ignacio Osborne	Management	For
16	Elect Robert Roeder	Management	For
17	Ratification of the Co-option of Bruno Witvoet	Management	For
18	Elect Bruno Witvoet	Management	For
19	Elect François Wolfovski	Management	For
20	Elect Savencia Holding (Xavier Cruse)	Management	For
21	Elect Philippe Gorce (Employee Shareholder Representative)	Management	For
22	2024 Remuneration Policy (Board of Directors)	Management	For
23	2024 Remuneration Policy (Chair, CEO and Deputy CEO)	Management	For
24	2023 Remuneration Report	Management	For
25	2023 Remuneration of Alex Bongrain, Chair	Management	Against
26	2023 Remuneration of Olivier Delaméa, CEO	Management	For
27	Authority to Repurchase and Reissue Shares	Management	For
28	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
29	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
30	Authority to Increase Capital Through Capitalisations	Management	For
31	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Abstain
32	Employee Stock Purchase Plan	Management	For
33	Authority to Issue Restricted Shares	Management	Against
34	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SCHOELLER-BLECKMANN OILFIELD EQUIPMENT AG

Annual

ISIN AT0000946652 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5i	Appointment of Auditor	Management	For
5ii	Appointment of Auditor for Sustainability Reporting	Management	For
6a	Elect Brigitte Ederer	Management	For
6b	Elect Simon Eysers	Management	For
7.	Remuneration Report	Management	Against
8	Supervisory Board Remuneration Policy	Management	For
9	Supervisory Board Remuneration	Management	For
10	Increase in Authorized Capital	Management	For
11	Authority to Repurchase and Reissue Shares	Management	For

SCHOELLER-BLECKMANN OILFIELD EQUIPMENT AG

Annual

ISIN AT0000946652 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Ratification of Supervisory Board Acts	Management	For
5i	Appointment of Auditor	Management	For
5ii	Appointment of Auditor for Sustainability Reporting	Management	For
6a	Elect Brigitte Ederer	Management	For
6b	Elect Simon Eysers	Management	For
7.	Remuneration Report	Management	Against
8	Supervisory Board Remuneration Policy	Management	For
9	Supervisory Board Remuneration	Management	For
10	Increase in Authorized Capital	Management	For
11	Authority to Repurchase and Reissue Shares	Management	For

BASF SE

Annual

ISIN DE000BASF111 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4	Ratification of Management Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Stefan Asenkerschbaumer	Management	For
6.2	Elect Kurt Bock	Management	For
6.3	Elect Thomas Carell	Management	For
6.4	Elect Liming Chen	Management	For
6.5	Elect Alessandra Genco	Management	For
6.6	Elect Tamara Weinert	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Increase in Authorised Capital	Management	For
8	Management Board Remuneration Policy	Management	Against
9	Supervisory Board Remuneration Policy	Management	For
10	Remuneration Report	Management	Against

BASF SE

Annual

ISIN DE000BASF111 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4	Ratification of Management Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Stefan Asenkerschbaumer	Management	For
6.2	Elect Kurt Bock	Management	For
6.3	Elect Thomas Carell	Management	For
6.4	Elect Liming Chen	Management	For
6.5	Elect Alessandra Genco	Management	For
6.6	Elect Tamara Weinert	Management	For
7	Increase in Authorised Capital	Management	For
8	Management Board Remuneration Policy	Management	Against
9	Supervisory Board Remuneration Policy	Management	For
10	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

Annual

ISIN DE0008430026 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Joachim Wenning	Management	For
3.2	Ratify Thomas Blunck	Management	For
3.3	Ratify Nicholas Gartside	Management	For
3.4	Ratify Stefan Golling	Management	For
3.5	Ratify Christoph Jurecka	Management	For
3.6	Ratify Achim Kassow	Management	For
3.7	Ratify Michael Kerner	Management	For
3.8	Ratify Clarisse Kopff	Management	For
3.9	Ratify Mari-Lizette Malherbe	Management	For
3.10	Ratify Markus Rieß	Management	For
4.1	Ratify Nikolaus von Bomhard	Management	For
4.2	Ratify Anne Horstmann	Management	For
4.3	Ratify Ann-Kristin Achleitner	Management	For
4.4	Ratify Clement B. Booth	Management	For
4.5	Ratify Ruth Brown	Management	For
4.6	Ratify Stephan Eberl	Management	For
4.7	Ratify Frank Fassin	Management	For
4.8	Ratify Ursula Gather	Management	For
4.9	Ratify Gerhard Häusler	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.10	Ratify Angelika Judith Herzog	Management	For
4.11	Ratify Renata Jungo Brüngger	Management	For
4.12	Ratify Stefan Kaindl	Management	For
4.13	Ratify Carinne Knoche-Brouillon	Management	For
4.14	Ratify Gabriele Mücke	Management	For
4.15	Ratify Ulrich Plottke	Management	For
4.16	Ratify Manfred Rassy	Management	For
4.17	Ratify Carsten Spohr	Management	For
4.18	Ratify Karl-Heinz Streibich	Management	For
4.19	Ratify Markus Wagner	Management	For
4.20	Ratify Maximilian Zimmerer	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7.1	Elect Nikolaus von Bomhard	Management	For
7.2	Elect Clement B. Booth	Management	For
7.3	Elect Roland Busch	Management	For
7.4	Elect Julia Jaekel	Management	For
7.5	Elect Renata Jungo Brüngger	Management	For
7.6	Elect Carinne Knoche-Brouillon	Management	For
7.7	Elect Victoria E. Ossadnik	Management	For
7.8	Elect Carsten Spohr	Management	For
7.9	Elect Jens Weidmann	Management	For
7.10	Elect Maximilian Zimmerer	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

Annual

ISIN DE0008430026 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Joachim Wenning	Management	For
3.2	Ratify Thomas Blunck	Management	For
3.3	Ratify Nicholas Gartside	Management	For
3.4	Ratify Stefan Golling	Management	For
3.5	Ratify Christoph Jurecka	Management	For
3.6	Ratify Achim Kassow	Management	For
3.7	Ratify Michael Kerner	Management	For
3.8	Ratify Clarisse Kopff	Management	For
3.9	Ratify Mari-Lizette Malherbe	Management	For
3.10	Ratify Markus Rieß	Management	For
4.1	Ratify Nikolaus von Bomhard	Management	For
4.2	Ratify Anne Horstmann	Management	For
4.3	Ratify Ann-Kristin Achleitner	Management	For
4.4	Ratify Clement B. Booth	Management	For
4.5	Ratify Ruth Brown	Management	For
4.6	Ratify Stephan Eberl	Management	For
4.7	Ratify Frank Fassin	Management	For
4.8	Ratify Ursula Gather	Management	For
4.9	Ratify Gerhard Häusler	Management	For
4.10	Ratify Angelika Judith Herzog	Management	For
4.11	Ratify Renata Jungo Brüngger	Management	For
4.12	Ratify Stefan Kaindl	Management	For
4.13	Ratify Carinne Knoche-Brouillon	Management	For
4.14	Ratify Gabriele Mücke	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.15	Ratify Ulrich Plottke	Management	For
4.16	Ratify Manfred Rassy	Management	For
4.17	Ratify Carsten Spohr	Management	For
4.18	Ratify Karl-Heinz Streibich	Management	For
4.19	Ratify Markus Wagner	Management	For
4.20	Ratify Maximilian Zimmerer	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7.1	Elect Nikolaus von Bomhard	Management	For
7.2	Elect Clement B. Booth	Management	For
7.3	Elect Roland Busch	Management	For
7.4	Elect Julia Jaekel	Management	For
7.5	Elect Renata Jungo Brüngger	Management	For
7.6	Elect Carinne Knoche-Brouillon	Management	For
7.7	Elect Victoria E. Ossadnik	Management	For
7.8	Elect Carsten Spohr	Management	For
7.9	Elect Jens Weidmann	Management	For
7.10	Elect Maximilian Zimmerer	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For

SOCIETATEA ENERGETICA ELECTRICA SA

Ordinary

ISIN ROELECACNOR5 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Financial Statements	Management	For
2	Financial Statements (Consolidated)	Management	For
3	Financial Statements (Consolidated IFRS)	Management	For
4	Allocation of Dividends	Management	For
5	Ratification of Board Acts	Management	Abstain
6	2024 Income and Expenses Budget	Management	For
7	2024 Income and Expenses Budget (Consolidated)	Management	For
8	Remuneration Report	Management	Against
9	Approval of Registration Date	Management	For
10	Approval of Ex-Date	Management	For
12	Shareholder Proposal Regarding Civil Damage Action Against Former Director (Cristodor Shareholder		For
13	Shareholder Proposal Regarding Authorisation of Legal Authorities	Shareholder	For

MOL HUNGARIAN OIL AND GAS PLC.

Annual

ISIN HU0000153937 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Vote Collection Method	Management	For
2	Election Individuals to Keep Minutes	Management	For
3	Financial Statements	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Corporate Governance Declaration	Management	For
6	Ratification of Board Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Appointment of Auditor and Authority to Set Fees	Management	For
8	Presentation of Information on Share Repurchase	Management	Against
9	Authority to Repurchase Shares	Management	Against
10	Increase in Authorized Capital (Series A Shareholders)	Management	Against
11	Increase in Authorized Capital (Series B Shareholders)	Management	Against
12	Increase in Authorized Capital	Management	Against
13	Elect Sándor Csányi	Management	Against
14	Elect Anthony Radev	Management	For
15	Elect Talal Hamid Said Al-Awfi	Management	Against
16	Elect Anett Pandurics to the Supervisory Board	Management	For
17	Elect Anett Pandurics to the Audit Committee	Management	For
18	Remuneration Report	Management	Against
19	Remuneration Policy	Management	Against

BRD-GROUPE SOCIETE GENERALE

Ordinary

ISIN ROBRDBACNOR2

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Designation of Secretariat	Management	For
2	Accounts and Reports	Management	For
3	Remuneration Report	Management	For
4	Ratification of Board Acts	Management	For
5.1	Allocation of Dividends (Board)	Management	For
5.2	Shareholder Counter-motion Regarding Allocation of Dividend	Shareholder	Abstain
6	Income and Expenses Budget and Business Plan 2024	Management	For
7	Remuneration Policy	Management	For
8	Directors' Fees	Management	For
9	Elect Delphine Mirelle Garcin Meunier	Management	For
10	Elect Maria Rousseva	Management	For
11	Elect Mathieu Jacques Paul Michael Mary Vedrenne	Management	For
12	Elect Valerie Marcelle Paule Villafranca	Management	For
13	Shareholder Proposal Regarding Election of Jean Pierre Georges Vigroux	Shareholder	For
14	Shareholder Proposal Regarding Designation of Jean Pierre Georges Vigroux as Independent Shareholder		For
15	Appointment of Auditor	Management	For
16	Approval of Ex-Date	Management	For
17	Approval of Registration Date	Management	For

HOCHTIEF AG

Annual

ISIN DE0006070006 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Elect Cristina Aldámiz-Echevarría González de Durana as Supervisory Board Memeber	Management	Against
8	Management Board Remuneration Policy	Management	For

BE SEMICONDUCTOR INDUSTRIES NV

Annual

ISIN NL0012866412 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Accounts and Reports	Management	For
4.b.	Allocation of Dividends	Management	For
5.a.	Ratification of Management Board Acts	Management	Abstain
5.b.	Ratification of Supervisory Board Acts	Management	Abstain
6.	Remuneration Report	Management	Against
7.	Remuneration Policy of the Supervisory Board	Management	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
8.b.	Authority to Suppress Preemptive Rights	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BP PLC

Annual

ISIN GB0007980591 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Elect Helge Lund	Management	For
4	Elect Murray Auchincloss	Management	For
5	Elect Katherine Anne Thomson	Management	For
6	Elect Melody B. Meyer	Management	For
7	Elect Tushar Morzaria	Management	For
8	Elect Amanda J. Blanc	Management	Against
9	Elect Pamela Daley	Management	For
10	Elect Hina Nagarajan	Management	Against
11	Elect Satish Pai	Management	Against
12	Elect Karen A. Richardson	Management	For
13	Elect Johannes Teyssen	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authorisation of Political Donations	Management	For
17	Renewal of Scrip Dividend	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For

BP PLC

Annual

ISIN GB0007980591 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Elect Helge Lund	Management	For
4	Elect Murray Auchincloss	Management	For
5	Elect Katherine Anne Thomson	Management	For
6	Elect Melody B. Meyer	Management	For
7	Elect Tushar Morzaria	Management	For
8	Elect Amanda J. Blanc	Management	Against
9	Elect Pamela Daley	Management	For
10	Elect Hina Nagarajan	Management	Against
11	Elect Satish Pai	Management	Against
12	Elect Karen A. Richardson	Management	For
13	Elect Johannes Teyssen	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authorisation of Political Donations	Management	For
17	Renewal of Scrip Dividend	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For

BRD-GROUPE SOCIETE GENERALE

Special

ISIN ROBRDBACNOR2 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Designation of Secretariat	Management	For
2	Approval to Maintain General Meeting Decisions	Management	For
3	Amendments to Articles	Management	For
4	Approval of Ex-Date	Management	For
5	Approval of Registration Date	Management	For

CRH PLC

Annual

ISIN IE0001827041 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Richard Boucher	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1B	Elect Caroline Dowling	Management	For
1C	Elect Richard H. Fearon	Management	For
1D	Elect Johan Karlström	Management	For
1E	Elect Shaun Kelly	Management	For
1F	Elect Badar Khan	Management	Against
1G	Elect H. Lamar McKay	Management	For
1H	Elect Albert Manifold	Management	For
1I	Elect Jim Mintern	Management	For
1J	Elect Gillian L. Platt	Management	For
1K	Elect Mary K. Rhinehart	Management	For
1L	Elect Siobhán Talbot	Management	For
1M	Elect Christina Verchere	Management	Against
2	Advisory Vote on Executive Compensation	Management	Against
3A	Appointment of Auditor	Management	For
3B	Authority to Set Auditor's Fees	Management	For
4	Authority to Issue Shares w/ Preemptive Rights	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Management	For
6	Authority to Repurchase Shares	Management	For
7	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For

CRH PLC

Annual

ISIN IE0001827041

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Richard Boucher	Management	For
1B	Elect Caroline Dowling	Management	For
1C	Elect Richard H. Fearon	Management	For
1D	Elect Johan Karlström	Management	For
1E	Elect Shaun Kelly	Management	For
1F	Elect Badar Khan	Management	Against
1G	Elect H. Lamar McKay	Management	For
1H	Elect Albert Manifold	Management	For
1I	Elect Jim Mintern	Management	For
1J	Elect Gillian L. Platt	Management	For
1K	Elect Mary K. Rhinehart	Management	For
1L	Elect Siobhán Talbot	Management	For
1M	Elect Christina Verchere	Management	Against
2	Advisory Vote on Executive Compensation	Management	Against
3A	Appointment of Auditor	Management	For
3B	Authority to Set Auditor's Fees	Management	For
4	Authority to Issue Shares w/ Preemptive Rights	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Management	For
6	Authority to Repurchase Shares	Management	For
7	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN GB00BP9LHF23 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03	Remuneration Report	Management	Against
04	Elect Iain J. Mackay	Management	For
05	Elect Richard Oldfield	Management	For
06	Elect Annette Thomas	Management	For
07	Elect Frederic Wakeman	Management	For
08	Elect Elizabeth Corley	Management	For
09	Elect Peter Harrison	Management	For
10	Elect Ian G. King	Management	For
11	Elect Rakhi (Parekh) Goss-Custard	Management	For
12	Elect Deborah Waterhouse	Management	For
13	Elect Matthew Westerman	Management	For
14	Elect Claire Fitzalan Howard	Management	For
15	Elect Leonie Schroder	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Waiver of Mandatory Takeover Requirement	Management	For
20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BANCA TRANSILVANIA

Ordinary

ISIN ROTLVAACNOR1 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Ratification of Board Acts	Management	Abstain
3	2024 Revenue and Expenditure Budget and Investment Plan	Management	For
4	Allocation of Dividends	Management	For
5	Directors' Fees	Management	For
6	Approval of Ex-Date and Registration Date	Management	For
7	Approval of Payment Date	Management	For
8	Authorization of Legal Formalities	Management	For

SOCIETATEA ENERGETICA ELECTRICA SA

Special

ISIN ROELECACNOR5 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Authority to Issue Bonds and Set Limit	Management	For
2	Shareholder Proposal Regarding Cancellation of Shares	Shareholder	Abstain
3	Shareholder Proposal Regarding Decrease in Capital	Shareholder	Abstain
4	Shareholder Proposal Regarding Decrease in Social Parts of Shares	Shareholder	Abstain
5	Shareholder Proposal Regarding Amendments to Articles	Shareholder	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Shareholder Proposal Regarding Authorisation of Legal Authorities (Articles)	Shareholder	Abstain
7	Authorization of Legal Formalities	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Directors' Report	Management	For
2	Auditor's Report	Management	For
3	Auditor's Report (Consolidated)	Management	For
4	Financial Statements	Management	For
5	Financial Statements (Consolidated)	Management	For
6.1	Option 1	Management	Against
6.2	Option 2	Management	For
7.1	Option 1	Management	Against
7.2	Option 2	Management	For
8.1	Option 1	Management	Against
8.2	Option 2	Management	For
9.1	Option 1	Management	Against
9.2	Option 2	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10.1	Option 1	Management	Against
10.2	Option 2	Management	For
11	Approval of Payment Date	Management	For
12	Employees' Participation in Profit	Management	For
13	Remuneration Report	Management	Against
14	Ratification of Board Acts	Management	Abstain
15	Report on Payments Made to Governments in 2023	Management	For
16	Appointment of Auditor	Management	For
17	Auditor Term Length	Management	For
18	Approval of Natural Gas Sales Contract	Management	For
19	Presentation of Related Party Transactions (Public Companies)	Management	For
20	Approval of Registration Date	Management	For
21	Approval of Ex-Date	Management	For
22	Authorization of Legal Formalities	Management	For

BANCA TRANSILVANIA

Special

ISIN ROTLVAACNOR1 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Bonus Share Issuance	Management	For
2	Authority to Repurchase Shares	Management	For
3	Approval of Ex-Date and Registration Date	Management	For
4	Approval of Payment Date	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Presentation on the Purchase of Shares in OTP Romania	Management	For
6	Authorization of Legal Formalities	Management	For

GREEK ORGANISATION OF FOOTBALL PROGNOSTICS S.A.

Ordinary

ISIN GRS419003009 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
4	Ratification of Board and Auditor's Acts	Management	For
5	Appointment of Auditor	Management	For
6	Allocation of Dividends	Management	For
7	2023 Annual Bonus Plan	Management	For
8	Remuneration Report	Management	For
9	Authority to Increase Capital through Capitalizations	Management	For
10	Capital Repayment; Decrease in Share Par Value	Management	For
11	Amendments to Article 5 (Share Capital)	Management	For

LA FRANCAISE DES JEUX S.A.

Mix

ISIN FR0013451333 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Stéphane Pallez	Management	For
6	Elect UBFT (Olivier Roussel)	Management	For
7	Elect FNAM (Jacques Sonnet)	Management	For
8	Elect Predica (Florence Barjou)	Management	Against
9	Elect David Chianese	Management	For
10	Elect Frédéric Martins	Management	Against
11	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
12	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
13	2023 Remuneration Report	Management	For
14	2023 Remuneration of Stéphane Pallez, Chair and CEO	Management	For
15	2023 Remuneration of Charles Lantieri, Deputy CEO	Management	For
16	2024 Remuneration Policy (Corporate Officers)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authorisation of Legal Formalities	Management	For

LA FRANCAISE DES JEUX S.A.

Mix

ISIN FR0013451333 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Stéphane Pallez	Management	For
6	Elect UBFT (Olivier Roussel)	Management	For
7	Elect FNAM (Jacques Sonnet)	Management	For
8	Elect Predica (Florence Barjou)	Management	Against
9	Elect David Chianese	Management	For
10	Elect Frédéric Martins	Management	Against
11	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
12	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
13	2023 Remuneration Report	Management	For
14	2023 Remuneration of Stéphane Pallez, Chair and CEO	Management	For
15	2023 Remuneration of Charles Lantieri, Deputy CEO	Management	For
16	2024 Remuneration Policy (Corporate Officers)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authorisation of Legal Formalities	Management	For

ADMIRAL GROUP

Annual

ISIN GB00B02J6398 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Remuneration Policy	Management	For
4	Final Dividend	Management	For
5	Elect Mike Rogers	Management	For
6	Elect Milena Mondini-De-Focatiis	Management	For
7	Elect Geraint Jones	Management	For
8	Elect Evelyn Bourke	Management	For
9	Elect Michael Brierley	Management	For
10	Elect Andrew Crossley	Management	For
11	Elect Karen Green	Management	For
12	Elect Fiona Muldoon	Management	For
13	Elect Jayaprakasa Rangaswami	Management	For
14	Elect Justine Roberts	Management	For
15	Elect Bill Roberts	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

ADMIRAL GROUP

Annual

ISIN GB00B02J6398 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Remuneration Policy	Management	For
4	Final Dividend	Management	For
5	Elect Mike Rogers	Management	For
6	Elect Milena Mondini-De-Focatiis	Management	For
7	Elect Geraint Jones	Management	For
8	Elect Evelyn Bourke	Management	For
9	Elect Michael Brierley	Management	For
10	Elect Andrew Crossley	Management	For
11	Elect Karen Green	Management	For
12	Elect Fiona Muldoon	Management	For
13	Elect Jayaprakasa Rangaswami	Management	For
14	Elect Justine Roberts	Management	For
15	Elect Bill Roberts	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

METSO CORP.

Annual

ISIN FI0009014575

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Policy	Management	For
11	Remuneration Report	Management	For
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's and Sustainability Auditor's Fees	Management	For
16	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
17	Authority to Repurchase Shares	Management	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
19	Charitable Donations	Management	For

GECINA NOM.

Mix

ISIN FR0010040865 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Scrip Dividend	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration Report	Management	For
7	2023 Remuneration of Jérôme Brunel, Chair	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	2023 Remuneration of Beñat Ortega, CEO	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO)	Management	Against
12	Elect Nathalie Charles as Censor	Management	For
13	Elect Jérôme Brunel	Management	For
14	Elect Audrey Camus	Management	For
15	Elect Nathalie Charles	Management	For
16	Advisory Vote on the Company's Ambition to Reduce GHG Emissions of its Buildings in C	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
20	Authority to Increase Capital in Case of Exchange Offers (France)	Management	For
21	Greenshoe	Management	For
22	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For
24	Employee Stock Purchase Plan	Management	For
25	Authority to Issue Restricted Shares	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authorisation of Legal Formalities	Management	For

GECINA NOM.

Mix

ISIN FR0010040865

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Scrip Dividend	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration Report	Management	For
7	2023 Remuneration of Jérôme Brunel, Chair	Management	For
8	2023 Remuneration of Beñat Ortega, CEO	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO)	Management	Against
12	Elect Nathalie Charles as Censor	Management	For
13	Elect Jérôme Brunel	Management	For
14	Elect Audrey Camus	Management	For
15	Elect Nathalie Charles	Management	For
16	Advisory Vote on the Company's Ambition to Reduce GHG Emissions of its Buildings in (Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
20	Authority to Increase Capital in Case of Exchange Offers (France)	Management	For
21	Greenshoe	Management	For
22	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For
24	Employee Stock Purchase Plan	Management	For
25	Authority to Issue Restricted Shares	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

AKZO NOBEL N.V.

Annual

ISIN NL0013267909 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	Accounts and Reports	Management	For
3.c.	Allocation of Dividends	Management	For
3.d.	Remuneration Report	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.a.	Management Board Remuneration Policy	Management	For
5.b.	Supervisory Board Remuneration Policy	Management	For
6.a.	Elect Jaska Marianne de Bakker to the Supervisory Board	Management	For
6.b.	Elect Ute Wolf to the Supervisory Board	Management	For
6.c.	Elect Wouter Kolk to the Supervisory Board	Management	Against
6.d.	Elect Byron Grote to the Supervisory Board	Management	For
7.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
7.b.	Authority to Suppress Preemptive Rights	Management	For
8.	Authority to Repurchase Shares	Management	For
9.	Cancellation of Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

KERING

Mix

ISIN FR0000121485 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Co-Option of Maureen Chiquet	Management	For
5	Election Jean-Pierre Denis	Management	Against
6	Elect Rachel Duan	Management	For
7	Elect Giovanna Melandri	Management	For
8	Elect Dominique D'Hinnin	Management	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
11	Related Party Transactions (Maureen Chiquet)	Management	For
12	2023 Remuneration Report	Management	For
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	Against
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For
15	2024 Remuneration Policy (Executive)	Management	Against
16	2024 Remuneration Policy (Board of Directors)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Issue Performance Shares	Management	Against
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

21 Authorisation of Legal Formalities Management For

KERING

Mix

ISIN FR0000121485 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Co-Option of Maureen Chiquet	Management	For
5	Election Jean-Pierre Denis	Management	Against
6	Elect Rachel Duan	Management	For
7	Elect Giovanna Melandri	Management	For
8	Elect Dominique D'Hinnin	Management	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
11	Related Party Transactions (Maureen Chiquet)	Management	For
12	2023 Remuneration Report	Management	For
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	Against
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For
15	2024 Remuneration Policy (Executive)	Management	Against
16	2024 Remuneration Policy (Board of Directors)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Authority to Issue Performance Shares	Management	Against
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For
21	Authorisation of Legal Formalities	Management	For

KERING

Mix

ISIN FR0000121485 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Co-Option of Maureen Chiquet	Management	For
5	Election Jean-Pierre Denis	Management	Against
6	Elect Rachel Duan	Management	For
7	Elect Giovanna Melandri	Management	For
8	Elect Dominique D'Hinnin	Management	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
11	Related Party Transactions (Maureen Chiquet)	Management	For
12	2023 Remuneration Report	Management	For
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	Against
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023 Management		For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	2024 Remuneration Policy (Executive)	Management	Against
16	2024 Remuneration Policy (Board of Directors)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Issue Performance Shares	Management	Against
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For
21	Authorisation of Legal Formalities	Management	For

VEOLIA ENVIRONNEMENT S.A.

Mix

ISIN FR0000124141 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Isabelle Courville	Management	For
6	Elect Guillaume Texier	Management	Against
7	Elect Julia Marton-Lefèvre	Management	For
8	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
9	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
10	2023 Remuneration of Antoine Frérot, Chair	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	2023 Remuneration of Estelle Brachlianoff, CEO	Management	Against
12	2023 Remuneration Report	Management	Against
13	2024 Remuneration Policy (Chair)	Management	Against
14	2023 Remuneration Policy (CEO)	Management	Against
15	2024 Remuneration Policy (Non-executive Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For
21	Greenshoe	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Stock Purchase Plan for Overseas Employees	Management	For
25	Authority to Issue Performance Shares	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Amendments to Articles Regarding the Suppression of Double Voting Rights and the Intr	Management	For
28	Authorisation of Legal Formalities	Management	For

VEOLIA ENVIRONNEMENT S.A.

Mix

ISIN FR0000124141

Meeting Date 25-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Isabelle Courville	Management	For
6	Elect Guillaume Texier	Management	Against
7	Elect Julia Marton-Lefèvre	Management	For
8	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
9	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
10	2023 Remuneration of Antoine Frérot, Chair	Management	For
11	2023 Remuneration of Estelle Brachlianoff, CEO	Management	Against
12	2023 Remuneration Report	Management	Against
13	2024 Remuneration Policy (Chair)	Management	Against
14	2023 Remuneration Policy (CEO)	Management	Against
15	2024 Remuneration Policy (Non-executive Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For
21	Greenshoe	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Employee Stock Purchase Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

24	Stock Purchase Plan for Overseas Employees	Management	For
25	Authority to Issue Performance Shares	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Amendments to Articles Regarding the Suppression of Double Voting Rights and the Intra	Management	For
28	Authorisation of Legal Formalities	Management	For

VEOLIA ENVIRONNEMENT S.A.

Mix

ISIN FR0000124141 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Isabelle Courville	Management	For
6	Elect Guillaume Texier	Management	Against
7	Elect Julia Marton-Lefèvre	Management	For
8	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
9	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
10	2023 Remuneration of Antoine Frérot, Chair	Management	For
11	2023 Remuneration of Estelle Brachlianoff, CEO	Management	Against
12	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	2024 Remuneration Policy (Chair)	Management	Against
14	2023 Remuneration Policy (CEO)	Management	Against
15	2024 Remuneration Policy (Non-executive Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For
21	Greenshoe	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Stock Purchase Plan for Overseas Employees	Management	For
25	Authority to Issue Performance Shares	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Amendments to Articles Regarding the Suppression of Double Voting Rights and the Intr	Management	For
28	Authorisation of Legal Formalities	Management	For

SAMPO PLC

Annual

ISIN FI4000552500 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Remuneration Report	Management	For
11	Remuneration Policy	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Repurchase Shares	Management	For
18	Authority to Issue Shares (Share Split)	Management	For

SAMPO PLC

Annual

ISIN F14000552500 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	For
11	Remuneration Policy	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authority to Repurchase Shares	Management	For
18	Authority to Issue Shares (Share Split)	Management	For

CHEMICAL WORKS OF GEDEON RICHTER PLC.

Annual

ISIN HU0000123096 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Vote Counting Device	Management	For
2	Recording Device for Meeting	Management	For
3	Election of Presiding Chair and Individuals to KeepMinutes	Management	For
4	Financial Statements (Consolidated)	Management	For
5	Directors' Report	Management	For
6	Financial Statements	Management	For
7	Allocation of Dividends	Management	For
8	Corporate Governance Report	Management	For
9	Amendments to Remuneration Policy (2021-2024)	Management	Against
10	Remuneration Policy (2025-2028)	Management	Against
11	Remuneration Report	Management	Against
12	Amendments to Article 2	Management	For
13	Amendments to Article 8.3	Management	For
14	Amendments to Article 9.7b	Management	For
15	Amendments to Article 11.2.10	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Amendments to Article 11.5.3	Management	For
17	Amendments to Article 14.2	Management	Against
18	Directors' Report on Acquired Treasury Shares	Management	For
19	Authority to Repurchase Shares	Management	For
20	Elect Nandor P. Acs	Management	For
21	Elect Anett Pandurics	Management	For
22	Elect Balint Szecsenyi	Management	For
23	Elect Jonathán Róbert Bedros	Management	For
24	Elect Livia Pavlik	Management	For
25	Elect Dale Andre Martin	Management	For
26	Elect Krisztina Gal	Management	For
27	Elect Ferenc Sallai	Management	For
28	Elect Jonathán Róbert Bedros	Management	For
29	Elect Livia Pavlik	Management	For
30	Elect Dale Andre Martin	Management	For
31	Board of Directors Fees (Chair and Members)	Management	Against
32	Board of Directors Fees (Committee Meeting Fee)	Management	For
33	Board of Directors Fees (Share Remuneration)	Management	Against
34	Supervisory Board Fees (Chair and Members)	Management	Against
35	Supervisory Board Fees (Chair Meeting Fee)	Management	For
36	Audit Committee Fees	Management	For
37	Appointment of Auditor	Management	For
38	Authority to Set Auditor's Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DANONE

Mix

ISIN FR0000120644 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Gilbert Ghostine	Management	For
5	Elect Lise Kingo	Management	For
6	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Antoine Saint-Affrique, CEO	Management	For
9	2023 Remuneration of Gilles Schnepf, Chair	Management	For
10	2024 Remuneration Policy (Executives)	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Stock Purchase Plan for Overseas Employees	Management	For
15	Amendment to Articles Regarding the Removal of Voting Rights Cap	Management	For
16	Authorisation of Legal Formalities	Management	For

DANONE

Mix

ISIN FR0000120644 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Gilbert Ghostine	Management	For
5	Elect Lise Kingo	Management	For
6	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Antoine Saint-Affrique, CEO	Management	For
9	2023 Remuneration of Gilles Schnepf, Chair	Management	For
10	2024 Remuneration Policy (Executives)	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Stock Purchase Plan for Overseas Employees	Management	For
15	Amendment to Articles Regarding the Removal of Voting Rights Cap	Management	For
16	Authorisation of Legal Formalities	Management	For

BOUYGUES

Mix

ISIN FR0000120503 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	2024 Directors' Fees	Management	For
6	2024 Remuneration Policy (Board of Directors)	Management	For
7	2024 Remuneration Policy (Chair)	Management	For
8	2024 Remuneration Policy (CEO and Deputy CEOs)	Management	Against
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Martin Bouygues, Chair	Management	For
11	2023 Remuneration of Olivier Roussat, CEO	Management	Against
12	2023 Remuneration of Pascal Grangé, Deputy CEO	Management	Against
13	2023 Remuneration of Edward Bouygues, Deputy CEO	Management	Against
14	Elect Martin Bouygues	Management	For
15	Elect Pascaline de Dreuzy	Management	For
16	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
17	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	Against
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Employee Stock Purchase Plan	Management	Against
21	Authority to Issue Restricted Shares	Management	Against
22	Authority to Issue Warrants as a Takeover Defense	Management	Against
23	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

EUROFINS SCIENTIFIC S.E.

Mix

ISIN FR0014000MR3 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Board Report	Management	For
2	Special Board Report on Authorised Share Capital	Management	For
3	Auditor Report	Management	For
4	Consolidated Accounts and Reports	Management	For
5	Accounts and Reports	Management	For
6	Allocation of Dividends	Management	For
7	Ratification of Board Acts	Management	Abstain
8	Ratification of Auditor's Acts	Management	Abstain
9	Remuneration Policy	Management	For
10	Remuneration Report	Management	For
11	Elect Gilles G. Martin to the Board of Directors	Management	For
12	Elect Yves-Loïc Martin to the Board of Directors	Management	For
13	Elect Valérie Hanote to the Board of Directors	Management	For
14	Elect Pascal Rakovsky to the Board of Directors	Management	For
15	Elect Patrizia Luchettato to the Board of Directors	Management	For
16	Elect Evie Roos to the Board of Directors	Management	For
17	Elect Erica Monfardini to the Board of Directors	Management	For
18	Appointment of Auditor	Management	For
19	Directors' Fees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Report on Share Buy-Back Programme	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authorization of Legal Formalities	Management	For
E.1	Cancellation of Shares	Management	For
E.2	Increase in Authorised Capital	Management	Against
E.3	Authorization of Legal Formalities	Management	For

EUROFINS SCIENTIFIC S.E.

Mix

ISIN FR0014000MR3 **Meeting Date** 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Board Report	Management	For
2	Special Board Report on Authorised Share Capital	Management	For
3	Auditor Report	Management	For
4	Consolidated Accounts and Reports	Management	For
5	Accounts and Reports	Management	For
6	Allocation of Dividends	Management	For
7	Ratification of Board Acts	Management	Abstain
8	Ratification of Auditor's Acts	Management	Abstain
9	Remuneration Policy	Management	For
10	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Gilles G. Martin to the Board of Directors	Management	For
12	Elect Yves-Loïc Martin to the Board of Directors	Management	For
13	Elect Valérie Hanote to the Board of Directors	Management	For
14	Elect Pascal Rakovsky to the Board of Directors	Management	For
15	Elect Patrizia Luchettato to the Board of Directors	Management	For
16	Elect Evie Roos to the Board of Directors	Management	For
17	Elect Erica Monfardini to the Board of Directors	Management	For
18	Appointment of Auditor	Management	For
19	Directors' Fees	Management	For
20	Report on Share Buy-Back Programme	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authorization of Legal Formalities	Management	For
E.1	Cancellation of Shares	Management	For
E.2	Increase in Authorised Capital	Management	Against
E.3	Authorization of Legal Formalities	Management	For

UMICORE

Mix

ISIN BE0974320526 Meeting Date 25-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
A2	Remuneration Report	Management	Against
A3	Accounts and Reports; Allocation of Dividends	Management	For
A5	Ratification of Supervisory Board Acts	Management	For
A6	Ratification of Auditor's Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

A7.1	Elect Thomas Leysen to the Supervisory Board	Management	Against
A7.2	Elect Koenraad Debackere to the Supervisory Board	Management	For
A7.3	Elect Mark Garrett to the Supervisory Board	Management	For
A7.4	Elect Birgit Behrendt to the Supervisory Board	Management	For
A7.5	Elect Frédéric Oudéa to the Supervisory Board	Management	For
A7.6	Elect Philip Eykerman to the Supervisory Board	Management	Against
A8	Supervisory Board Remuneration Policy	Management	For
A9.1	Appointment of Auditor and Authority to Set Fees	Management	For
A9.2	Appointment of Auditor for Sustainability Reporting	Management	For
B1.1	Change in Control Clause (Province of Ontario)	Management	For
B1.2	Change in Control Clause (Financial Institutions)	Management	For
B1.3	Change in Control Clause (European Investment Bank)	Management	For

KELLANOVA CO

Annual

ISIN US4878361082 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Carter Cast	Management	For
1b.	Elect Zack Gund	Management	For
1c.	Elect Donald R. Knauss	Management	Against
1d.	Elect Mike Schlotman	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
6.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
7.	Shareholder Proposal Regarding Pesticide Reporting	Shareholder	For
8.	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against

KELLANOVA CO

Annual

ISIN US4878361082 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Carter Cast	Management	For
1b.	Elect Zack Gund	Management	For
1c.	Elect Donald R. Knauss	Management	Against
1d.	Elect Mike Schlotman	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

6.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
7.	Shareholder Proposal Regarding Pesticide Reporting	Shareholder	For
8.	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against

GRACO INC.

Annual

ISIN US3841091040 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Heather L. Anfang	Management	For
1b.	Elect Archie C. Black	Management	Against
1c.	Elect Brett C. Carter	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2019 Stock Incentive Plan	Management	For

GRACO INC.

Annual

ISIN US3841091040 Meeting Date 26-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Heather L. Anfang	Management	For
1b.	Elect Archie C. Black	Management	Against
1c.	Elect Brett C. Carter	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4	Amendment to the 2019 Stock Incentive Plan	Management	For

CANADIAN NATIONAL RAILWAY CO.

Annual

ISIN CA1363751027 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Shauneen Bruder	Management	For
1B	Elect Jo-ann dePass Olsovsky	Management	For
1C	Elect David Freeman	Management	For
1D	Elect Denise Gray	Management	For
1E	Elect Justin M. Howell	Management	For
1F	Elect Susan C. Jones	Management	For
1G	Elect Robert M. Knight, Jr.	Management	For
1H	Elect Michel Letellier	Management	Against
1I	Elect Margaret A. McKenzie	Management	For
1J	Elect Al Monaco	Management	For
1K	Elect Tracy Robinson	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

02	Appointment of Auditor	Management	For
03	Adoption of Advance Notice By-Law	Management	For
04	Amendment to the Management Long-Term Incentive Plan	Management	For
05	Advisory Vote on Executive Compensation	Management	For
06	Advisory Vote on Climate Action Plan	Management	For
07	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	For

CANADIAN NATIONAL RAILWAY CO.

Annual

ISIN CA1363751027 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Shauneen Bruder	Management	For
1B	Elect Jo-ann dePass Olsovsky	Management	For
1C	Elect David Freeman	Management	For
1D	Elect Denise Gray	Management	For
1E	Elect Justin M. Howell	Management	For
1F	Elect Susan C. Jones	Management	For
1G	Elect Robert M. Knight, Jr.	Management	For
1H	Elect Michel Letellier	Management	Against
1I	Elect Margaret A. McKenzie	Management	For
1J	Elect Al Monaco	Management	For
1K	Elect Tracy Robinson	Management	For
02	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

03	Adoption of Advance Notice By-Law	Management	For
04	Amendment to the Management Long-Term Incentive Plan	Management	For
05	Advisory Vote on Executive Compensation	Management	For
06	Advisory Vote on Climate Action Plan	Management	For
07	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	For

AGNICO EAGLE MINES LTD

Annual

ISIN CA0084741085 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Leona Aglukkaq	Management	For
1.2	Elect Ammar Al-Joundi	Management	For
1.3	Elect Sean Boyd	Management	For
1.4	Elect Martine A. Celej	Management	For
1.5	Elect Jonathan Gill	Management	For
1.6	Elect Peter Grosskopf	Management	For
1.7	Elect Elizabeth Lewis-Gray	Management	For
1.8	Elect Deborah McCombe	Management	For
1.9	Elect Jeffrey Parr	Management	For
1.10	Elect J. Merfyn Roberts	Management	For
1.11	Elect Jamie C. Sokalsky	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Amendment to the Incentive Share Purchase Plan	Management	For
4	Advisory Vote on Executive Compensation	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

AGNICO EAGLE MINES LTD

Annual

ISIN CA0084741085 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Leona Aglukkaq	Management	For
1.2	Elect Ammar Al-Joundi	Management	For
1.3	Elect Sean Boyd	Management	For
1.4	Elect Martine A. Celej	Management	For
1.5	Elect Jonathan Gill	Management	For
1.6	Elect Peter Grosskopf	Management	For
1.7	Elect Elizabeth Lewis-Gray	Management	For
1.8	Elect Deborah McCombe	Management	For
1.9	Elect Jeffrey Parr	Management	For
1.10	Elect J. Merfyn Roberts	Management	For
1.11	Elect Jamie C. Sokalsky	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Amendment to the Incentive Share Purchase Plan	Management	For
4	Advisory Vote on Executive Compensation	Management	For

AGNICO EAGLE MINES LTD

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN CA0084741085 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Leona Aglukkaq	Management	For
1.2	Elect Ammar Al-Joundi	Management	For
1.3	Elect Sean Boyd	Management	For
1.4	Elect Martine A. Celej	Management	For
1.5	Elect Jonathan Gill	Management	For
1.6	Elect Peter Grosskopf	Management	For
1.7	Elect Elizabeth Lewis-Gray	Management	For
1.8	Elect Deborah McCombe	Management	For
1.9	Elect Jeffrey Parr	Management	For
1.10	Elect J. Merfyn Roberts	Management	For
1.11	Elect Jamie C. Sokalsky	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Amendment to the Incentive Share Purchase Plan	Management	For
4	Advisory Vote on Executive Compensation	Management	For

LECTRA SA

Annual

ISIN FR0000065484 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Allocation of Profits/Dividends	Management	For
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Daniel Harari, Chair and CEO	Management	Against
7	Elect Daniel Harari	Management	For
8	Elect Nathalie Rossiensky	Management	For
9	Elect Jérôme Viala	Management	For
10	2024 Remuneration Policy (Chair and CEO)	Management	Against
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authorisation of Legal Formalities	Management	For

VERALLIA.

Mix

ISIN FR0013447729 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Marie-José Donsion	Management	Against
6	Elect Pierre Vareille	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
8	Appointment of Auditor for Sustainability Reporting (BM&A)	Management	For
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration of Michel Giannuzzi, Chair	Management	Against
13	2023 Remuneration of Patrice Lucas, CEO	Management	Against
14	2023 Remuneration Report	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Increase Capital Through Capitalisations	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/ Priority Su	Management	Against
20	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights w/o priority sub	Management	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
22	Authority to Set Offering Price of Shares	Management	For
23	Greenshoe	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Stock Purchase Plan for Overseas Employees	Management	For
27	Authority to Issue Performance Shares	Management	For
28	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

VERALLIA.

Mix

ISIN FR0013447729 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Marie-José Donsion	Management	Against
6	Elect Pierre Vareille	Management	For
7	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
8	Appointment of Auditor for Sustainability Reporting (BM&A)	Management	For
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration of Michel Giannuzzi, Chair	Management	Against
13	2023 Remuneration of Patrice Lucas, CEO	Management	Against
14	2023 Remuneration Report	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Increase Capital Through Capitalisations	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/ Priority Su Management	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights w/o priority sub	Management	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
22	Authority to Set Offering Price of Shares	Management	For
23	Greenshoe	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Stock Purchase Plan for Overseas Employees	Management	For
27	Authority to Issue Performance Shares	Management	For
28	Authorisation of Legal Formalities	Management	For

KINGSPAN GROUP PLC

Annual

ISIN IE0004927939 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03A	Elect Jost Massenberg	Management	For
03B	Elect Gene M. Murtagh	Management	For
03C	Elect Geoff P. Doherty	Management	For
03D	Elect Russell Shiels	Management	For
03E	Elect Gilbert McCarthy	Management	For
03F	Elect Linda Hickey	Management	Against
03G	Elect Anne Heraty	Management	For
03H	Elect Éimear Moloney	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

03I	Elect Paul Murtagh	Management	For
03J	Elect Senan Murphy	Management	For
03K	Elect Louise Phelan	Management	For
04	Authority to Set Auditor's Fees	Management	For
05	Remuneration Report	Management	For
06	Authority to Issue Shares w/ Preemptive Rights	Management	For
07	Authority to Issue Shares w/o Preemptive Rights	Management	For
08	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
09	Authority to Repurchase Shares	Management	For
10	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For
11	Authority to Set General Meeting Notice Period at 14 Days	Management	For

KINGSPAN GROUP PLC

Annual

ISIN IE0004927939 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03A	Elect Jost Massenberg	Management	For
03B	Elect Gene M. Murtagh	Management	For
03C	Elect Geoff P. Doherty	Management	For
03D	Elect Russell Shiels	Management	For
03E	Elect Gilbert McCarthy	Management	For
03F	Elect Linda Hickey	Management	Against
03G	Elect Anne Heraty	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

03H	Elect Éimear Moloney	Management	For
03I	Elect Paul Murtagh	Management	For
03J	Elect Senan Murphy	Management	For
03K	Elect Louise Phelan	Management	For
04	Authority to Set Auditor's Fees	Management	For
05	Remuneration Report	Management	For
06	Authority to Issue Shares w/ Preemptive Rights	Management	For
07	Authority to Issue Shares w/o Preemptive Rights	Management	For
08	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
09	Authority to Repurchase Shares	Management	For
10	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For
11	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SECHE ENVIRONNEMENT

Mix

ISIN FR0000039109 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Maxime Séché	Management	For
6	Non-Renewal of Auditor (KPMG)	Management	For
7	Non-Renewal of Auditor (MAZARS)	Management	For
8	Appointment of Auditor (PricewaterhouseCoopers)	Management	For
9	Appointment of Auditor (RMS)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Appointment of Auditor for Sustainability Reporting (GRANT THORNTON)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2024 Remuneration Policy (Chair)	Management	Against
13	2024 Remuneration Policy (CEO)	Management	Against
14	2024 Directors' Fees	Management	For
15	2023 Remuneration Report	Management	For
16	2023 Remuneration of Joël Séché, Chair	Management	For
17	2023 Remuneration of Maxime Séché, CEO	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
22	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	Against
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
24	Employee Stock Purchase Plan	Management	For
25	Global Ceiling on Capital Increases	Management	For
26	Authorisation of Legal Formalities	Management	For

LISI GROUP

Annual

ISIN FR0000050353

Meeting Date 26-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports, Non-Tax Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Ratification of Board and Auditor Acts	Management	For
5	Allocation of Profits/Dividends	Management	For
6	2023 Remuneration Report	Management	Against
7	2023 Remuneration of Jean-Philippe Kohler, Chair	Management	For
8	2023 Remuneration of Emmanuel Viellard, CEO	Management	Against
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	Appointment of Auditor for Sustainability Reporting (RSE France)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authorisation of Legal Formalities	Management	For
15	Elect Pierre-Eric Pommellet	Management	For

LISI GROUP

Annual

ISIN FR0000050353 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports, Non-Tax Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Ratification of Board and Auditor Acts	Management	For
5	Allocation of Profits/Dividends	Management	For
6	2023 Remuneration Report	Management	Against
7	2023 Remuneration of Jean-Philippe Kohler, Chair	Management	For
8	2023 Remuneration of Emmanuel Viellard, CEO	Management	Against
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	Appointment of Auditor for Sustainability Reporting (RSE France)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authorisation of Legal Formalities	Management	For
15	Elect Pierre-Eric Pommellet	Management	For

MERCK KGAA

Annual

ISIN DE0006599905 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Ratification of Management Board Acts	Management	For
5	Ratification of Supervisory Board Acts	Management	For
6	Appointment of Auditor	Management	For
7	Remuneration Report	Management	For
8.1	Elect Katja Garcia Garcia Vila	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.2	Elect Michael Kleinemeier	Management	For
8.3	Elect Carla Kriwet	Management	For
8.4	Elect Barbara Lambert	Management	For
8.5	Elect Stefan Palzer	Management	For
8.6	Elect Susanne Schaffert	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Amendments to Articles (Technical Amendment)	Management	For

MERCK KGAA

Annual

ISIN DE0006599905 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Ratification of Management Board Acts	Management	For
5	Ratification of Supervisory Board Acts	Management	For
6	Appointment of Auditor	Management	For
7	Remuneration Report	Management	For
8.1	Elect Katja Garcia Garcia Vila	Management	For
8.2	Elect Michael Kleinemeier	Management	For
8.3	Elect Carla Kriwet	Management	For
8.4	Elect Barbara Lambert	Management	For
8.5	Elect Stefan Palzer	Management	For
8.6	Elect Susanne Schaffert	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Amendments to Articles (Technical Amendment)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MERCK KGAA

Annual

ISIN DE0006599905 **Meeting Date** 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Ratification of Management Board Acts	Management	For
5	Ratification of Supervisory Board Acts	Management	For
6	Appointment of Auditor	Management	For
7	Remuneration Report	Management	For
8.1	Elect Katja Garcia Garcia Vila	Management	For
8.2	Elect Michael Kleinemeier	Management	For
8.3	Elect Carla Kriwet	Management	For
8.4	Elect Barbara Lambert	Management	For
8.5	Elect Stefan Palzer	Management	For
8.6	Elect Susanne Schaffert	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Amendments to Articles (Technical Amendment)	Management	For

RANDSTAD NV

Special

ISIN NL0000379121 **Meeting Date** 26-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2.	Elect H�el�ene Auriol-Potier to the Supervisory Board	Management	For

RANDSTAD NV

Special

ISIN NL0000379121 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2.	Elect H�el�ene Auriol-Potier to the Supervisory Board	Management	For

SMURFIT KAPPA GROUP PLC

Annual

ISIN IE00B1RR8406 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Remuneration Policy	Management	For
4	Final Dividend	Management	For
5A	Elect Irial Finan	Management	For
5B	Elect Anthony Smurfit	Management	For
5C	Elect Ken Bowles	Management	For
5D	Elect Anne Anderson	Management	For
5E	Elect Frits Beurskens	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5F	Elect Carol Fairweather	Management	For
5G	Elect Mary Lynn Ferguson-McHugh	Management	For
5H	Elect Kaisa Hietala	Management	For
5I	Elect James A. Lawrence	Management	For
5J	Elect Lourdes Melgar	Management	For
5K	Elect Jørgen Buhl Rasmussen	Management	For
6	Authority to Set Auditor's Fees	Management	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For
8	Authority to Issue Shares w/o Preemptive Rights	Management	For
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
10	Authority to Repurchase Shares	Management	For
11	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SMURFIT KAPPA GROUP PLC

Annual

ISIN IE00B1RR8406 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Remuneration Policy	Management	For
4	Final Dividend	Management	For
5A	Elect Irial Finan	Management	For
5B	Elect Anthony Smurfit	Management	For
5C	Elect Ken Bowles	Management	For
5D	Elect Anne Anderson	Management	For
5E	Elect Frits Beurskens	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5F	Elect Carol Fairweather	Management	For
5G	Elect Mary Lynn Ferguson-McHugh	Management	For
5H	Elect Kaisa Hietala	Management	For
5I	Elect James A. Lawrence	Management	For
5J	Elect Lourdes Melgar	Management	For
5K	Elect Jørgen Buhl Rasmussen	Management	For
6	Authority to Set Auditor's Fees	Management	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For
8	Authority to Issue Shares w/o Preemptive Rights	Management	For
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
10	Authority to Repurchase Shares	Management	For
11	Authority to Set General Meeting Notice Period at 14 Days	Management	For

BAYER AG

Annual

ISIN DE000BAY0017 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Dividends	Management	For
2	Ratification of Management Board Acts	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4.1	Elect Horst Baier	Management	For
4.2	Elect Ertharin Cousin	Management	For
4.3	Elect Lori A. Schechter	Management	For
4.4	Elect Nancy A. Simonian	Management	For
4.5	Elect Jeffrey W. Ubben	Management	For
5	Management Board Remuneration Policy	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Remuneration Report	Management	For
7.1	Authority to Repurchase and Reissue Shares	Management	For
7.2	Authority to Repurchase Shares Using Equity Derivatives	Management	For
8	Approval of Intra-Company Control Agreement	Management	For
9	Appointment of Auditor	Management	For
10	Additional or Amended Shareholder Proposals	Shareholder	Abstain

CONTINENTAL AG

Annual

ISIN DE0005439004 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Nikolai Setzer	Management	For
3.2	Ratify Katja Garcia Vila	Management	For
3.3	Ratify Philipp von Hirschheydt	Management	For
3.4	Ratify Christian Kötz	Management	For
3.5	Ratify Philip Nelles	Management	For
3.6	Ratify Ariane Reinhart	Management	For
3.7	Ratify Olaf Schick	Management	For
4.1	Ratify Wolfgang Reitzle	Management	For
4.2	Ratify Hasan Allak	Management	For
4.3	Ratify Christiane Benner	Management	For
4.4	Ratify Dorothea von Boxberg	Management	For
4.5	Ratify Stefan Erwin Buchner	Management	For
4.6	Ratify Gunter Dunkel	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.7	Ratify Francesco Grioli	Management	For
4.8	Ratify Michael Iglhaut	Management	For
4.9	Ratify Satish Khatu	Management	For
4.10	Ratify Isable Corinna Knauf	Management	For
4.11	Ratify Carmen Löffler	Management	For
4.12	Ratify Sabine Neuß	Management	For
4.13	Ratify Rolf Nonnenmacher	Management	For
4.14	Ratify Dirk Nordmann	Management	For
4.15	Ratify Lorenz Pfau	Management	For
4.16	Ratify Klaus Rosenfeld	Management	For
4.17	Ratify Georg F. W. Schaeffler	Management	For
4.18	Ratify Jörg Schönfelder	Management	For
4.19	Ratify Stefan Scholz	Management	For
4.20	Ratify Elke Volkmann	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Interim Statements	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9.1	Elect Gunter Dunkel	Management	For
9.2	Elect Satish Khatu	Management	For
9.3	Elect Sabine Neuß	Management	For
9.4	Elect Wolfgang Reitzle	Management	Against
9.5	Elect Georg F. W. Schaeffler	Management	Against
9.6	Elect Dorothea von Boxberg	Management	For
9.7	Elect Stefan Erwin Buchner	Management	For
9.8	Elect Isabel Corinna Knauf	Management	For
9.9	Elect Rolf Nonnenmacher	Management	For
9.10	Elect Klaus Rosenfeld	Management	Against
10	Amendments to Articles (Supervisory Board Chair and Vice Chair)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11 Amendments to Articles (Proof of Shareholding)

Management

For

CONTINENTAL AG

Annual

ISIN DE0005439004 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Nikolai Setzer	Management	For
3.2	Ratify Katja Garcia Vila	Management	For
3.3	Ratify Philipp von Hirschheydt	Management	For
3.4	Ratify Christian Kötz	Management	For
3.5	Ratify Philip Nelles	Management	For
3.6	Ratify Ariane Reinhart	Management	For
3.7	Ratify Olaf Schick	Management	For
4.1	Ratify Wolfgang Reitzle	Management	For
4.2	Ratify Hasan Allak	Management	For
4.3	Ratify Christiane Benner	Management	For
4.4	Ratify Dorothea von Boxberg	Management	For
4.5	Ratify Stefan Erwin Buchner	Management	For
4.6	Ratify Gunter Dunkel	Management	For
4.7	Ratify Francesco Grioli	Management	For
4.8	Ratify Michael Iglhaut	Management	For
4.9	Ratify Satish Khatu	Management	For
4.10	Ratify Isable Corinna Knauf	Management	For
4.11	Ratify Carmen Löffler	Management	For
4.12	Ratify Sabine Neuß	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.13	Ratify Rolf Nonnenmacher	Management	For
4.14	Ratify Dirk Nordmann	Management	For
4.15	Ratify Lorenz Pfau	Management	For
4.16	Ratify Klaus Rosenfeld	Management	For
4.17	Ratify Georg F. W. Schaeffler	Management	For
4.18	Ratify Jörg Schönfelder	Management	For
4.19	Ratify Stefan Scholz	Management	For
4.20	Ratify Elke Volkmann	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Interim Statements	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9.1	Elect Gunter Dunkel	Management	For
9.2	Elect Satish Khatu	Management	For
9.3	Elect Sabine Neuß	Management	For
9.4	Elect Wolfgang Reitzle	Management	Against
9.5	Elect Georg F. W. Schaeffler	Management	Against
9.6	Elect Dorothea von Boxberg	Management	For
9.7	Elect Stefan Erwin Buchner	Management	For
9.8	Elect Isabel Corinna Knauf	Management	For
9.9	Elect Rolf Nonnenmacher	Management	For
9.10	Elect Klaus Rosenfeld	Management	Against
10	Amendments to Articles (Supervisory Board Chair and Vice Chair)	Management	For
11	Amendments to Articles (Proof of Shareholding)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN HU0000061726 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Election of Votes Counting Committee	Management	For
2	Election of Minutes Certifier	Management	For
3	Accounts and Reports; Allocation of Profits/Dividends	Management	For
4	Corporate Governance Report	Management	For
5	Ratification of Management Acts	Management	Abstain
6	Appointment of Auditor and Authority to Set Fees	Management	For
7	Amendments to Articles	Management	For
8	Amendments to Articles (6.6 and 9.12)	Management	For
9	Remuneration Policy (Group Level)	Management	Against
10	Remuneration Policy (Under the Act on Encouraging Long-Term Engagement)	Management	Against
11	Board of Directors, Supervisory Board and Audit Committee Fees	Management	For
12	Authority to Repurchase Shares	Management	Against

DOVALUES S.P.A

Annual

ISIN IT0001044996 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Losses	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	2022-2024 Long-Term Incentive Plan (2024-2026 Cycle)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Board Size	Management	For
0080	Board Term Length	Management	For
009A	List presented by AVIO S.à r.l and Sankaty European Investments S.à r.l.	Management	Abstain
009B	List presented by Group of Institutional Investors representing 3% of Share Capital	Management	For
0100	Directors' Fees	Management	For
011A	List presented by AVIO S.à r.l and Sankaty European Investments S.à r.l.	Management	Abstain
011B	List presented by Group of Institutional Investors representing 3% of Share Capital	Management	For
0120	Election of Chair of Board of Statutory Auditors	Management	For
0130	Statutory Auditors' Fees	Management	For
0140	Appointment of Auditor and Authority to Set Fees	Management	For

DOVALUES S.P.A

Annual

ISIN IT0001044996 Meeting Date 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Losses	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	2022-2024 Long-Term Incentive Plan (2024-2026 Cycle)	Management	For
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Board Size	Management	For
0080	Board Term Length	Management	For
009A	List presented by AVIO S.à r.l and Sankaty European Investments S.à r.l.	Management	Abstain
009B	List presented by Group of Institutional Investors representing 3% of Share Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0100	Directors' Fees	Management	For
011A	List presented by AVIO S.à r.l and Sankaty European Investments S.à r.l.	Management	Abstain
011B	List presented by Group of Institutional Investors representing 3% of Share Capital	Management	For
0120	Election of Chair of Board of Statutory Auditors	Management	For
0130	Statutory Auditors' Fees	Management	For
0140	Appointment of Auditor and Authority to Set Fees	Management	For

BNP PARIBAS ASSET MANAGEMENT LUXEMBOURG

Annual

ISIN LU1291102447 **Meeting Date** 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain
3	Ratification of Board Acts	Management	Abstain
4	Election of Directors; Appointment of Auditor	Management	For

BNP PARIBAS ASSET MANAGEMENT LUXEMBOURG

Special

ISIN LU1291102447 **Meeting Date** 26-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding Restrictions on Holding of Shares	Management	Abstain
2	Amendments to Articles Regarding Annual Fees	Management	Abstain
3	Amendments to Articles Regarding Dilution Effect of Capital Activity	Management	Abstain
4	Amendments to Articles Regarding Company Investments	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Amendments to Articles Regarding Conflicts of Interest	Management	Abstain
6	Amendments to Articles Regarding the Date of the Annual General Meeting	Management	Abstain
7	Authority to Coordinate Articles	Management	Abstain
8	Amendments to Articles (General Improvement and/or Clarification of Terms or Sentence Management	Management	Abstain
9	Transaction of Other Business	Management	Against

OPENJOBMETIS

Annual

ISIN IT0003683528 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Allocation of Dividends	Management	For
0040	Remuneration Report	Management	For
0050	Remuneration Policy	Management	For
0060	Board Size	Management	For
0070	Board Term Length	Management	For
008A	List presented by Omniafin S.p.A. and MTI Investimenti S.r.l.	Management	Abstain
008B	List presented by Plavisgas S.r.l.	Management	For
0090	Elect Marco Vittorelli as Chair of the Board	Management	For
0100	Directors' fees	Management	For
011A	List presented by Omniafin S.p.A. and MTI Investimenti S.r.l.	Management	Abstain
011B	List presented by Plavisgas S.r.l.	Management	For
0120	Election of Chair of Board of Statutory Auditors	Management	For
0130	Statutory Auditors' Fees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

GAROFALO HEALTH CARE S.P.A

Mix

ISIN IT0005345233 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	For
0050	2024-2026 Performance Share Plan	Management	Against
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Board Size	Management	For
0080	Board Term Length	Management	For
009A	List presented by Larama 98 S.p.A., Maria Laura Garofalo, and Anrama S.p.A.	Management	Abstain
009B	List presented by Group of Institutional Investors representing 5.14% of Share Capital	Management	For
0100	Elect Alessandro Maria Rinaldi as Chair of Board	Management	For
0110	Directors' Fees	Management	For
012A	List presented by Larama 98 S.p.A., Maria Laura Garofalo, and Anrama S.p.A.	Management	Abstain
012B	List presented by Group of Institutional Investors representing 5.14% of Share Capital	Management	For
0130	Election of Chair of Board of Statutory Auditors	Management	For
0140	Statutory Auditors' Fees	Management	For
0150	Amendments to Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SECO S.P.A.

Mix

ISIN IT0005438046 **Meeting Date** 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
0050	Board Size	Management	For
0060	Board Term Length	Management	For
007A	List presented by DSA S.r.l. and HSE S.r.l.	Management	Abstain
007B	List presented by Group of Institutional Investors representing 3.84% of Share Capital	Management	For
0080	Elect Daniele Conti as Chair of the Board	Management	For
0090	Directors' fees	Management	For
010A	List presented by DSA S.r.l. and HSE S.r.l.	Management	Abstain
010B	List presented by Group of Institutional Investors representing 3.84% of Share Capital	Management	For
0110	Election of Chair of Board of Statutory Auditors	Management	For
0120	Statutory Auditors' Fees	Management	For
0130	Authority to Repurchase and Reissue Shares	Management	For
0140	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against

PIOVAN S.P.A.

Mix

ISIN IT0005337958 **Meeting Date** 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0010	Amendments to Article 11 (Closed-Door Meetings)	Management	Against
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Remuneration Policy	Management	For
0050	Remuneration Report	Management	Against
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Board Size	Management	For
0080	Board Term Length	Management	For
0090	List presented by Pentafin S.p.A.	Management	For
0100	Elect Nicola Piovan as Chair of Board	Management	For
0110	Directors' Fees	Management	For
0120	List presented by Pentafin S.p.A.	Management	For
0130	Elect Carmen Pezzuto as Chair of Board of Statutory Auditors	Management	For
0140	Statutory Auditors' Fees	Management	For
0150	Adoption of Meeting Regulations	Management	Against

VIVENDI SE

Mix

ISIN FR0000127771 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Allocation of Profits/Dividends	Management	For
5	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	2023 Remuneration of Yannick Bolloré, Supervisory Board Chair	Management	Against
7	2023 Remuneration of Arnaud de Puyfontaine, Management Board Chair	Management	For
8	2023 Remuneration of Frédéric Crépin, Management Board Member	Management	For
9	2023 Remuneration of François Laroze, Management Board Member	Management	For
10	2023 Remuneration of Claire Léost, Management Board Member	Management	For
11	2023 Remuneration of Céline Merle-Béral, Management Board Member	Management	For
12	2023 Remuneration of Maxime Saada, Management Board Member	Management	For
13	2024 Remuneration Policy (Supervisory Board)	Management	Against
14	2024 Remuneration Policy (Management Board Chair)	Management	Against
15	2024 Remuneration Policy (Management Board Members)	Management	Against
16	Elect Yannick Bolloré	Management	For
17	Elect Laurent Dassault	Management	For
18	Appointment of Auditor (Grant Thornton)	Management	For
19	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
20	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authority to Cancel Shares and Reduce Capital	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Stock Purchase Plan for Overseas Employees	Management	For
25	Authorisation of Legal Formalities	Management	For

VIVENDI SE

Mix

ISIN FR0000127771 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Allocation of Profits/Dividends	Management	For
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Yannick Bolloré, Supervisory Board Chair	Management	Against
7	2023 Remuneration of Arnaud de Puyfontaine, Management Board Chair	Management	For
8	2023 Remuneration of Frédéric Crépin, Management Board Member	Management	For
9	2023 Remuneration of François Laroze, Management Board Member	Management	For
10	2023 Remuneration of Claire Léost, Management Board Member	Management	For
11	2023 Remuneration of Céline Merle-Béral, Management Board Member	Management	For
12	2023 Remuneration of Maxime Saada, Management Board Member	Management	For
13	2024 Remuneration Policy (Supervisory Board)	Management	Against
14	2024 Remuneration Policy (Management Board Chair)	Management	Against
15	2024 Remuneration Policy (Management Board Members)	Management	Against
16	Elect Yannick Bolloré	Management	For
17	Elect Laurent Dassault	Management	For
18	Appointment of Auditor (Grant Thornton)	Management	For
19	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
20	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authority to Cancel Shares and Reduce Capital	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Stock Purchase Plan for Overseas Employees	Management	For
25	Authorisation of Legal Formalities	Management	For

ZIGNAGO VETRO

Mix

ISIN IT0004171440

Meeting Date 29-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For
0060	Elect Biagio Costantini	Management	For
0070	Appointment of Auditor and Authority to Set Fees	Management	For
0080	Amendments to Articles (Closed-Door Meetings)	Management	Against

LU-VE S.P.A.

Mix

ISIN IT0005107492 **Meeting Date** 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For
0060	Amendments to Article 12 (Closed-Door Meetings)	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

S.P.E.E.H. HIDROELECTRICA S.A.

Ordinary

ISIN RO4Q0Z5RO1B6 **Meeting Date** 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Financial Statements	Management	For
2	Financial Statements (Consolidated O.M.F.P.)	Management	For
3	Financial Statements (Consolidated IFRS)	Management	For
4	Annual Report	Management	For
5	Allocation of Dividends	Management	For
6	Ratification of Supervisory Board Acts	Management	Abstain
7	Ratification of Management Acts	Management	Abstain
8	Remuneration Report	Management	Against
9	Approval of Registration Date	Management	For
10	Approval of Ex-Date	Management	For
11	Approval of Payment Date	Management	For
12	Appointment of Payment Agent (Dividends)	Management	For
13	Annual Evaluation Report of Supervisory Board Members	Management	For
14	Authorization of Legal Formalities	Management	For

LUMIBIRD

Mix

ISIN FR0000038242 **Meeting Date** 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits	Management	For
3	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Appointment of Auditor (KPMG)	Management	For
5	Elect Etienne de Lasteyrie	Management	Against
6	2024 Directors' Fees	Management	For
7	Special Auditors Report on Regulated Agreements	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Marc Le Flohic, Chair and CEO	Management	For
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Remuneration Policy (Chair and CEO)	Management	For
12	2024 Remuneration Policy (Deputy CEO)	Management	For
13	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
14	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Against
17	Authorisation of Legal Formalities	Management	For

PHILOGEN S.P.A.

Mix

ISIN IT0005373789 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Losses	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
005A	List presented by Nerbio S.r.l.	Management	Abstain
005B	List presented by Group of Institutional Investors representing 2.85% of Share Capital	Management	For
0060	Election of Chair of Board of Statutory Auditors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0070	Statutory Auditors' Fees	Management	For
0080	Approval of the 2027-2029 Stock Grant Plan for Employees	Management	For
0090	Approval of 2024-2026 Stock Option Plan	Management	Against
0100	Authority to Repurchase and Reissue Shares	Management	For
0110	Amendments to Article 11 (Closed-Door Meetings)	Management	Against

PHILOGEN S.P.A.

Mix

ISIN IT0005373789 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Losses	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
005A	List presented by Nerbio S.r.l.	Management	Abstain
005B	List presented by Group of Institutional Investors representing 2.85% of Share Capital	Management	For
0060	Election of Chair of Board of Statutory Auditors	Management	For
0070	Statutory Auditors' Fees	Management	For
0080	Approval of the 2027-2029 Stock Grant Plan for Employees	Management	For
0090	Approval of 2024-2026 Stock Option Plan	Management	Against
0100	Authority to Repurchase and Reissue Shares	Management	For
0110	Amendments to Article 11 (Closed-Door Meetings)	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DNB BANK ASA

Annual

ISIN NO0010161896 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Opening of Meeting; Election of Presiding Chair	Management	For
2	Notice of Meeting; Agenda	Management	For
3	Minutes	Management	For
4	Accounts and Reports; Allocation of Profits and Dividends	Management	For
5	Cancellation of Shares	Management	For
6a	Authority to Repurchase Shares (Cancellation)	Management	For
6b	Authority to Repurchase Shares (Hedging)	Management	For
7	Authority to Issue Debt Instruments	Management	For
8a	Remuneration Report	Management	Against
8b	Remuneration Policy	Management	Against
9	Corporate Governance Report	Management	For
10	Election of Directors	Management	For
11	Election of Nomination Committee Members	Management	For
12	Directors' and Nomination Committee Fees	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Shareholder Proposal Regarding Share Program, Monthly Payouts, Wind and EV Investi Shareholder		Abstain

DNB BANK ASA

Annual

ISIN NO0010161896 Meeting Date 29-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Opening of Meeting; Election of Presiding Chair	Management	For
2	Notice of Meeting; Agenda	Management	For
3	Minutes	Management	For
4	Accounts and Reports; Allocation of Profits and Dividends	Management	For
5	Cancellation of Shares	Management	For
6a	Authority to Repurchase Shares (Cancellation)	Management	For
6b	Authority to Repurchase Shares (Hedging)	Management	For
7	Authority to Issue Debt Instruments	Management	For
8a	Remuneration Report	Management	Against
8b	Remuneration Policy	Management	Against
9	Corporate Governance Report	Management	For
10	Election of Directors	Management	For
11	Election of Nomination Committee Members	Management	For
12	Directors' and Nomination Committee Fees	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Shareholder Proposal Regarding Share Program, Monthly Payouts, Wind and EV Investi Shareholder		Abstain

TAMBURI INVESTMENT PARTNERS

Mix

ISIN IT0003153621 Meeting Date 29-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

003A	List presented by Giovanni Tamburi, Alessandra Gritti and Claudio Berretti	Management	Abstain
003B	List presented by Group of Institutional Investors representing 2.76% of Share Capital	Management	For
0040	Statutory Auditors' Fees	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For
0060	Remuneration Policy	Management	Against
0070	Remuneration Report	Management	Against
0080	Approval of the 2024 - 2026 Performance Share Plan	Management	Against
0090	Amendments to Article 7 (Loyalty Shares)	Management	Against
0100	Amendments to Article 7 (Loyalty Shares)	Management	Against
0110	Amendments to Article 14 (Closed-Door Meetings)	Management	Against
0120	Amendments to Articles	Management	For

INTERNATIONAL BUSINESS MACHINES CORP.

Annual

ISIN US4592001014 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marianne C. Brown	Management	For
1b.	Elect Thomas Buberl	Management	Against
1c.	Elect David N. Farr	Management	For
1d.	Elect Alex Gorsky	Management	For
1e.	Elect Michelle Howard	Management	For
1f.	Elect Arvind Krishna	Management	For
1g.	Elect Andrew N. Liveris	Management	Against
1h.	Elect F. William McNabb, III	Management	For
1i.	Elect Michael Miebach	Management	Against
1j.	Elect Martha E. Pollack	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1k.	Elect Peter R. Voser	Management	For
1l.	Elect Frederick H. Waddell	Management	For
1m.	Elect Alfred W. Zollar	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	For
6.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	For
7.	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions T	Shareholder	For
8.	Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by	Shareholder	For

INTERNATIONAL BUSINESS MACHINES CORP.

Annual

ISIN US4592001014 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marianne C. Brown	Management	For
1b.	Elect Thomas Buberl	Management	Against
1c.	Elect David N. Farr	Management	For
1d.	Elect Alex Gorsky	Management	For
1e.	Elect Michelle Howard	Management	For
1f.	Elect Arvind Krishna	Management	For
1g.	Elect Andrew N. Liveris	Management	Against
1h.	Elect F. William McNabb, III	Management	For
1i.	Elect Michael Miebach	Management	Against
1j.	Elect Martha E. Pollack	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1k.	Elect Peter R. Voser	Management	For
1l.	Elect Frederick H. Waddell	Management	For
1m.	Elect Alfred W. Zollar	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	For
6.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	For
7.	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions T	Shareholder	For
8.	Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by	Shareholder	For

PACCAR INC.

Annual

ISIN US6937181088 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark C. Pigott	Management	For
1b.	Elect Dame Alison J. Carnwath	Management	For
1c.	Elect Franklin Lee Feder	Management	For
1d.	Elect R. Preston Feight	Management	For
1e.	Elect Kirk S. Hachigian	Management	Against
1f.	Elect Barbara B. Hulit	Management	For
1g.	Elect Roderick C. McGeary	Management	Against
1h.	Elect Cynthia A. Niekamp	Management	For
1i.	Elect John M. Pigott	Management	For
1j.	Elect Ganesh Ramaswamy	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1k.	Elect Mark A. Schulz	Management	Against
1l.	Elect Gregory M. Spierkel	Management	For
2.	Approval of the Restricted Stock and Deferred Compensation Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Ratification of Auditor	Management	For
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	Shareholder	For

PACCAR INC.

Annual

ISIN US6937181088 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark C. Pigott	Management	For
1b.	Elect Dame Alison J. Carnwath	Management	For
1c.	Elect Franklin Lee Feder	Management	For
1d.	Elect R. Preston Feight	Management	For
1e.	Elect Kirk S. Hachigian	Management	Against
1f.	Elect Barbara B. Hult	Management	For
1g.	Elect Roderick C. McGearry	Management	Against
1h.	Elect Cynthia A. Niekamp	Management	For
1i.	Elect John M. Pigott	Management	For
1j.	Elect Ganesh Ramaswamy	Management	For
1k.	Elect Mark A. Schulz	Management	Against
1l.	Elect Gregory M. Spierkel	Management	For
2.	Approval of the Restricted Stock and Deferred Compensation Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	Against
4.	Ratification of Auditor	Management	For
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	Shareholder	For

CITIGROUP INC

Annual

ISIN US1729674242 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ellen M. Costello	Management	For
1b.	Elect Grace E. Dailey	Management	For
1c.	Elect Barbara J. Desoer	Management	For
1d.	Elect John C. Dugan	Management	For
1e.	Elect Jane N. Fraser	Management	For
1f.	Elect Duncan P. Hennes	Management	Against
1g.	Elect Peter B. Henry	Management	For
1h.	Elect S. Leslie Ireland	Management	For
1i.	Elect Renée J. James	Management	For
1j.	Elect Gary M. Reiner	Management	For
1k.	Elect Diana L. Taylor	Management	Against
1l.	Elect James S. Turley	Management	Against
1m.	Elect Casper W. von Koskull	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2019 Stock Incentive Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain
6.	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Pec Shareholder		For
7.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Abstain
8.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain
9.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain
10.	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	Shareholder	For

CITIGROUP INC

Annual

ISIN US1729674242 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ellen M. Costello	Management	For
1b.	Elect Grace E. Dailey	Management	For
1c.	Elect Barbara J. Desoer	Management	For
1d.	Elect John C. Dugan	Management	For
1e.	Elect Jane N. Fraser	Management	For
1f.	Elect Duncan P. Hennes	Management	Against
1g.	Elect Peter B. Henry	Management	For
1h.	Elect S. Leslie Ireland	Management	For
1i.	Elect Renée J. James	Management	For
1j.	Elect Gary M. Reiner	Management	For
1k.	Elect Diana L. Taylor	Management	Against
1l.	Elect James S. Turley	Management	Against
1m.	Elect Casper W. von Koskull	Management	For
2.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2019 Stock Incentive Plan	Management	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain
6.	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Pec Shareholder		For
7.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Abstain
8.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain
9.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain
10.	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	Shareholder	For

HERMES INTERNATIONAL

Mix

ISIN FR0000052292 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Management Acts	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	2023 Remuneration Report	Management	Against
8	2023 Remuneration of Axel Dumas, Executive Chair	Management	Against
9	2023 Remuneration of Émile Hermès SAS, Managing General Partner	Management	Against
10	2023 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For
11	2024 Remuneration Policy (Executive Chair and General Managing Partner)	Management	Against
12	2024 Remuneration Policy (Supervisory Board)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Elect Matthieu Dumas	Management	For
14	Elect Blaise Guerrand	Management	For
15	Elect Olympia Guerrand	Management	For
16	Elect Alexandre Viros	Management	For
17	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Performance Shares	Management	Against
20	Authorisation of Legal Formalities	Management	For

HERMES INTERNATIONAL

Mix

ISIN FR0000052292 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Management Acts	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	2023 Remuneration Report	Management	Against
8	2023 Remuneration of Axel Dumas, Executive Chair	Management	Against
9	2023 Remuneration of Émile Hermès SAS, Managing General Partner	Management	Against
10	2023 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For
11	2024 Remuneration Policy (Executive Chair and General Managing Partner)	Management	Against
12	2024 Remuneration Policy (Supervisory Board)	Management	For
13	Elect Matthieu Dumas	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Elect Blaise Guerrand	Management	For
15	Elect Olympia Guerrand	Management	For
16	Elect Alexandre Viros	Management	For
17	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Performance Shares	Management	Against
20	Authorisation of Legal Formalities	Management	For

NEXI S.P.A.

Mix

ISIN IT0005366767 **Meeting Date** 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports; Allocation of Losses	Management	For
0020	Remuneration Policy	Management	For
0030	Remuneration Report	Management	For
0040	Authority to Repurchase and Reissue Shares	Management	For
0050	Ratification of Co-Option of Francesco Casiraghi	Management	For
0060	Cancellation of Shares	Management	For

PORR AG

Annual

ISIN AT0000609607 **Meeting Date** 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7	Authority to Repurchase Shares	Management	For
8	Amendments to Articles	Management	For

ESSILORLUXOTTICA

Mix

ISIN FR0000121667 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Francesco Milleri, Chair and CEO	Management	For
7	2023 Remuneration of Paul du Saillant, Deputy CEO	Management	For
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2024 Remuneration Policy (Chair and CEO)	Management	For
10	2024 Remuneration Policy (Deputy CEO)	Management	For
11	Elect Francesco Milleri	Management	For
12	Elect Paul du Saillant	Management	For
13	Elect Romolo Bardin	Management	For
14	Elect Jean-Luc Biamonti	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Elect Marie-Christine Coisne-Roquette	Management	For
16	Elect José Gonzalo	Management	For
17	Elect Virginie Mercier Pitre	Management	For
18	Elect Mario Notari	Management	For
19	Elect Swati A. Piramal	Management	For
20	Elect Cristina Scocchia	Management	For
21	Elect Nathalie von Siemens	Management	For
22	Elect Andrea Zappia	Management	For
23	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
24	Authority to Repurchase and Reissue Shares	Management	For
25	Authority to Cancel Shares and Reduce Capital	Management	For
26	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
27	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
28	Greenshoe	Management	For
29	Authority to Increase Capital in Consideration for Contributions in Kind	Management	For
30	Authority to Increase Capital in Case of Exchange Offer	Management	For
31	Global Ceiling on Capital Increases and Debt Issuances	Management	For
32	Employee Stock Purchase Plan	Management	For
33	Authority to Issue Performance Shares	Management	For
34	Authorisation of Legal Formalities	Management	For

ESSILORLUXOTTICA

Mix

ISIN FR0000121667 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

32	Employee Stock Purchase Plan	Management	For
33	Authority to Issue Performance Shares	Management	For
34	Authorisation of Legal Formalities	Management	For

ESSILORLUXOTTICA

Mix

ISIN FR0000121667 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Francesco Milleri, Chair and CEO	Management	For
7	2023 Remuneration of Paul du Saillant, Deputy CEO	Management	For
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2024 Remuneration Policy (Chair and CEO)	Management	For
10	2024 Remuneration Policy (Deputy CEO)	Management	For
11	Elect Francesco Milleri	Management	For
12	Elect Paul du Saillant	Management	For
13	Elect Romolo Bardin	Management	For
14	Elect Jean-Luc Biamonti	Management	For
15	Elect Marie-Christine Coisne-Roquette	Management	For
16	Elect José Gonzalo	Management	For
17	Elect Virginie Mercier Pitre	Management	For
18	Elect Mario Notari	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

19	Elect Swati A. Piramal	Management	For
20	Elect Cristina Scocchia	Management	For
21	Elect Nathalie von Siemens	Management	For
22	Elect Andrea Zappia	Management	For
23	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
24	Authority to Repurchase and Reissue Shares	Management	For
25	Authority to Cancel Shares and Reduce Capital	Management	For
26	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
27	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
28	Greenshoe	Management	For
29	Authority to Increase Capital in Consideration for Contributions in Kind	Management	For
30	Authority to Increase Capital in Case of Exchange Offer	Management	For
31	Global Ceiling on Capital Increases and Debt Issuances	Management	For
32	Employee Stock Purchase Plan	Management	For
33	Authority to Issue Performance Shares	Management	For
34	Authorisation of Legal Formalities	Management	For

CHARGEURS

Mix

ISIN FR0000130692 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Scrip Interim Dividend for Fiscal Year 2024	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Elect Michaël Fribourg	Management	Against
7	Elect Georges Ralli	Management	For
8	Elect Stéphanie Cassan-Fribourg	Management	For
9	2024 Directors' Fees	Management	For
10	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
11	2024 Remuneration Policy (Chair and CEO)	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2023 Remuneration Report	Management	Against
14	2023 Remuneration of Michaël Fribourg, Chair and CEO	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Increase Capital Through Capitalisations	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	For
21	Greenshoe	Management	For
22	Authority to Set Offering Price of Shares	Management	For
23	Authority to Increase Capital in Case of Exchange Offers	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Authority to Issue Restricted Shares	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Authorisation of Legal Formalities	Management	For

CHARGEURS

Mix

ISIN FR0000130692

Meeting Date 30-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Scrip Interim Dividend for Fiscal Year 2024	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Michaël Fribourg	Management	Against
7	Elect Georges Ralli	Management	For
8	Elect Stéphanie Cassan-Fribourg	Management	For
9	2024 Directors' Fees	Management	For
10	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
11	2024 Remuneration Policy (Chair and CEO)	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2023 Remuneration Report	Management	Against
14	2023 Remuneration of Michaël Fribourg, Chair and CEO	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Increase Capital Through Capitalisations	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	For
21	Greenshoe	Management	For
22	Authority to Set Offering Price of Shares	Management	For
23	Authority to Increase Capital in Case of Exchange Offers	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Authority to Issue Restricted Shares	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

VERBUND AG

Annual

ISIN AT0000746409 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7a	Elect Martin Ohneberg	Management	Against
7b	Elect Ingrid Hengster	Management	For
7c	Elect Eva Eberhartinger	Management	For
7d	Elect Gunter Eckhardt Rümmler	Management	For
8	Adoption of New Articles	Management	For

VERBUND AG

Annual

ISIN AT0000746409 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Remuneration Report	Management	For
7a	Elect Martin Ohneberg	Management	Against
7b	Elect Ingrid Hengster	Management	For
7c	Elect Eva Eberhartinger	Management	For
7d	Elect Gunter Eckhardt Rümmler	Management	For
8	Adoption of New Articles	Management	For

GEA GROUP AG

Annual

ISIN DE0006602006 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Remuneration Report	Management	For
4	Ratification of Management Board Acts	Management	For
5	Ratification of Supervisory Board Acts	Management	For
6	Appointment of Auditor	Management	For
7.1	Elect Andreas Renschler	Management	For
7.2	Elect Axel Stepken	Management	For
8.1	Amendments to Articles (Record Date)	Management	For
8.2	Amendments to Articles (Supervisory Board Terms)	Management	For
9	Approval of Climate Transition Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

GEA GROUP AG

Annual

ISIN DE0006602006 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Remuneration Report	Management	For
4	Ratification of Management Board Acts	Management	For
5	Ratification of Supervisory Board Acts	Management	For
6	Appointment of Auditor	Management	For
7.1	Elect Andreas Renschler	Management	For
7.2	Elect Axel Stepken	Management	For
8.1	Amendments to Articles (Record Date)	Management	For
8.2	Amendments to Articles (Supervisory Board Terms)	Management	For
9	Approval of Climate Transition Plan	Management	For

COMMERZBANK AG

Annual

ISIN DE000CBK1001 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Manfred Knof	Management	For
3.2	Ratify Bettina Orlopp	Management	For
3.3	Ratify Marcus Chromik	Management	For
3.4	Ratify Michael Kotzbauer	Management	For
3.5	Ratify Sabine Mlnarsky	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.6	Ratify Jörg Oliveri del Castillo-Schulz	Management	For
3.7	Ratify Thomas Schaufler	Management	For
4.1	Ratify Jens Weidmann	Management	For
4.2	Ratify Uwe Tschäge	Management	For
4.3	Ratify Heike Anscheit	Management	For
4.4	Ratify Alexander Boursanoff	Management	For
4.5	Ratify Gunnar de Buhr	Management	For
4.6	Ratify Stefan Burghardt	Management	For
4.7	Ratify Harald Christ	Management	For
4.8	Ratify Frank Czichowski	Management	For
4.9	Ratify Sabine U. Dietrich	Management	For
4.10	Ratify Jutta A. Dönges	Management	For
4.11	Ratify Monika Fink	Management	For
4.12	Ratify Helmut Gottschalk	Management	For
4.13	Ratify Stefan Jennes	Management	For
4.14	Ratify Kerstin Jerchel	Management	For
4.15	Ratify Burkhard Keese	Management	For
4.16	Ratify Alexandra Krieger	Management	For
4.17	Ratify Maxi Leuchters	Management	For
4.18	Ratify Daniela Mattheus	Management	For
4.19	Ratify Nina Olderdissen	Management	For
4.20	Ratify Sandra Persiehl	Management	For
4.21	Ratify Michael Schramm	Management	For
4.22	Ratify Caroline Seifert	Management	For
4.23	Ratify Robin John Stalker	Management	For
4.24	Ratify Gertrude Tumpel-Gugerell	Management	For
4.25	Ratify Sascha Uebel	Management	For
4.26	Ratify Frank Westhoff	Management	For
4.27	Ratify Stefan Wittmann	Management	For
5.1	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.2	Appointment of Auditor for Interim Statements	Management	For
6	Remuneration Report	Management	Against
7	Authority to Repurchase and Reissue Shares	Management	For
8	Authority to Repurchase Shares Using Equity Derivatives	Management	For
9	Amendments to Articles (Electronic Shares)	Management	For

COMMERZBANK AG

Annual

ISIN DE000CBK1001 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Manfred Knof	Management	For
3.2	Ratify Bettina Orlopp	Management	For
3.3	Ratify Marcus Chromik	Management	For
3.4	Ratify Michael Kotzbauer	Management	For
3.5	Ratify Sabine Mlnarsky	Management	For
3.6	Ratify Jörg Oliveri del Castillo-Schulz	Management	For
3.7	Ratify Thomas Schaufler	Management	For
4.1	Ratify Jens Weidmann	Management	For
4.2	Ratify Uwe Tschäge	Management	For
4.3	Ratify Heike Anscheit	Management	For
4.4	Ratify Alexander Boursanoff	Management	For
4.5	Ratify Gunnar de Buhr	Management	For
4.6	Ratify Stefan Burghardt	Management	For
4.7	Ratify Harald Christ	Management	For
4.8	Ratify Frank Czichowski	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.9	Ratify Sabine U. Dietrich	Management	For
4.10	Ratify Jutta A. Dönges	Management	For
4.11	Ratify Monika Fink	Management	For
4.12	Ratify Helmut Gottschalk	Management	For
4.13	Ratify Stefan Jennes	Management	For
4.14	Ratify Kerstin Jerchel	Management	For
4.15	Ratify Burkhard Keese	Management	For
4.16	Ratify Alexandra Krieger	Management	For
4.17	Ratify Maxi Leuchters	Management	For
4.18	Ratify Daniela Mattheus	Management	For
4.19	Ratify Nina Olderdissen	Management	For
4.20	Ratify Sandra Persiehl	Management	For
4.21	Ratify Michael Schramm	Management	For
4.22	Ratify Caroline Seifert	Management	For
4.23	Ratify Robin John Stalker	Management	For
4.24	Ratify Gertrude Tumpel-Gugerell	Management	For
4.25	Ratify Sascha Uebel	Management	For
4.26	Ratify Frank Westhoff	Management	For
4.27	Ratify Stefan Wittmann	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Interim Statements	Management	For
6	Remuneration Report	Management	Against
7	Authority to Repurchase and Reissue Shares	Management	For
8	Authority to Repurchase Shares Using Equity Derivatives	Management	For
9	Amendments to Articles (Electronic Shares)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN DE000KBX1006 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Management Board Remuneration Policy	Management	For
7	Remuneration Report	Management	For

UNIBAIL-RODAMCO-WESTFIELD

Mix

ISIN FR0013326246 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Use of Reserves (Cash Distribution)	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration of Jean-Marie Tritant, Management Board Chair	Management	For
7	2023 Remuneration of Sylvain Montcouquiol, Management Board Member	Management	For
8	2023 Remuneration of Fabrice Mouchel, Management Board Member	Management	For
9	2023 Remuneration of Vincent Rouget, Management Board Member (since June 1, 2023)	Management	For
10	2023 Remuneration of Anne-Sophie Sancerre, Management Board Member (since May 2023)	Management	For
11	2023 Remuneration of Olivier Bossard, Management Board Member (until April 21, 2023)	Management	For
12	2023 Remuneration of Caroline Puechoultres, Management Board Member (until April 21, 2023)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	2023 Remuneration of Léon Bressler, Supervisory Board Chair (until May 11, 2023)	Management	For
14	2023 Remuneration of Jacques Richier, Supervisory Board Chair (since May 11, 2023)	Management	For
15	2023 Remuneration Report	Management	For
16	2024 Remuneration Policy (Management Board Chair)	Management	For
17	2024 Remuneration Policy (Management Board Members)	Management	For
18	2024 Remuneration Policy (Supervisory Board)	Management	For
19	Elect Susana Gallardo Torrededia	Management	For
20	Elect Sara Lucas	Management	For
21	Elect Aline Sylla-Walbaum	Management	For
22	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
23	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
24	Authority to Repurchase and Reissue Shares	Management	For
25	Authority to Cancel Shares and Reduce Capital	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Authorisation of Legal Formalities	Management	For

SC FONDUL PROPRIETATEA SA

Special

ISIN ROFPTAACNOR5 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Cancellation of Shares	Management	For
2	Authority to Reduce Capital (13th Buyback Programme)	Management	For
3	Authority to Reduce Capital (14th Buyback Programme)	Management	For
4	Approval of Ex-Date and Registration Date; Authorization of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SC FONDUL PROPRIETATEA SA

Ordinary

ISIN ROFPTAACNOR5 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
3	Remuneration Report	Management	For
4	Coverage of Negative Reserves Derived from Cancellation of Treasury Shares	Management	For
5	Coverage of 2023 Accounting Loss from Retained Reserves	Management	For
6	Allocation of Profits/Dividends	Management	For
7	Additional Auditors' Fees	Management	For
8	Approval of Ex-Date, Registration Date and Payment Date; Authorization of Legal Formal Management	Management	For

ENGIE

Mix

ISIN FR0010208488 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Elect Fabrice Brégier	Management	For
7	Elect Michel Giannuzzi	Management	For
8	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
10	2023 Remuneration Report	Management	Against
11	2023 Remuneration of Jean-Pierre Clamadieu, Chair	Management	For
12	2023 Remuneration of Catherine MacGregor, CEO	Management	Against
13	2024 Directors' Fees	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (CEO)	Management	Against
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Global Ceiling on Capital Increases	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For
24	Authority to Cancel Shares and Reduce Capital	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Stock Purchase Plan for Overseas Employees	Management	For
27	Authority to Issue Restricted Shares	Management	For
28	Authority to Issue Performance Shares	Management	For
29	Authorisation of Legal Formalities	Management	For

AIR LIQUIDE S.A

Mix

ISIN FR0000120073 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

LYXOR INTERNATIONAL AM

Special

ISIN LU1563454310

Meeting Date 30-Apr-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding Registered Office	Management	Abstain
2	Amendments to Articles Regarding Sub funds Creation	Management	Abstain
3	Amendments to Articles Regarding Share Classes Creation	Management	Abstain
4	Amendments to Articles Regarding Bearer shares	Management	Abstain
5	Amendments to Articles Regarding US Person Definition	Management	Abstain
6	Amendments to Articles Regarding Cash on Hand Discounts	Management	Abstain
7	Amendments to Articles Regarding Redemption Request	Management	Abstain
8	Amendments to Articles Regarding Convening General Meeting	Management	Abstain
9	Amendments to Articles Regarding General Meeting Conditions	Management	Abstain
10	Amendments to Articles Regarding General Meeting	Management	Abstain
11	Amendments to Articles Regarding General Meeting Requirements	Management	Abstain
12	Amendments to Articles Regarding Directors Function and General Meeting Powers	Management	Abstain
13	Amendments to Articles Regarding Chairmanship and Committee Creation	Management	Abstain
14	Amendments to Articles Regarding Chair Appointment	Management	Abstain
15	Amendments to Articles Regarding Board Meeting Minutes	Management	Abstain
16	Amendments to Articles Regarding Persons Whose Signature can Bind the Company to	Management	Abstain
17	Amendments to Articles Regarding Sub Funds Asset Transfer	Management	Abstain
18	Amendments to Articles Regarding Conflict of Interest	Management	Abstain
19	Amendments to Articles Regarding Accounting Year	Management	Abstain
20	Amendments to Articles Regarding Unclaimed Dividends	Management	Abstain
21	Amendments to Articles Regarding Sub Funds Liquidation	Management	Abstain
22	Amendments to Articles Regarding Share Class Division	Management	Abstain
23	Amendments to Articles Regarding Amalgamation	Management	Abstain
24	Amendments to Articles Regarding Definitions	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

LYXOR ASSET MANAGEMENT LUXEMBOURG S.A.

Special

ISIN LU1829219390 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding Registered Office	Management	Abstain
2	Amendments to Articles Regarding Sub funds Creation	Management	Abstain
3	Amendments to Articles Regarding Share Classes Creation	Management	Abstain
4	Amendments to Articles Regarding Bearer shares	Management	Abstain
5	Amendments to Articles Regarding US Person Definition	Management	Abstain
6	Amendments to Articles Regarding Cash on Hand Discounts	Management	Abstain
7	Amendments to Articles Regarding Redemption Request	Management	Abstain
8	Amendments to Articles Regarding Convening General Meeting	Management	Abstain
9	Amendments to Articles Regarding General Meeting Conditions	Management	Abstain
10	Amendments to Articles Regarding General Meeting	Management	Abstain
11	Amendments to Articles Regarding General Meeting Requirements	Management	Abstain
12	Amendments to Articles Regarding Directors Function and General Meeting Powers	Management	Abstain
13	Amendments to Articles Regarding Chairmanship and Committee Creation	Management	Abstain
14	Amendments to Articles Regarding Chair Appointment	Management	Abstain
15	Amendments to Articles Regarding Board Meeting Minutes	Management	Abstain
16	Amendments to Articles Regarding Persons Whose Signature can Bind the Company to	Management	Abstain
17	Amendments to Articles Regarding Sub Funds Asset Transfer	Management	Abstain
18	Amendments to Articles Regarding Conflict of Interest	Management	Abstain
19	Amendments to Articles Regarding Accounting Year	Management	Abstain
20	Amendments to Articles Regarding Unclaimed Dividends	Management	Abstain
21	Amendments to Articles Regarding Sub Funds Liquidation	Management	Abstain
22	Amendments to Articles Regarding Share Class Division	Management	Abstain
23	Amendments to Articles Regarding Amalgamation	Management	Abstain
24	Amendments to Articles Regarding Definitions	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SANOFI

Mix

ISIN FR0000120578 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Rachel Duan	Management	For
5	Elect Lise Kingo	Management	For
6	Elect Clotilde Delbos	Management	For
7	Elect Anne-Françoise Nesmes	Management	For
8	Elect John Sundy	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	Management	For
11	2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	Management	For
12	2023 Remuneration of Paul Hudson, CEO	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	2024 Remuneration Policy (Chair)	Management	For
15	2023 Remuneration Policy (CEO)	Management	For
16	Appointment of Auditor (Mazars)	Management	For
17	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Pricewaterhouse Coopers)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Issue Performance Shares	Management	For
21	Employee Stock Purchase Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

22	Stock Purchase Plan for Overseas Employees	Management	For
23	Authorisation of Legal Formalities	Management	For

TENARIS S.A.

Mix

ISIN LU2598331598 Meeting Date 30-Apr-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Board and Auditor Report	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Accounts and Reports	Management	For
4	Allocation of Dividends	Management	For
5	Ratification of Board Acts	Management	Abstain
6	Election of Directors (Slate)	Management	For
7	Non-Executive Remuneration Policy	Management	For
8	Remuneration Report	Management	Against
9	Remuneration Policy	Management	Against
10	Authority to Set Auditor's Fees	Management	For
11	Authorisation of Electronic Communication	Management	For
12	Cancellation of Shares	Management	For

ARCELORMITTAL SA

Annual

ISIN LU1598757687 Meeting Date 30-Apr-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
I.	Consolidated Accounts and Reports	Management	For
II.	Accounts and Reports	Management	For
III.	Approve Distribution of Dividends	Management	For
IV.	Allocation of Profits and the Remuneration of the Members of the Board of Directors	Management	For
V.	Remuneration Report	Management	Against
VI.	Directors' Fees	Management	For
VII.	Ratification of Board Acts	Management	Against
VIII.	Elect Karyn F. Ovelmen to the Board of Directors	Management	For
IX.	Elect Clarissa de Araújo Lins to the Board of Directors	Management	For
X.	Authority to Repurchase and Reissue Shares	Management	For
XI.	Appointment of Auditor	Management	For
XII.	Long-Term Incentive Plan	Management	For

INTERNATIONAL FLAVORS & FRAGRANCES INC.

Annual

ISIN US4595061015 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kathryn J. Boor	Management	For
1b.	Elect Mark J. Costa	Management	Against
1c.	Elect Carol Anthony Davidson	Management	For
1d.	Elect Roger W. Ferguson, Jr.	Management	For
1e.	Elect John F. Ferraro	Management	For
1f.	Elect J. Erik Fyrwald	Management	For
1g.	Elect Christina A. Gold	Management	Against
1h.	Elect Gary Hu	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Kevin O'Byrne	Management	For
1j.	Elect Dawn C. Willoughby	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2021 Stock Award and Incentive Plan	Management	For
5.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	For

COCA-COLA CO

Annual

ISIN US1912161007 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Herbert A. Allen, III	Management	For
1b.	Elect Marc Bolland	Management	For
1c.	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Management	Against
1d.	Elect Christopher C. Davis	Management	For
1e.	Elect Barry Diller	Management	Against
1f.	Elect Carolyn N. Everson	Management	For
1g.	Elect Helene D. Gayle	Management	Against
1h.	Elect Thomas S. Gayner	Management	Against
1i.	Elect Alexis M. Herman	Management	For
1j.	Elect Maria Elena Lagomasino	Management	Against
1k.	Elect Amity Millhiser	Management	For
1l.	Elect James Quincey	Management	For
1m.	Elect Caroline J. Tsay	Management	For
1n.	Elect David B. Weinberg	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	For
3.	Approval of the 2024 Equity Plan	Management	For
4.	Approval of the Employee Stock Purchase Plan	Management	For
5.	Ratification of Auditor	Management	For
6.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain
7.	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risk	Shareholder	For
8.	Shareholder Proposal Regarding Report on Risks Caused by the Decline in the Quality of Shareholder	Shareholder	Abstain

COCA-COLA CO

Annual

ISIN US1912161007 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Herbert A. Allen, III	Management	For
1b.	Elect Marc Bolland	Management	For
1c.	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Management	Against
1d.	Elect Christopher C. Davis	Management	For
1e.	Elect Barry Diller	Management	Against
1f.	Elect Carolyn N. Everson	Management	For
1g.	Elect Helene D. Gayle	Management	Against
1h.	Elect Thomas S. Gayner	Management	Against
1i.	Elect Alexis M. Herman	Management	For
1j.	Elect Maria Elena Lagomasino	Management	Against
1k.	Elect Amity Millhiser	Management	For
1l.	Elect James Quincey	Management	For
1m.	Elect Caroline J. Tsay	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1n.	Elect David B. Weinberg	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Approval of the 2024 Equity Plan	Management	For
4.	Approval of the Employee Stock Purchase Plan	Management	For
5.	Ratification of Auditor	Management	For
6.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain
7.	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risk	Shareholder	For
8.	Shareholder Proposal Regarding Report on Risks Caused by the Decline in the Quality o	Shareholder	Abstain

PEPSICO INC

Annual

ISIN US7134481081 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Segun Agbaje	Management	Against
1b.	Elect Jennifer Bailey	Management	For
1c.	Elect Cesar Conde	Management	For
1d.	Elect Ian M. Cook	Management	Against
1e.	Elect Edith W. Cooper	Management	For
1f.	Elect Susan M. Diamond	Management	For
1g.	Elect Dina Dublon	Management	For
1h.	Elect Michelle D. Gass	Management	Against
1i.	Elect Ramon L. Laguarta	Management	For
1j.	Elect Dave Lewis	Management	For
1k.	Elect David C. Page	Management	For
1l.	Elect Robert C. Pohlard	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1m.	Elect Daniel L. Vasella	Management	For
1n.	Elect Darren Walker	Management	For
1o.	Elect Alberto Weisser	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Amendment to the Long-Term Incentive Plan	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
6.	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Shareholder	Abstain
7.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For
8.	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risk	Shareholder	For
9.	Shareholder Proposal Regarding Report on Biodiversity Loss	Shareholder	For
10.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	For
11.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain
12.	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political	Shareholder	For

S&P GLOBAL INC

Annual

ISIN US78409V1044 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marco Alverà	Management	For
1b.	Elect Jacques Esculier	Management	For
1c.	Elect Gay Huey Evans	Management	For
1d.	Elect William D. Green	Management	Against
1e.	Elect Stephanie C. Hill	Management	For
1f.	Elect Rebecca Jacoby	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Robert P. Kelly	Management	For
1h.	Elect Ian P. Livingston	Management	For
1i.	Elect Maria R. Morris	Management	For
1j.	Elect Douglas L. Peterson	Management	For
1k.	Elect Richard E. Thornburgh	Management	For
1l.	Elect Gregory Washington	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Amendment to the Director Deferred Stock Ownership Plan	Management	For
4.	Ratification of Auditor	Management	For

S&P GLOBAL INC

Annual

ISIN US78409V1044 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marco Alverà	Management	For
1b.	Elect Jacques Esculier	Management	For
1c.	Elect Gay Huey Evans	Management	For
1d.	Elect William D. Green	Management	Against
1e.	Elect Stephanie C. Hill	Management	For
1f.	Elect Rebecca Jacoby	Management	For
1g.	Elect Robert P. Kelly	Management	For
1h.	Elect Ian P. Livingston	Management	For
1i.	Elect Maria R. Morris	Management	For
1j.	Elect Douglas L. Peterson	Management	For
1k.	Elect Richard E. Thornburgh	Management	For
1l.	Elect Gregory Washington	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	For
3.	Amendment to the Director Deferred Stock Ownership Plan	Management	For
4.	Ratification of Auditor	Management	For

MOLINA HEALTHCARE INC

Annual

ISIN US60855R1005 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Barbara L. Brasier	Management	For
1b.	Elect Daniel Cooperman	Management	For
1c.	Elect Stephen H. Lockhart	Management	For
1d.	Elect Steven J. Orlando	Management	Against
1e.	Elect Ronna E. Romney	Management	Against
1f.	Elect Richard M. Schapiro	Management	For
1g.	Elect Dale B. Wolf	Management	Against
1h.	Elect Richard C. Zoretic	Management	For
1i.	Elect Joseph M. Zubretsky	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Abstain

MOLINA HEALTHCARE INC

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US60855R1005 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Barbara L. Brasier	Management	For
1b.	Elect Daniel Cooperman	Management	For
1c.	Elect Stephen H. Lockhart	Management	For
1d.	Elect Steven J. Orlando	Management	Against
1e.	Elect Ronna E. Romney	Management	Against
1f.	Elect Richard M. Schapiro	Management	For
1g.	Elect Dale B. Wolf	Management	Against
1h.	Elect Richard C. Zoretic	Management	For
1i.	Elect Joseph M. Zubretsky	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Abstain

TRITAX BIG BOX REIT PLC

Annual

ISIN GB00BG49KP99 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Remuneration Policy	Management	For
04	Elect Aubrey Adams	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

05	Elect Elizabeth Brown	Management	For
06	Elect Wu Gang	Management	For
07	Elect Alastair Hughes	Management	For
08	Elect Richard Laing	Management	For
09	Elect Karen Whitworth	Management	For
10	Appointment of Auditor	Management	For
11	Authority to Set Auditor's Fees	Management	For
12	Dividend Policy	Management	For
13	Authority to Issue Shares w/ Preemptive Rights	Management	For
14	Authority to Issue Shares w/o Preemptive Rights	Management	For
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
16	Authority to Repurchase Shares	Management	For
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For

TRITAX BIG BOX REIT PLC

Ordinary

ISIN GB00BG49KP99 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Scheme of Arrangement with UK Commercial Property REIT Limited	Management	For

FLUTTER ENTERTAINMENT PLC

Annual

ISIN IE00BWT6H894 Meeting Date 01-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect John A. Bryant	Management	Against
2A	Elect Nancy Cruickshank	Management	For
2B	Elect Nancy Dubuc	Management	For
2C	Elect Paul Edgecliffe-Johnson	Management	For
2D	Elect Alfred F. Hurley, Jr.	Management	For
2E	Elect Peter Jackson	Management	For
2F	Elect Holly K. Koepfel	Management	For
2G	Elect Carolan Lennon	Management	For
2H	Elect Atif Rafiq	Management	For
3	Remuneration Report	Management	Against
4	Authority to Set Auditor's Fees	Management	For
5	Authority to Set General Meeting Notice Period at 14 Days	Management	For
6	Authority to Issue Shares w/ Preemptive Rights	Management	For
7A	Authority to Issue Shares w/o Preemptive Rights	Management	For
7B	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
8	Authority to Repurchase Shares	Management	For
9	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For
10	Transfer of Listing	Management	For
11	Adoption of New Articles	Management	For

FLUTTER ENTERTAINMENT PLC

Annual

ISIN IE00BWT6H894

Meeting Date 01-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect John A. Bryant	Management	Against
2A	Elect Nancy Cruickshank	Management	For
2B	Elect Nancy Dubuc	Management	For
2C	Elect Paul Edgecliffe-Johnson	Management	For
2D	Elect Alfred F. Hurley, Jr.	Management	For
2E	Elect Peter Jackson	Management	For
2F	Elect Holly K. Koepfel	Management	For
2G	Elect Carolan Lennon	Management	For
2H	Elect Atif Rafiq	Management	For
3	Remuneration Report	Management	Against
4	Authority to Set Auditor's Fees	Management	For
5	Authority to Set General Meeting Notice Period at 14 Days	Management	For
6	Authority to Issue Shares w/ Preemptive Rights	Management	For
7A	Authority to Issue Shares w/o Preemptive Rights	Management	For
7B	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
8	Authority to Repurchase Shares	Management	For
9	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For
10	Transfer of Listing	Management	For
11	Adoption of New Articles	Management	For

UNILEVER PLC

Annual

ISIN GB00B10RZP78

Meeting Date 01-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Remuneration Policy	Management	For
04	Advisory Vote on Climate Transition Action Plan	Management	For
05	Elect Fernando Fernandez	Management	For
06	Elect Adrian Hennah	Management	For
07	Elect Andrea Jung	Management	For
08	Elect Susan Kilsby	Management	For
09	Elect Ruby Lu	Management	For
10	Elect Ian K. Meakins	Management	For
11	Elect Judith McKenna	Management	For
12	Elect Nelson Peltz	Management	For
13	Elect Hein Schumacher	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For
22	Adoption of New Articles	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN GB00B10RZP78 Meeting Date 01-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Remuneration Policy	Management	For
04	Advisory Vote on Climate Transition Action Plan	Management	For
05	Elect Fernando Fernandez	Management	For
06	Elect Adrian Hennah	Management	For
07	Elect Andrea Jung	Management	For
08	Elect Susan Kilsby	Management	For
09	Elect Ruby Lu	Management	For
10	Elect Ian K. Meakins	Management	For
11	Elect Judith McKenna	Management	For
12	Elect Nelson Peltz	Management	For
13	Elect Hein Schumacher	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For
22	Adoption of New Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CAPITAL ONE FINANCIAL CORP.

Annual

ISIN US14040H1059 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Richard D. Fairbank	Management	For
1b.	Elect Ime Archibong	Management	For
1c.	Elect Christine R. Detrick	Management	For
1d.	Elect Ann Fritz Hackett	Management	Against
1e.	Elect Suni P. Harford	Management	For
1f.	Elect Peter Thomas Killalea	Management	For
1g.	Elect Eli Leenaars	Management	For
1h.	Elect François Locoh-Donou	Management	Against
1i.	Elect Peter E. Raskind	Management	For
1j.	Elect Eileen M. Serra	Management	For
1k.	Elect Mayo A. Shattuck III	Management	For
1l.	Elect Craig Anthony Williams	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the 2002 Associate Stock Purchase Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For
6.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	For
7.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

UNITED PARCEL SERVICE, INC.

Annual

ISIN US9113121068 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Carol B. Tomé	Management	For
1b.	Elect Rodney C. Adkins	Management	For
1c.	Elect Eva C. Boratto	Management	For
1d.	Elect Michael J. Burns	Management	For
1e.	Elect Wayne M. Hewett	Management	For
1f.	Elect Angela Hwang	Management	For
1g.	Elect Kate E. Johnson	Management	Against
1h.	Elect William R. Johnson	Management	Against
1i.	Elect Franck J. Moison	Management	For
1j.	Elect Christiana Smith Shi	Management	For
1k.	Elect Russell Stokes	Management	For
1l.	Elect Kevin M. Warsh	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Recapitalization	Shareholder	For
5.	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against
6.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For

**Proxy Voting records
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KRAFT HEINZ CO

Annual

ISIN US5007541064 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Carlos Abrams-Rivera	Management	For
1b.	Elect Humberto P. Alfonso	Management	For
1c.	Elect John T. Cahill	Management	Against
1d.	Elect Lori Dickerson Fouché	Management	For
1e.	Elect Diane Gherson	Management	For
1f.	Elect Timothy Kenesey	Management	Against
1g.	Elect Alicia Knapp	Management	For
1h.	Elect Elio Leoni Sceti	Management	For
1i.	Elect James Park	Management	For
1j.	Elect Miguel Patricio	Management	For
1k.	Elect John C. Pope	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	For
5.	Shareholder Proposal Regarding Gestation Crates	Shareholder	For

Proxy Voting records Quarterly Summary

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6. Shareholder Proposal Regarding Report on Carbon Reduction Commitments Shareholder Abstain

KRAFT HEINZ CO

Annual

ISIN US5007541064 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Carlos Abrams-Rivera	Management	For
1b.	Elect Humberto P. Alfonso	Management	For
1c.	Elect John T. Cahill	Management	Against
1d.	Elect Lori Dickerson Fouché	Management	For
1e.	Elect Diane Gherson	Management	For
1f.	Elect Timothy Kenesey	Management	Against
1g.	Elect Alicia Knapp	Management	For
1h.	Elect Elio Leoni Sceti	Management	For
1i.	Elect James Park	Management	For
1j.	Elect Miguel Patricio	Management	For
1k.	Elect John C. Pope	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	For
5.	Shareholder Proposal Regarding Gestation Crates	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

6. Shareholder Proposal Regarding Report on Carbon Reduction Commitments Shareholder Abstain

CADENCE DESIGN SYSTEMS, INC.

Annual

ISIN US1273871087 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark W. Adams	Management	Against
1b.	Elect Ita M. Brennan	Management	For
1c.	Elect Lewis Chew	Management	For
1d.	Elect Anirudh Devgan	Management	For
1e.	Elect Mary L. Krakauer	Management	For
1f.	Elect Julia Liuson	Management	For
1g.	Elect James D. Plummer	Management	For
1h.	Elect Alberto Sangiovanni Vincentelli	Management	For
1i.	Elect Young K. Sohn	Management	For
2.	Amendment to the Employee Stock Purchase Plan	Management	For
3.	Amendment to Articles to Limit the Liability of Certain Officers	Management	Against
4.	Adoption of Right to Act by Written Consent	Management	For
5.	Advisory Vote on Executive Compensation	Management	Against
6.	Ratification of Auditor	Management	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

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CADENCE DESIGN SYSTEMS, INC.

Annual

ISIN US1273871087 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark W. Adams	Management	Against
1b.	Elect Ita M. Brennan	Management	For
1c.	Elect Lewis Chew	Management	For
1d.	Elect Anirudh Devgan	Management	For
1e.	Elect Mary L. Krakauer	Management	For
1f.	Elect Julia Liuson	Management	For
1g.	Elect James D. Plummer	Management	For
1h.	Elect Alberto Sangiovanni Vincentelli	Management	For
1i.	Elect Young K. Sohn	Management	For
2.	Amendment to the Employee Stock Purchase Plan	Management	For
3.	Amendment to Articles to Limit the Liability of Certain Officers	Management	Against
4.	Adoption of Right to Act by Written Consent	Management	For
5.	Advisory Vote on Executive Compensation	Management	Against
6.	Ratification of Auditor	Management	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

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CADENCE DESIGN SYSTEMS, INC.

Annual

ISIN US1273871087 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark W. Adams	Management	Against
1b.	Elect Ita M. Brennan	Management	For
1c.	Elect Lewis Chew	Management	For
1d.	Elect Anirudh Devgan	Management	For
1e.	Elect Mary L. Krakauer	Management	For
1f.	Elect Julia Liuson	Management	For
1g.	Elect James D. Plummer	Management	For
1h.	Elect Alberto Sangiovanni Vincentelli	Management	For
1i.	Elect Young K. Sohn	Management	For
2.	Amendment to the Employee Stock Purchase Plan	Management	For
3.	Amendment to Articles to Limit the Liability of Certain Officers	Management	Against
4.	Adoption of Right to Act by Written Consent	Management	For
5.	Advisory Vote on Executive Compensation	Management	Against
6.	Ratification of Auditor	Management	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CHURCH & DWIGHT CO., INC.

Annual

ISIN US1713401024 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Bradlen S. Cashaw	Management	For
1b.	Elect Matthew T. Farrell	Management	For
1c.	Elect Bradley C. Irwin	Management	For
1d.	Elect Penry W. Price	Management	Against
1e.	Elect Susan G. Saideman	Management	For
1f.	Elect Ravichandra K. Saligram	Management	Against
1g.	Elect Robert K. Shearer	Management	For
1h.	Elect Janet S. Vergis	Management	For
1i.	Elect Arthur B. Winkleblack	Management	Against
1j.	Elect Laurie J. Yoler	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the Certificate of Incorporation to Allow for Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

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CHURCH & DWIGHT CO., INC.

Annual

ISIN US1713401024 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Bradlen S. Cashaw	Management	For
1b.	Elect Matthew T. Farrell	Management	For
1c.	Elect Bradley C. Irwin	Management	For
1d.	Elect Penry W. Price	Management	Against
1e.	Elect Susan G. Saideman	Management	For
1f.	Elect Ravichandra K. Saligram	Management	Against
1g.	Elect Robert K. Shearer	Management	For
1h.	Elect Janet S. Vergis	Management	For
1i.	Elect Arthur B. Winkleblack	Management	Against
1j.	Elect Laurie J. Yoler	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the Certificate of Incorporation to Allow for Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

KBC GROUPE NV

Annual

Proxy Voting records Quarterly Summary

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ISIN BE0003565737

Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Dividends	Management	For
5.	Non-Executive Remuneration Policy	Management	For
6.	Remuneration Report	Management	Against
7.	Remuneration Policy	Management	Against
8.	Ratification of Board Acts	Management	Abstain
9.	Ratification of Auditor's Acts	Management	Abstain
10.	Statutory Auditors' Fees	Management	For
11.	Appointment of Auditor for Sustainability Reporting	Management	For
12.1	Elect Johan Thijs to the Board of Directors	Management	For
12.2	Elect Sonja De Becker to the Board of Directors	Management	Against
12.3	Elect Liesbet Okkerse to the Board of Directors	Management	For
12.4	Elect Erik Clinck to the Board of Directors	Management	Against
12.5	Elect Theodoros Roussis to the Board of Directors	Management	Against
12.6	Elect Diana RádĽ Rogerová to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN BE0003565737

Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Dividends	Management	For
5.	Non-Executive Remuneration Policy	Management	For
6.	Remuneration Report	Management	Against
7.	Remuneration Policy	Management	Against
8.	Ratification of Board Acts	Management	Abstain
9.	Ratification of Auditor's Acts	Management	Abstain
10.	Statutory Auditors' Fees	Management	For
11.	Appointment of Auditor for Sustainability Reporting	Management	For
12.1	Elect Johan Thijs to the Board of Directors	Management	For
12.2	Elect Sonja De Becker to the Board of Directors	Management	Against
12.3	Elect Liesbet Okkerse to the Board of Directors	Management	For
12.4	Elect Erik Clinck to the Board of Directors	Management	Against
12.5	Elect Theodoros Roussis to the Board of Directors	Management	Against
12.6	Elect Diana Rádl Rogerová to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN GB00B1ZBKY84

Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Increase in NED Fee Cap	Management	For
04	Final Dividend	Management	For
05	Elect Robin Freestone	Management	For
06	Elect Peter Duffy	Management	For
07	Elect Sarah Warby	Management	For
08	Elect Caroline Britton	Management	For
09	Elect Lesley Jones	Management	For
10	Elect Rakesh Sharma	Management	For
11	Elect Niall McBride	Management	For
12	Elect Mary Beth Christie	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authorisation of Political Donations	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN DE000A161408 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Profits	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	Against
5	Appointment of Auditor	Management	For
6	Elect Michael Roth as Supervisory Board Member	Management	For
7	Remuneration Report	Management	Against
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For
11	Amendments to Articles (Record Date)	Management	For

AVIVA PLC

Annual

ISIN GB00BPQY8M80 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Remuneration Policy	Management	For
04	Approval of the Company's Climate-related Financial Disclosure	Management	For
05	Final Dividend	Management	For
06	Elect Ian E. Clark	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

07	Elect George Culmer	Management	For
08	Elect Amanda J. Blanc	Management	For
09	Elect Charlotte C. Jones	Management	For
10	Elect Andrea Blance	Management	For
11	Elect Michael Craston	Management	For
12	Elect Patrick Flynn	Management	For
13	Elect Shonaid Jemmett-Page	Management	For
14	Elect Mohit Joshi	Management	Against
15	Elect Pippa Lambert	Management	For
16	Elect Jim McConville	Management	For
17	Elect Michael Mire	Management	For
18	Appointment of Auditor	Management	For
19	Authority to Set Auditor's Fees	Management	For
20	Authorisation of Political Donations	Management	For
21	Authority to Issue Shares w/ Preemptive Rights	Management	For
22	Authority to Issue Solvency II Securities w/ Preemptive Rights	Management	For
23	Authority to Issue Shares w/o Preemptive Rights	Management	For
24	Authority to Issue Solvency II Securities w/o Preemptive Rights	Management	For
25	Authority to Repurchase Shares	Management	For
26	Authority to Repurchase $\frac{3}{4}$ % Preference Shares	Management	For
27	Authority to Repurchase $\frac{3}{8}$ % Preference Shares	Management	For
28	Authority to Set General Meeting Notice Period at 14 Days	Management	For
29	Adoption of New Articles	Management	For

RHI MAGNESITA N.V.

Annual

ISIN NL0012650360

Meeting Date 02-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Accounts and Reports	Management	For
4	Final Dividend	Management	For
5	Ratification of Board Acts	Management	Abstain
6A	Elect Stefan Borgas	Management	For
6B	Elect Ian Botha	Management	For
7A	Elect Herbert Cordt	Management	Against
7B	Elect John Ramsay	Management	For
7C	Elect Janet Ashdown	Management	For
7D	Elect David A. Schlaff	Management	For
7E	Elect Stanislaus Prinz zu Sayn-Wittgenstein-Berleburg	Management	For
7F	Elect Janice M. Brown	Management	For
7G	Elect Karl Sevelda	Management	For
7H	Elect Marie-Helene Ametsreiter	Management	For
7I	Elect Wolfgang Ruttenstorfer	Management	For
7J	Elect Katarina Lindström	Management	For
8	Appointment of Auditor	Management	For
9	Remuneration Report	Management	For
10	Remuneration Policy	Management	For
11	Directors' Fees	Management	For
12	Authority to Issue Shares w/ Preemptive Rights	Management	For
13	Authority to Issue Shares w/o Preemptive Rights	Management	For
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
15	Authority to Repurchase Shares	Management	For
16	Cancellation of Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

KERRY GROUP PLC

Annual

ISIN IE0004906560 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03A	Elect Genevieve B Berger	Management	For
03B	Elect Catherine Godson	Management	For
03C	Elect Liz Hewitt	Management	For
04A	Elect Gerry Behan	Management	For
04B	Elect Fiona Dawson	Management	For
04C	Elect Emer Gilvarry	Management	For
04D	Elect Michael T. Kerr	Management	For
04E	Elect Marguerite Larkin	Management	For
04F	Elect Tom Moran	Management	For
04G	Elect Christopher Rogers	Management	For
04H	Elect Patrick Rohan	Management	For
04I	Elect Edmond Scanlan	Management	For
04J	Elect Jinlong Wang	Management	For
05	Authority to Set Auditor's Fees	Management	For
06	Remuneration Report	Management	For
07	Remuneration Policy	Management	For
08	Amendment to Long-Term Incentive Plan	Management	For
09	Authority to Issue Shares w/ Preemptive Rights	Management	For
10	Authority to Issue Shares w/o Preemptive Rights	Management	For
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
12	Authority to Repurchase Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13 Authority to Set General Meeting Notice Period at 14 Days

Management

For

KERRY GROUP PLC

Annual

ISIN IE0004906560 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03A	Elect Genevieve B Berger	Management	For
03B	Elect Catherine Godson	Management	For
03C	Elect Liz Hewitt	Management	For
04A	Elect Gerry Behan	Management	For
04B	Elect Fiona Dawson	Management	For
04C	Elect Emer Gilvarry	Management	For
04D	Elect Michael T. Kerr	Management	For
04E	Elect Marguerite Larkin	Management	For
04F	Elect Tom Moran	Management	For
04G	Elect Christopher Rogers	Management	For
04H	Elect Patrick Rohan	Management	For
04I	Elect Edmond Scanlan	Management	For
04J	Elect Jinlong Wang	Management	For
05	Authority to Set Auditor's Fees	Management	For
06	Remuneration Report	Management	For
07	Remuneration Policy	Management	For
08	Amendment to Long-Term Incentive Plan	Management	For
09	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Authority to Issue Shares w/o Preemptive Rights	Management	For
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
12	Authority to Repurchase Shares	Management	For
13	Authority to Set General Meeting Notice Period at 14 Days	Management	For

GRUPE BRUXELLES LAMBERT SA

Annual

ISIN BE0003797140 **Meeting Date** 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.2.	Accounts and Reports	Management	For
3.	Ratification of Board Acts	Management	Abstain
4.	Ratification of Auditor's Acts	Management	Abstain
5.1.	Elect Ian Gallienne to the Board of Directors	Management	Against
5.2.	Appointment of Auditor and Authority to Set Fees	Management	For
5.3.	Appointment of Auditor for Sustainability Reporting	Management	For
6.	Remuneration Report	Management	For
7.	Remuneration Policy	Management	Against
8.2	Approval of Bank Guarantee for Share Acquisitions	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

GROUPE BRUXELLES LAMBERT SA

Special

ISIN BE0003797140 Meeting Date 02-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Cancellation of Shares	Management	For
2	Authority to Coordinate Articles	Management	For

ILLINOIS TOOL WORKS, INC.

Annual

ISIN US4523081093 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Daniel J. Brutto	Management	For
1b.	Elect Susan Crown	Management	For
1c.	Elect Darrell L. Ford	Management	For
1d.	Elect Kelly J. Grier	Management	For
1e.	Elect James W. Griffith	Management	For
1f.	Elect Jay L. Henderson	Management	For
1g.	Elect Jaime Irick	Management	For
1h.	Elect Richard H. Lenny	Management	For
1i.	Elect Christopher A. O'Herlihy	Management	For
1j.	Elect E. Scott Santi	Management	For
1k.	Elect David H. B. Smith, Jr.	Management	For
1l.	Elect Pamela B. Strobel	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	For
3.	Approval of the 2024 Long Term Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For

KLEPIERRE

Mix

ISIN FR0000121964 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
6	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
7	Elect David Simon	Management	For
8	Elect John Carrafiell	Management	For
9	Elect Steven Fivel	Management	For
10	Elect Robert Fowlds	Management	For
11	Elect Anne Carron	Management	For
12	2024 Remuneration Policy (Supervisory Board)	Management	For
13	2024 Remuneration Policy (Management Board Chair)	Management	For
14	2024 Remuneration Policy (Management Board Members)	Management	For
15	2023 Remuneration Report	Management	For
16	2023 Remuneration of David Simon, Supervisory Board Chair	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	2023 Remuneration of Jean-Marc Jestin, Management Board Chair	Management	For
18	2023 Remuneration of Stéphane Tortajada, Management Board Member	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For
21	Amendments to Articles Regarding Supervisory Board Ownership Requirements	Management	For
22	Amendments to Articles Regarding Alternate Auditors	Management	For
23	Authorisation of Legal Formalities	Management	For

KLEPIERRE

Mix

ISIN FR0000121964 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
6	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
7	Elect David Simon	Management	For
8	Elect John Carrafiell	Management	For
9	Elect Steven Fivel	Management	For
10	Elect Robert Fowlds	Management	For
11	Elect Anne Carron	Management	For
12	2024 Remuneration Policy (Supervisory Board)	Management	For
13	2024 Remuneration Policy (Management Board Chair)	Management	For
14	2024 Remuneration Policy (Management Board Members)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	2023 Remuneration Report	Management	For
16	2023 Remuneration of David Simon, Supervisory Board Chair	Management	For
17	2023 Remuneration of Jean-Marc Jestin, Management Board Chair	Management	For
18	2023 Remuneration of Stéphane Tortajada, Management Board Member	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For
21	Amendments to Articles Regarding Supervisory Board Ownership Requirements	Management	For
22	Amendments to Articles Regarding Alternate Auditors	Management	For
23	Authorisation of Legal Formalities	Management	For

SPIE ICS

Mix

ISIN FR0012757854 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
6	2023 Remuneration of Gauthier Louette, Chair and CEO	Management	Against
7	2024 Remuneration Policy (Chair and CEO)	Management	For
8	2023 Remuneration Report	Management	Against
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Authority to Cancel Shares and Reduce Capital	Management	For
12	Authority to Increase Capital Through Capitalisations	Management	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
16	Authority to Set Offering Price of Shares	Management	For
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Stock Purchase Plan for Overseas Employees	Management	For
20	Authority to Issue Performance Shares	Management	For
21	Authorisation of Legal Formalities	Management	For

SPIE ICS

Mix

ISIN FR0012757854 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
6	2023 Remuneration of Gauthier Louette, Chair and CEO	Management	Against
7	2024 Remuneration Policy (Chair and CEO)	Management	For
8	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	2024 Remuneration Policy (Board of Directors)	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For
11	Authority to Cancel Shares and Reduce Capital	Management	For
12	Authority to Increase Capital Through Capitalisations	Management	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
16	Authority to Set Offering Price of Shares	Management	For
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Stock Purchase Plan for Overseas Employees	Management	For
20	Authority to Issue Performance Shares	Management	For
21	Authorisation of Legal Formalities	Management	For

DEUTSCHE POST AG

Annual

ISIN DE0005552004 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6.1	Elect Ann-Kristin Achleitner	Management	For
6.2	Elect Hans-Ulrich Engel	Management	For
6.3	Elect Heinrich Hiesinger	Management	For
7	Remuneration Report	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DEUTSCHE POST AG

Annual

ISIN DE0005552004 **Meeting Date** 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6.1	Elect Ann-Kristin Achleitner	Management	For
6.2	Elect Hans-Ulrich Engel	Management	For
6.3	Elect Heinrich Hiesinger	Management	For
7	Remuneration Report	Management	For

DEUTSCHE POST AG

Annual

ISIN DE0005552004 **Meeting Date** 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6.1	Elect Ann-Kristin Achleitner	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.2	Elect Hans-Ulrich Engel	Management	For
6.3	Elect Heinrich Hiesinger	Management	For
7	Remuneration Report	Management	For

HSBC HOLDINGS PLC

Annual

ISIN GB0005405286 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Maximum Variable Pay Ratio	Management	For
04A	Elect Ann F. Godbehere	Management	For
04B	Elect Brendan R. Nelson	Management	For
04C	Elect Swee Lian Teo	Management	For
04D	Elect Geraldine Buckingham	Management	For
04E	Elect Rachel Duan	Management	For
04F	Elect Georges Elhedery	Management	For
04G	Elect Dame Carolyn Fairbairn	Management	For
04H	Elect James A. Forese	Management	For
04I	Elect Steven Guggenheimer	Management	For
04J	Elect José Antonio Meade Kuribreña	Management	For
04K	Elect Kalpana Morparia	Management	For
04L	Elect Eileen Murray	Management	For
04M	Elect Noel Quinn	Management	For
04N	Elect Mark E. Tucker	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

05	Appointment of Auditor	Management	For
06	Authority to Set Auditor's Fees	Management	For
07	Authorisation of Political Donations	Management	For
08	Authority to Issue Shares w/ Preemptive Rights	Management	For
09	Authority to Issue Shares w/o Preemptive Rights	Management	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
11	Authority to Issue Repurchased Shares	Management	For
12	Authority to Repurchase Shares	Management	For
13	Authority to Repurchase Shares Off-Market	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
16	Authority to Set General Meeting Notice Period at 14 Days	Management	For
17	Shareholder Proposal Regarding Pension Scheme	Shareholder	Abstain

CNH INDUSTRIAL NV

Annual

ISIN NL0010545661 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Elect Suzanne Heywood to the Board of Directors	Management	For
0020	Elect Scott W. Wine to the Board of Directors	Management	For
0030	Elect Elizabeth A. Bastoni to the Board of Directors	Management	For
0040	Elect Howard W. Buffett to the Board of Directors	Management	For
0050	Elect Richard J. Kramer to the Board of Directors	Management	For
0060	Elect Karen Linehan to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0070	Elect Alessandro Nasi to the Board of Directors	Management	For
0080	Elect Vagn Sørensen to the Board of Directors	Management	For
0090	Elect Åsa Tamsons to the Board of Directors	Management	For
0100	Remuneration Policy	Management	Against
0110	Non-Executive Remuneration Policy (Equity Grant)	Management	For
0120	Accounts and Reports	Management	For
0130	Allocation of Dividends	Management	For
0140	Ratification of Board of Directors Acts	Management	Abstain
0150	Appointment of Auditor	Management	For
0160	Authority to Issue Shares w/ Preemptive Rights	Management	For
0170	Authority to Suppress Preemptive Rights	Management	For
0180	Authority to Repurchase Shares	Management	For

ONTEX GROUP NV

Annual

ISIN BE0974276082 Meeting Date 03-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Profits	Management	For
5.	Ratification of Board Acts	Management	Abstain
6.	Ratification of Auditor's Acts	Management	For
7.	Elect Hans van Bylen to the Board of Directors	Management	Against
8.	Appointment of Auditor for Sustainability Reporting	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9.	Remuneration Report	Management	For
10.	Authority to Depart from Vesting Period Requirements	Management	For
11a.	Change in Control Clause (Amended Senior Facilities Agreement)	Management	For
11b.	Change in Control Clause (2024-2025 VCP LTIP)	Management	For
12.	Authorization of Legal Formalities	Management	For

BERKSHIRE HATHAWAY INC.

Annual

ISIN US0846707026 Meeting Date 04-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Warren E. Buffett	Management	For
1.2	Elect Gregory E. Abel	Management	For
1.3	Elect Howard G. Buffett	Management	For
1.4	Elect Susan A. Buffett	Management	For
1.5	Elect Stephen B. Burke	Management	For
1.6	Elect Kenneth I. Chenault	Management	For
1.7	Elect Christopher C. Davis	Management	For
1.8	Elect Susan L. Decker	Management	Withhold
1.9	Elect Charlotte Guyman	Management	Withhold
1.10	Elect Ajit Jain	Management	For
1.11	Elect Thomas S. Murphy, Jr.	Management	For
1.12	Elect Ronald L. Olson	Management	For
1.13	Elect Wallace R. Weitz	Management	For
1.14	Elect Meryl B. Witmer	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Shareholder Proposal Regarding Aligning GHG Reductions With Paris Agreement	Shareholder	For
3.	Shareholder Proposal Regarding Climate Report	Shareholder	For
4.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For
5.	Shareholder Proposal Regarding Formation of Railroad Safety Committee	Shareholder	For
6.	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Re	Shareholder	Against
7.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	For

AMERICAN EXPRESS CO.

Annual

ISIN US0258161092 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Thomas J. Baltimore, Jr.	Management	Against
1b.	Elect John J. Brennan	Management	For
1c.	Elect Walter J. Clayton III	Management	For
1d.	Elect Theodore J. Leonsis	Management	For
1e.	Elect Deborah P. Majoras	Management	For
1f.	Elect Karen L. Parkhill	Management	For
1g.	Elect Charles E. Phillips, Jr.	Management	For
1h.	Elect Lynn A. Pike	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Stephen J. Squeri	Management	For
1j.	Elect Daniel L. Vasella	Management	For
1k.	Elect Lisa W. Wardell	Management	For
1l.	Elect Christopher D. Young	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2016 Incentive Compensation Plan	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions T Shareholder		For
7.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	For

AMERICAN EXPRESS CO.

Annual

ISIN US0258161092 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Thomas J. Baltimore, Jr.	Management	Against
1b.	Elect John J. Brennan	Management	For
1c.	Elect Walter J. Clayton III	Management	For
1d.	Elect Theodore J. Leonsis	Management	For
1e.	Elect Deborah P. Majoras	Management	For
1f.	Elect Karen L. Parkhill	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Charles E. Phillips, Jr.	Management	For
1h.	Elect Lynn A. Pike	Management	For
1i.	Elect Stephen J. Squeri	Management	For
1j.	Elect Daniel L. Vasella	Management	For
1k.	Elect Lisa W. Wardell	Management	For
1l.	Elect Christopher D. Young	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to the 2016 Incentive Compensation Plan	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions T Shareholder		For
7.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	For

UBER TECHNOLOGIES INC

Annual

ISIN US90353T1007 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ronald D. Sugar	Management	For
1b.	Elect Revathi Advaiti	Management	Against
1c.	Elect Turqi Alnowaiser	Management	For
1d.	Elect Ursula M. Burns	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Robert A. Eckert	Management	For
1f.	Elect Amanda Ginsberg	Management	For
1g.	Elect Dara Khosrowshahi	Management	Against
1h.	Elect Wan Ling Martello	Management	For
1i.	Elect John A. Thain	Management	For
1j.	Elect David Trujillo	Management	Against
1k.	Elect Alexander R. Wynaendts	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to Articles Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Third-Party Audit on Driver Health and Safety	Shareholder	For

UBER TECHNOLOGIES INC

Annual

ISIN US90353T1007 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ronald D. Sugar	Management	For
1b.	Elect Revathi Advaiti	Management	Against
1c.	Elect Turqi Alnowaiser	Management	For
1d.	Elect Ursula M. Burns	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Robert A. Eckert	Management	For
1f.	Elect Amanda Ginsberg	Management	For
1g.	Elect Dara Khosrowshahi	Management	Against
1h.	Elect Wan Ling Martello	Management	For
1i.	Elect John A. Thain	Management	For
1j.	Elect David Trujillo	Management	Against
1k.	Elect Alexander R. Wynaendts	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to Articles Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Third-Party Audit on Driver Health and Safety	Shareholder	For

IDEXX LABORATORIES, INC.

Annual

ISIN US45168D1046 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Irene Chang Britt	Management	For
1b.	Elect Bruce L. Claflin	Management	For
1c.	Elect Asha S. Collins	Management	For
1d.	Elect Sam Samad	Management	For
2.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

IDEXX LABORATORIES, INC.

Annual

ISIN US45168D1046 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Irene Chang Britt	Management	For
1b.	Elect Bruce L. Clafin	Management	For
1c.	Elect Asha S. Collins	Management	For
1d.	Elect Sam Samad	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

LILLY(ELI) & CO

Annual

ISIN US5324571083 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Katherine Baicker	Management	For
1b.	Elect J. Erik Fyrwald	Management	Against
1c.	Elect Jamere Jackson	Management	For
1d.	Elect Gabrielle Sulzberger	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Repeal of Classified Board	Management	For
5.	Elimination of Supermajority Requirement	Management	For
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
7.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For
8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secor Shareholder		For
9.	Shareholder Proposal Regarding Human Rights Policy	Shareholder	For

LILLY(ELI) & CO

Annual

ISIN US5324571083 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Katherine Baicker	Management	For
1b.	Elect J. Erik Fyrwald	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Jamere Jackson	Management	For
1d.	Elect Gabrielle Sulzberger	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Repeal of Classified Board	Management	For
5.	Elimination of Supermajority Requirement	Management	For
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
7.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For
8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secor Shareholder		For
9.	Shareholder Proposal Regarding Human Rights Policy	Shareholder	For

HERSHEY COMPANY

Annual

ISIN US4278661081 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Michele G. Buck	Management	For
1.2	Elect Victor L. Crawford	Management	For
1.3	Elect Robert M. Dutkowsky	Management	For
1.4	Elect Mary Kay Haben	Management	For
1.5	Elect M. Diane Koken	Management	For
1.6	Elect Huong Maria T. Kraus	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.7	Elect Robert M. Malcolm	Management	For
1.8	Elect Kevin M. Ozan	Management	For
1.9	Elect Anthony J. Palmer	Management	Withhold
1.10	Elect Juan R. Perez	Management	For
1.11	Elect Cordel Robbin-Coker	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Third-Party Assessment of Living Income for Cocoa Fa Shareholder		For
5.	Shareholder Proposal Regarding Report on Circular Economy for Packaging	Shareholder	For

PULTEGROUP INC

Annual

ISIN US7458671010 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kristen Actis-Grande	Management	For
1b.	Elect Brian P. Anderson	Management	For
1c.	Elect Bryce Blair	Management	Against
1d.	Elect Thomas J. Folliard	Management	Against
1e.	Elect Cheryl W. Grisé	Management	For
1f.	Elect André J. Hawaux	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect J. Phillip Holloman	Management	For
1h.	Elect Ryan R. Marshall	Management	For
1i.	Elect John R. Peshkin	Management	For
1j.	Elect Scott F. Powers	Management	For
1k.	Elect Lila Snyder	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Elimination of Supermajority Requirement	Management	For

PULTEGROUP INC

Annual

ISIN US7458671010 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kristen Actis-Grande	Management	For
1b.	Elect Brian P. Anderson	Management	For
1c.	Elect Bryce Blair	Management	Against
1d.	Elect Thomas J. Folliard	Management	Against
1e.	Elect Cheryl W. Grisé	Management	For
1f.	Elect André J. Hawaux	Management	Against
1g.	Elect J. Phillip Holloman	Management	For
1h.	Elect Ryan R. Marshall	Management	For
1i.	Elect John R. Peshkin	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Scott F. Powers	Management	For
1k.	Elect Lila Snyder	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Elimination of Supermajority Requirement	Management	For

KAUFMAN & BROAD

Mix

ISIN FR0004007813 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair and CEO)	Management	For
6	2024 Remuneration Policy (Board of Directors)	Management	For
7	2023 Remuneration of Nordine Hachemi, Chair and CEO	Management	Against
8	2023 Remuneration Report	Management	Against
9	Elect Nordine Hachemi	Management	For
10	Elect Lucile Ribot	Management	For
11	Elect Annalisa Loustau Elia	Management	For
12	Elect Yves Perier	Management	For
13	Elect Sylvie Charles	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Elect Sophie Lombard	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	2024 Directors' Fees	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Authorisation of Legal Formalities	Management	For

KAUFMAN & BROAD

Mix

ISIN FR0004007813 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair and CEO)	Management	For
6	2024 Remuneration Policy (Board of Directors)	Management	For
7	2023 Remuneration of Nordine Hachemi, Chair and CEO	Management	Against
8	2023 Remuneration Report	Management	Against
9	Elect Nordine Hachemi	Management	For
10	Elect Lucile Ribot	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Annalisa Loustau Elia	Management	For
12	Elect Yves Perier	Management	For
13	Elect Sylvie Charles	Management	Against
14	Elect Sophie Lombard	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	2024 Directors' Fees	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Authorisation of Legal Formalities	Management	For

DEUTSCHE WOHNEN SE

Annual

ISIN DE000A0HN5C6 Meeting Date 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Management Board Remuneration Policy	Management	For
8.1	Elect Fabian Heß	Management	Against
8.2	Elect Simone Schumacher	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

8.3 Elect Florian Stetter

Management

Against

GREENVOLT - ENERGIAS RENOVAVEIS S.A

Annual

ISIN PTGNV0AM0001 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Election of Board of the General Meeting	Management	For
2	Accounts and Reports; Remuneration Report	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Board and Supervisory Council Acts	Management	For
5	Appointment of Auditor	Management	For

GREENVOLT - ENERGIAS RENOVAVEIS S.A

Annual

ISIN PTGNV0AM0001 **Meeting Date** 06-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Election of Board of the General Meeting	Management	For
2	Accounts and Reports; Remuneration Report	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Board and Supervisory Council Acts	Management	For
5	Appointment of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

NVR INC.

Annual

ISIN US62944T1051 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Paul C. Saville	Management	For
1b.	Elect C. E. Andrews	Management	Against
1c.	Elect Sallie B. Bailey	Management	For
1d.	Elect Thomas D. Eckert	Management	For
1e.	Elect Alfred E. Festa	Management	Against
1f.	Elect Alexandra A. Jung	Management	For
1g.	Elect Mel Martinez	Management	For
1h.	Elect David A. Preiser	Management	Against
1i.	Elect W. Grady Rosier	Management	For
1j.	Elect Susan Williamson Ross	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

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NVR INC.

Annual

ISIN US62944T1051 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Paul C. Saville	Management	For
1b.	Elect C. E. Andrews	Management	Against
1c.	Elect Sallie B. Bailey	Management	For
1d.	Elect Thomas D. Eckert	Management	For
1e.	Elect Alfred E. Festa	Management	Against
1f.	Elect Alexandra A. Jung	Management	For
1g.	Elect Mel Martinez	Management	For
1h.	Elect David A. Preiser	Management	Against
1i.	Elect W. Grady Rosier	Management	For
1j.	Elect Susan Williamson Ross	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

T. ROWE PRICE ASSOC INC.

Annual

ISIN US74144T1088 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Glenn R. August	Management	For
1b.	Elect Mark S. Bartlett	Management	Against
1c.	Elect William P. Donnelly	Management	For
1d.	Elect Dina Dublon	Management	For
1e.	Elect Robert F. MacLellan	Management	Against
1f.	Elect Eileen P. Rominger	Management	For
1g.	Elect Robert W. Sharps	Management	For
1h.	Elect Cynthia F. Smith	Management	For
1i.	Elect Robert J. Stevens	Management	For
1j.	Elect Sandra S. Wijnberg	Management	For
1k.	Elect Alan D. Wilson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

DANAHER CORP.

Annual

ISIN US2358511028 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Rainer M. Blair	Management	For
1b.	Elect Feroz Dewan	Management	For
1c.	Elect Linda P. Hefner Filler	Management	Against
1d.	Elect Teri L. List	Management	For
1e.	Elect Jessica L. Mega	Management	For
1f.	Elect Mitchell P. Rales	Management	For
1g.	Elect Steven M. Rales	Management	For
1h.	Elect Pardis C. Sabeti	Management	For
1i.	Elect A. Shane Sanders	Management	For
1j.	Elect John T. Schwieters	Management	Against
1k.	Elect Alan G. Spoon	Management	Against
1l.	Elect Raymond C. Stevens	Management	Against
1m.	Elect Elias A. Zerhouni	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For

DANAHER CORP.

Annual

ISIN US2358511028

Meeting Date 07-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Rainer M. Blair	Management	For
1b.	Elect Feroz Dewan	Management	For
1c.	Elect Linda P. Hefner Filler	Management	Against
1d.	Elect Teri L. List	Management	For
1e.	Elect Jessica L. Mega	Management	For
1f.	Elect Mitchell P. Rales	Management	For
1g.	Elect Steven M. Rales	Management	For
1h.	Elect Pardis C. Sabeti	Management	For
1i.	Elect A. Shane Sanders	Management	For
1j.	Elect John T. Schwieters	Management	Against
1k.	Elect Alan G. Spoon	Management	Against
1l.	Elect Raymond C. Stevens	Management	Against
1m.	Elect Elias A. Zerhouni	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

EDWARDS LIFESCIENCES CORP

Annual

ISIN US28176E1082 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Leslie C. Davis	Management	For
1.2	Elect Kieran T. Gallahue	Management	For
1.3	Elect Leslie Stone Heisz	Management	For
1.4	Elect Paul A. LaViolette	Management	For
1.5	Elect Steven R. Loranger	Management	For
1.6	Elect Ramona Sequeira	Management	For
1.7	Elect Nicholas J. Valeriani	Management	For
1.8	Elect Bernard J. Zovighian	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Amendment to the Long-Term Stock Incentive Compensation Plan	Management	For

EDWARDS LIFESCIENCES CORP

Annual

ISIN US28176E1082 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Leslie C. Davis	Management	For
1.2	Elect Kieran T. Gallahue	Management	For
1.3	Elect Leslie Stone Heisz	Management	For
1.4	Elect Paul A. LaViolette	Management	For
1.5	Elect Steven R. Loranger	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1.6	Elect Ramona Sequeira	Management	For
1.7	Elect Nicholas J. Valeriani	Management	For
1.8	Elect Bernard J. Zovighian	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Amendment to the Long-Term Stock Incentive Compensation Plan	Management	For

BRISTOL-MYERS SQUIBB CO.

Annual

ISIN US1101221083 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Peter J. Arduini	Management	Against
1B.	Elect Deepak L. Bhatt	Management	For
1C.	Elect Christopher Boerner	Management	For
1D.	Elect Julia A. Haller	Management	For
1E.	Elect Manuel Hidalgo Medina	Management	For
1F.	Elect Paula A. Price	Management	For
1G.	Elect Deric W. Rice	Management	For
1H.	Elect Theodore R. Samuels, II	Management	For
1I.	Elect Karen H. Vousden	Management	For
1J.	Elect Phyllis R. Yale	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to Articles Regarding Officer Exculpation	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against
6.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	For

BRISTOL-MYERS SQUIBB CO.

Annual

ISIN US1101221083 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Peter J. Arduini	Management	Against
1B.	Elect Deepak L. Bhatt	Management	For
1C.	Elect Christopher Boerner	Management	For
1D.	Elect Julia A. Haller	Management	For
1E.	Elect Manuel Hidalgo Medina	Management	For
1F.	Elect Paula A. Price	Management	For
1G.	Elect Derica W. Rice	Management	For
1H.	Elect Theodore R. Samuels, II	Management	For
1I.	Elect Karen H. Vousden	Management	For
1J.	Elect Phyllis R. Yale	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to Articles Regarding Officer Exculpation	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against
6.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	For

EXPEDITORS INTERNATIONAL OF WASHINGTON, INC.

Annual

ISIN US3021301094 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Glenn M. Alger	Management	For
1.2	Elect Robert P. Carlile	Management	For
1.3	Elect James M. DuBois	Management	For
1.4	Elect Mark A. Emmert	Management	Against
1.5	Elect Diane H. Gulyas	Management	For
1.6	Elect Jeffrey S. Musser	Management	For
1.7	Elect Brandon S. Pedersen	Management	For
1.8	Elect Liane J. Pelletier	Management	Against
1.9	Elect Olivia D. Polius	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the Employee Stock Purchase Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6. Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement Shareholder For

EXPEDITORS INTERNATIONAL OF WASHINGTON, INC.

Annual

ISIN US3021301094 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Glenn M. Alger	Management	For
1.2	Elect Robert P. Carlile	Management	For
1.3	Elect James M. DuBois	Management	For
1.4	Elect Mark A. Emmert	Management	Against
1.5	Elect Diane H. Gulyas	Management	For
1.6	Elect Jeffrey S. Musser	Management	For
1.7	Elect Brandon S. Pedersen	Management	For
1.8	Elect Liane J. Pelletier	Management	Against
1.9	Elect Olivia D. Polius	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the Employee Stock Purchase Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	For
6.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

PENTAIR PLC

Annual

ISIN IE00BLS09M33 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mona Abutaleb Stephenson	Management	For
1b.	Elect Melissa Barra	Management	For
1c.	Elect Tracey C. Doi	Management	For
1d.	Elect T. Michael Glenn	Management	Against
1e.	Elect Theodore L. Harris	Management	Against
1f.	Elect David A. Jones	Management	For
1g.	Elect Gregory E. Knight	Management	For
1h.	Elect Michael T. Speetzen	Management	Against
1i.	Elect John L. Stauch	Management	For
1j.	Elect Billie I. Williamson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Appointment of Auditor and Authority to Set Fees	Management	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For
6.	Authority to Set Price Range for Re-Issuance of Treasury Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

PENTAIR PLC

Annual

ISIN IE00BLS09M33 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mona Abutaleb Stephenson	Management	For
1b.	Elect Melissa Barra	Management	For
1c.	Elect Tracey C. Doi	Management	For
1d.	Elect T. Michael Glenn	Management	Against
1e.	Elect Theodore L. Harris	Management	Against
1f.	Elect David A. Jones	Management	For
1g.	Elect Gregory E. Knight	Management	For
1h.	Elect Michael T. Speetzen	Management	Against
1i.	Elect John L. Stauch	Management	For
1j.	Elect Billie I. Williamson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Appointment of Auditor and Authority to Set Fees	Management	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For
6.	Authority to Set Price Range for Re-Issuance of Treasury Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

INTEL CORP.

Annual

ISIN US4581401001 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Patrick P. Gelsinger	Management	For
1b.	Elect James J. Goetz	Management	For
1c.	Elect Andrea J. Goldsmith	Management	For
1d.	Elect Alyssa H. Henry	Management	For
1e.	Elect S. Omar Ishrak	Management	For
1f.	Elect Risa Lavizzo-Mourey	Management	For
1g.	Elect Tsu-Jae King Liu	Management	For
1h.	Elect Barbara G. Novick	Management	For
1i.	Elect Gregory D. Smith	Management	For
1j.	Elect Stacy J. Smith	Management	For
1k.	Elect Lip-Bu Tan	Management	For
1l.	Elect Dion J. Weisler	Management	For
1m.	Elect Frank D. Yeary	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Commit Shareholder		Abstain
5.	Shareholder Proposal Regarding Report on Company Response to State Policies Regulz Shareholder		Abstain
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

INTEL CORP.

Annual

ISIN US4581401001 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Patrick P. Gelsinger	Management	For
1b.	Elect James J. Goetz	Management	For
1c.	Elect Andrea J. Goldsmith	Management	For
1d.	Elect Alyssa H. Henry	Management	For
1e.	Elect S. Omar Ishrak	Management	For
1f.	Elect Risa Lavizzo-Mourey	Management	For
1g.	Elect Tsu-Jae King Liu	Management	For
1h.	Elect Barbara G. Novick	Management	For
1i.	Elect Gregory D. Smith	Management	For
1j.	Elect Stacy J. Smith	Management	For
1k.	Elect Lip-Bu Tan	Management	For
1l.	Elect Dion J. Weisler	Management	For
1m.	Elect Frank D. Yeary	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Commit	Shareholder	Abstain
5.	Shareholder Proposal Regarding Report on Company Response to State Policies Regul	Shareholder	Abstain
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

INTEL CORP.

Annual

ISIN US4581401001 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Patrick P. Gelsinger	Management	For
1b.	Elect James J. Goetz	Management	For
1c.	Elect Andrea J. Goldsmith	Management	For
1d.	Elect Alyssa H. Henry	Management	For
1e.	Elect S. Omar Ishrak	Management	For
1f.	Elect Risa Lavizzo-Mourey	Management	For
1g.	Elect Tsu-Jae King Liu	Management	For
1h.	Elect Barbara G. Novick	Management	For
1i.	Elect Gregory D. Smith	Management	For
1j.	Elect Stacy J. Smith	Management	For
1k.	Elect Lip-Bu Tan	Management	For
1l.	Elect Dion J. Weisler	Management	For
1m.	Elect Frank D. Yeary	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Commit Shareholder		Abstain
5.	Shareholder Proposal Regarding Report on Company Response to State Policies Regulæ Shareholder		Abstain
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

PUBLIC STORAGE.

Annual

ISIN US74460D1090 **Meeting Date** 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ronald L. Havner, Jr.	Management	For
1b.	Elect Tamara Hughes Gustavson	Management	For
1c.	Elect Shankh Mitra	Management	Against
1d.	Elect Rebecca L. Owen	Management	For
1e.	Elect Kristy M. Pipes	Management	For
1f.	Elect Avedick B. Poladian	Management	Against
1g.	Elect John Reyes	Management	For
1h.	Elect Joseph D. Russell, Jr.	Management	For
1i.	Elect Tariq M. Shaukat	Management	For
1j.	Elect Ronald P. Spogli	Management	Against
1k.	Elect Paul S. Williams	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

OMNICOM GROUP, INC.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US6819191064 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect John D. Wren	Management	For
1b.	Elect Mary C. Choksi	Management	Against
1c.	Elect Leonard S. Coleman, Jr.	Management	Against
1d.	Elect Mark D. Gerstein	Management	For
1e.	Elect Ronnie S. Hawkins	Management	For
1f.	Elect Deborah J. Kissire	Management	For
1g.	Elect Gracia C. Martore	Management	For
1h.	Elect Patricia Salas Pineda	Management	For
1i.	Elect Linda Johnson Rice	Management	For
1j.	Elect Cassandra Santos	Management	For
1k.	Elect Valerie M. Williams	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

GETLINK SE

Mix

ISIN FR0010533075 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Sharon Flood	Management	For
7	Elect Jean-Marc Janaillac	Management	For
8	Ratification of Co-Option of Jean Mouton	Management	For
9	Appointment of Auditor for Sustainability Reporting (MAZARS)	Management	For
10	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Yann Leriche, CEO	Management	For
13	2023 Remuneration of Jacques Gounon, Chair	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (CEO)	Management	For
16	2024 Remuneration Policy (Chair)	Management	For
17	Authority to Issue Restricted Shares	Management	For
18	Authority to Issue Performance Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Amendments to Articles	Management	For
22	Amendments to Articles Regarding Chair Age Limits	Management	For
23	Authorisation of Legal Formalities	Management	For

GETLINK SE

Mix

ISIN FR0010533075 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Sharon Flood	Management	For
7	Elect Jean-Marc Janaillac	Management	For
8	Ratification of Co-Option of Jean Mouton	Management	For
9	Appointment of Auditor for Sustainability Reporting (MAZARS)	Management	For
10	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Yann Leriche, CEO	Management	For
13	2023 Remuneration of Jacques Gounon, Chair	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (CEO)	Management	For
16	2024 Remuneration Policy (Chair)	Management	For
17	Authority to Issue Restricted Shares	Management	For
18	Authority to Issue Performance Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Amendments to Articles	Management	For
22	Amendments to Articles Regarding Chair Age Limits	Management	For
23	Authorisation of Legal Formalities	Management	For

SPARTOO

Mix

ISIN FR00140043Y1

Meeting Date 07-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Abstain
5	Elect Boris Saragaglia	Management	Against
6	Elect Niels Court-Payen	Management	Against
7	Elect Béatrice Lafon	Management	For
8	Elect Sylvie Colin	Management	For
9	Elect Anthony Keuters	Management	Against
10	Appointment of Auditor (KPMG)	Management	For
11	Non-Renewal of Alternate Auditor (Salustro Reydel)	Management	For
12	2024 Directors' Fees	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management	Management	Against
16	Greenshoe	Management	Against
17	Employee Stock Purchase Plan	Management	For
18	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000121121 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against
5	Related Party Transactions (JCDecaux Holding SAS)	Management	For
6	Elect Isabelle Ealet	Management	For
7	Elect Cathia Lawson-Hall	Management	For
8	Elect Louis Stern	Management	For
9	Elect Jean-Charles Decaux	Management	For
10	2024 Remuneration Policy (Supervisory Board)	Management	For
11	2024 Remuneration Policy (Management Board Members)	Management	Against
12	2023 Remuneration Report	Management	For
13	2023 Remuneration of Jean-Charles Decaux, Supervisory Board Chair	Management	For
14	2023 Remuneration of Christophe Bavière, Management Board Member	Management	For
15	2023 Remuneration of William Kadouch-Chassaing, Management Board Member	Management	For
16	2023 Remuneration of Sophie Flak, Management Board Member	Management	For
17	2023 Remuneration of Olivier Millet, Management Board Member	Management	For
18	2023 Remuneration of Virginie Morgon, Former Management Board Chair (until February)	Management	For
19	2023 Remuneration of Marc Frappier, Former Management Board Member (until February)	Management	For
20	2023 Remuneration of Nicolas Huet, Former Management Board Member (until February)	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
24	Authority to Increase Capital in Case of Exchange Offers	Management	For
25	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
26	Authority to Set Offering Price of Shares	Management	For
27	Greenshoe	Management	For
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
29	Employee Stock Purchase Plan	Management	For
30	Global Ceiling on Capital Increases and Debt Issuances	Management	For
31	Authorisation of Legal Formalities	Management	For

EURAZEO

Mix

ISIN FR0000121121 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against
5	Related Party Transactions (JCDecaux Holding SAS)	Management	For
6	Elect Isabelle Ealet	Management	For
7	Elect Cathia Lawson-Hall	Management	For
8	Elect Louis Stern	Management	For
9	Elect Jean-Charles Decaux	Management	For
10	2024 Remuneration Policy (Supervisory Board)	Management	For
11	2024 Remuneration Policy (Management Board Members)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	2023 Remuneration Report	Management	For
13	2023 Remuneration of Jean-Charles Decaux, Supervisory Board Chair	Management	For
14	2023 Remuneration of Christophe Bavière, Management Board Member	Management	For
15	2023 Remuneration of William Kadouch-Chassaing, Management Board Member	Management	For
16	2023 Remuneration of Sophie Flak, Management Board Member	Management	For
17	2023 Remuneration of Olivier Millet, Management Board Member	Management	For
18	2023 Remuneration of Virginie Morgon, Former Management Board Chair (until February)	Management	For
19	2023 Remuneration of Marc Frappier, Former Management Board Member (until February)	Management	For
20	2023 Remuneration of Nicolas Huet, Former Management Board Member (until February)	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
24	Authority to Increase Capital in Case of Exchange Offers	Management	For
25	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
26	Authority to Set Offering Price of Shares	Management	For
27	Greenshoe	Management	For
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
29	Employee Stock Purchase Plan	Management	For
30	Global Ceiling on Capital Increases and Debt Issuances	Management	For
31	Authorisation of Legal Formalities	Management	For

EDENRED SE

Mix

ISIN FR0010908533

Meeting Date 07-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Dominique D'Hinnin	Management	For
5	Ratification of Co-Option of Nathalie Balla	Management	For
6	2024 Remuneration Policy (Chair and CEO)	Management	For
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Directors' Fees	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Bertrand Dumazy, Chair and CEO	Management	For
11	Special Auditors Report on Regulated Agreements	Management	For
12	Appointment of Auditor (Deloitte)	Management	For
13	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
14	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C:	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

EDENRED SE

Mix

ISIN FR0010908533 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Dominique D'Hinnin	Management	For
5	Ratification of Co-Option of Nathalie Balla	Management	For
6	2024 Remuneration Policy (Chair and CEO)	Management	For
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Directors' Fees	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Bertrand Dumazy, Chair and CEO	Management	For
11	Special Auditors Report on Regulated Agreements	Management	For
12	Appointment of Auditor (Deloitte)	Management	For
13	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
14	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/oPreemptive Rights and to Increase C:	Management	For
19	Authority to Issue Shares and Convertible Debt ThroughPrivate Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

DEUTSCHE LUFTHANSA AG

Annual

ISIN DE0008232125 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	Against
6.1	Elect Britta Seeger	Management	For
6.2	Elect Sara Lisa Hennicken	Management	For
6.3	Elect Thomas Enders	Management	For
6.4	Elect Harald Krüger	Management	For
7	Increase in Authorised Capital A	Management	For
8	Appointment of Auditor	Management	For

WIENERBERGER AG

Annual

ISIN AT0000831706 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7	Management Board Remuneration Policy	Management	For
8.1	Supervisory Board Remuneration Policy	Management	For
8.2	Supervisory Board Members' Fees	Management	For
9	Authority to Repurchase Shares	Management	For
10	Authority to Reissue Shares	Management	Against
11	Increase in Authorised Capital	Management	For

TALANX AG

Annual

ISIN DE000TLX1005 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Torsten Leue	Management	For
3.2	Ratify Jean-Jacques Henchoz	Management	For
3.3	Ratify Wilm Langenbach	Management	For
3.4	Ratify Edgar Puls	Management	For
3.5	Ratify Caroline Schlienkamp	Management	For
3.6	Ratify Jens Warkentin	Management	For
3.7	Ratify Jan Wicke	Management	For
4.1	Ratify Herbert K. Haas	Management	For
4.2	Ratify Ralf Rieger	Management	For
4.3	Ratify Angela Titzrath	Management	For
4.4	Ratify Benita Bierstedt	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.5	Ratify Rainer-Karl Bock-Wehr	Management	For
4.6	Ratify Joachim Brenk	Management	For
4.7	Ratify Sebastian L. Gascard	Management	For
4.8	Ratify Christof Günther	Management	For
4.9	Ratify Jutta Hammer	Management	For
4.10	Ratify Herrmann Jung	Management	For
4.11	Ratify Dirk Lohmann	Management	For
4.12	Ratify Christoph Meister	Management	For
4.13	Ratify Jutta Mück	Management	For
4.14	Ratify Sandra Reich	Management	For
4.15	Ratify Jens Schubert	Management	For
4.16	Ratify Norbert Steiner	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Amendments to Articles (Share Register)	Management	For
8	Approval of Intra-Company Control Agreement	Management	For

ARGENX SE

Annual

ISIN NL0010832176 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Remuneration Report	Management	Against
4.b.	Accounts and Reports	Management	For
4.d.	Allocation of Losses	Management	For
4.e.	Ratification of Board Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.	Remuneration Policy	Management	Against
6.	Elect Brian L. Kotzin to the Board of Directors	Management	For
7.	Elect Peter K.M. Verhaeghe to the Board of Directors	Management	For
8.	Elect Pamela Klein to the Board of Directors	Management	For
9.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
10.	Amendments to Articles	Management	Against
11.	Appointment of Auditor (FY2024)	Management	For
12.	Appointment of Auditor (FY2025)	Management	For

TECHNIP ENERGIES N.V.

Annual

ISIN NL0014559478 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Accounts and Reports	Management	For
4	Allocation of Dividends	Management	For
5	Remuneration Report	Management	For
6	Appointment of Auditor	Management	For
7.a	Ratification of Executive Directors' Acts	Management	Abstain
7.b	Ratification of Non-Executives' Acts	Management	Abstain
8.a	Elect Arnaud Pieton to the Board of Directors	Management	For
8.b	Elect Joseph Rinaldi to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.c	Elect Arnaud Caudoux to the Board of Directors	Management	For
8.d	Elect Colette Cohen to the Board of Directors	Management	For
8.e	Elect Stephanie Cox to the Board of Directors	Management	For
8.f	Elect Simon William Caines Evers to the Board of Directors	Management	For
8.g	Elect Alison Goligher to the Board of Directors	Management	For
8.h	Elect Francesco Venturini to the Board of Directors	Management	For
8.i	Elect Maëlle Gavet to the Board of Directors	Management	For
8.j	Elect Matthieu Dominique Marie Malige to the Board of Directors	Management	For
9	Authority to Repurchase Shares	Management	For
10	Cancellation of Shares	Management	For

TECHNIP ENERGIES N.V.

Annual

ISIN NL0014559478 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Accounts and Reports	Management	For
4	Allocation of Dividends	Management	For
5	Remuneration Report	Management	For
6	Appointment of Auditor	Management	For
7.a	Ratification of Executive Directors' Acts	Management	Abstain
7.b	Ratification of Non-Executives' Acts	Management	Abstain
8.a	Elect Arnaud Pieton to the Board of Directors	Management	For
8.b	Elect Joseph Rinaldi to the Board of Directors	Management	For
8.c	Elect Arnaud Caudoux to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.d	Elect Colette Cohen to the Board of Directors	Management	For
8.e	Elect Stephanie Cox to the Board of Directors	Management	For
8.f	Elect Simon William Caines Eyers to the Board of Directors	Management	For
8.g	Elect Alison Goligher to the Board of Directors	Management	For
8.h	Elect Francesco Venturini to the Board of Directors	Management	For
8.i	Elect Maëlle Gavet to the Board of Directors	Management	For
8.j	Elect Matthieu Dominique Marie Malige to the Board of Directors	Management	For
9	Authority to Repurchase Shares	Management	For
10	Cancellation of Shares	Management	For

TELENOR ASA

Annual

ISIN NO0010063308 Meeting Date 07-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Notice of Meeting; Agenda	Management	For
4	Minutes	Management	For
6	Accounts and Reports; Allocation of Profits and Dividends	Management	For
7	Authority to Set Auditor's Fees	Management	For
9	Remuneration Report	Management	Against
10	Cancellation of Shares	Management	For
11	Authority to Repurchase Shares (Incentive Plan)	Management	For
12	Authority to Repurchase and Cancel Shares	Management	For
13.1	Election of Heidi Algarheim	Management	For
14	Corporate Assembly Fees	Management	For
15.1	Nomination Committee Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

15.2 Shareholder Proposal regarding Nomination Committee Fees Shareholder For

ADVANCED MICRO DEVICES INC.

Annual

ISIN US0079031078 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Nora M. Denzel	Management	For
1b.	Elect D. Mark Durcan	Management	For
1c.	Elect Michael P. Gregoire	Management	For
1d.	Elect Joseph A. Householder	Management	For
1e.	Elect John W. Marren	Management	For
1f.	Elect Jon A. Olson	Management	For
1g.	Elect Lisa T. Su	Management	For
1h.	Elect Abhijit Y. Talwalkar	Management	For
1i.	Elect Elizabeth W. Vanderslice	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

ADVANCED MICRO DEVICES INC.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US0079031078 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Nora M. Denzel	Management	For
1b.	Elect D. Mark Durcan	Management	For
1c.	Elect Michael P. Gregoire	Management	For
1d.	Elect Joseph A. Householder	Management	For
1e.	Elect John W. Marren	Management	For
1f.	Elect Jon A. Olson	Management	For
1g.	Elect Lisa T. Su	Management	For
1h.	Elect Abhijit Y. Talwalkar	Management	For
1i.	Elect Elizabeth W. Vanderslice	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

ADVANCED MICRO DEVICES INC.

Annual

ISIN US0079031078 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Nora M. Denzel	Management	For
1b.	Elect D. Mark Durcan	Management	For
1c.	Elect Michael P. Gregoire	Management	For
1d.	Elect Joseph A. Householder	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect John W. Marren	Management	For
1f.	Elect Jon A. Olson	Management	For
1g.	Elect Lisa T. Su	Management	For
1h.	Elect Abhijit Y. Talwalkar	Management	For
1i.	Elect Elizabeth W. Vanderslice	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

SIMON PROPERTY GROUP, INC.

Annual

ISIN US8288061091 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Glyn F. Aeppel	Management	Against
1B.	Elect Larry C. Glasscock	Management	Against
1C.	Elect Allan B. Hubbard	Management	For
1D.	Elect Nina P. Jones	Management	For
1E.	Elect Reuben S. Leibowitz	Management	Against
1F.	Elect Randall J. Lewis	Management	For
1G.	Elect Gary M. Rodkin	Management	For
1H.	Elect Peggy Fang Roe	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1I.	Elect Stefan M. Selig	Management	For
1J.	Elect Daniel C. Smith	Management	For
1K.	Elect Marta R. Stewart	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

PHILIP MORRIS INTERNATIONAL INC

Annual

ISIN US7181721090 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Brant (Bonin) Bough	Management	For
1b.	Elect André Calantzopoulos	Management	For
1c.	Elect Michel Combes	Management	For
1d.	Elect Juan José Daboub	Management	For
1e.	Elect Werner Geissler	Management	For
1f.	Elect Victoria D. Harker	Management	For
1g.	Elect Lisa Hook	Management	For
1h.	Elect Kalpana Morparia	Management	Against
1i.	Elect Jacek Olczak	Management	For
1j.	Elect Robert B. Polet	Management	For
1k.	Elect Dessislava Temperley	Management	For
1l.	Elect Shlomo Yanai	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

WOLTERS KLUWERS NV

Annual

ISIN NL0000395903 **Meeting Date** 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.d.	Remuneration Report	Management	For
3.a.	Accounts and Reports	Management	For
3.c.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.a.	Elect David W. Sides to the Supervisory Board	Management	For
5.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For
5.c.	Elect Sophie V. Vandebroek to the Supervisory Board	Management	For
6.a.	Supervisory Board Remuneration Policy	Management	For
6.b.	Supervisory Board Fees (FY2024)	Management	For
7.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
7.b.	Authority to Suppress Preemptive Rights	Management	For
8.	Authority to Repurchase Shares	Management	For
9.	Cancellation of Shares	Management	For
10.	Amendments to Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

WOLTERS KLUWERS NV

Annual

ISIN NL0000395903 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.d.	Remuneration Report	Management	For
3.a.	Accounts and Reports	Management	For
3.c.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.a.	Elect David W. Sides to the Supervisory Board	Management	For
5.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For
5.c.	Elect Sophie V. Vandebroek to the Supervisory Board	Management	For
6.a.	Supervisory Board Remuneration Policy	Management	For
6.b.	Supervisory Board Fees (FY2024)	Management	For
7.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
7.b.	Authority to Suppress Preemptive Rights	Management	For
8.	Authority to Repurchase Shares	Management	For
9.	Cancellation of Shares	Management	For
10.	Amendments to Articles	Management	For

ALLIANZ SE

Annual

ISIN DE0008404005 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALLIANZ SE

Annual

ISIN DE0008404005 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Oliver Bäte	Management	For
3.2	Ratify Sirma Boshnakova	Management	For
3.3	Ratify Barbara Karuth-Zelle	Management	For
3.4	Ratify Klaus-Peter Röhler	Management	For
3.5	Ratify Giulio Terzariol	Management	For
3.6	Ratify Günther Thallinger	Management	For
3.7	Ratify Christopher Townsend	Management	For
3.8	Ratify Renate Wagner	Management	For
3.9	Ratify Andreas Wimmer	Management	For
4.1	Ratify Michael Diekmann	Management	For
4.2	Ratify Gabriele Burkhardt-Berg	Management	For
4.3	Ratify Herbert Hainer	Management	For
4.4	Ratify Sophie Boissard	Management	For
4.5	Ratify Christine Bosse	Management	For
4.6	Ratify Rashmy Chatterjee	Management	For
4.7	Ratify Friedrich Eichiner	Management	For
4.8	Ratify Jean-Claude Le Goaër	Management	For
4.9	Ratify Martina Grundler	Management	For
4.10	Ratify Frank Kirsch	Management	For
4.11	Ratify Jürgen Lawrenz	Management	For
4.12	Ratify Primiano Di Paolo	Management	For
5	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Remuneration Report	Management	For
7.1	Elect Stephanie Bruce	Management	For
7.2	Elect Jörg Schneider	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For

MERCEDES-BENZ GROUP AG

Annual

ISIN DE0007100000 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	Abstain
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Doris Höpke	Management	For
6.2	Elect Martin Brudermüller	Management	For
7	Remuneration Report	Management	Against

MERCEDES-BENZ GROUP AG

Annual

ISIN DE0007100000 Meeting Date 08-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	Abstain
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Doris Höpke	Management	For
6.2	Elect Martin Bruder Müller	Management	For
7	Remuneration Report	Management	Against

MTU AERO ENGINES AG

Annual

ISIN DE000A0D9PT0 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Appointment of Auditor for Sustainability Reporting	Management	For
7	Elect Johannes Bussmann as Supervisory Board Member	Management	For
8	Management Board Remuneration Policy	Management	For
9	Remuneration Report	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

MTU AERO ENGINES AG

Annual

ISIN DE000A0D9PT0 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Appointment of Auditor for Sustainability Reporting	Management	For
7	Elect Johannes Bussmann as Supervisory Board Member	Management	For
8	Management Board Remuneration Policy	Management	For
9	Remuneration Report	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For

FREENET AG

Annual

ISIN DE000A0Z2ZZ5 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Christoph Vilanek	Management	For
3.2	Ratify Ingo Arnold	Management	For
3.3	Ratify Nicole Engenhardt-Gille	Management	For
3.4	Ratify Stephan Esch	Management	For
3.5	Ratify Antonius Fromme	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.6	Ratify Rickmann von Platen	Management	For
4.1	Ratify Marc Tüngler	Management	For
4.2	Ratify Claudia Anderleit	Management	For
4.3	Ratify Theo-Benneke Bretsch	Management	For
4.4	Ratify Sabine Christiansen	Management	For
4.5	Ratify Thomas Karlovits	Management	For
4.6	Ratify Kerstin Lopatta	Management	For
4.7	Ratify Knut Mackerprang	Management	For
4.8	Ratify Tobias Marx	Management	For
4.9	Ratify Frank Suwald	Management	For
4.10	Ratify Robert Weidinger	Management	For
4.11	Ratify Petra Winter	Management	For
4.12	Ratify Miriam Wohlfarth	Management	For
4.13	Ratify Bente Brandt	Management	For
4.14	Ratify Gerhard Huck	Management	For
4.15	Ratify Thomas Reimann	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For

HRVATSKI TELEKOM D.D.

Ordinary

ISIN HRHT00RA0005 **Meeting Date** 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Election of Presiding Chair	Management	For
3	Allocation of Dividends	Management	For
4	Ratification of Management Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Ratification of Supervisory Board Acts	Management	Abstain
6	Amendments to Articles	Management	For
7	Remuneration Report	Management	Against
8	Directors' Fees	Management	For
9	Election of Supervisory Board Members	Management	Against
10	Appointment of Auditor	Management	For

RATIONAL AG

Annual

ISIN DE0007010803 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	For
6	Appointment of Auditor	Management	For
7	Amendments to Articles (Record Date)	Management	For
8.1	Elect Erich Baumgärtner	Management	For
8.2	Elect Johannes Würbser	Management	For
8.3	Elect Werner Schwind	Management	For
8.4	Elect Clarissa Kafer	Management	For
8.5	Elect Christoph Lintz	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

GPT GROUP

Annual

ISIN AU000000GPT8 **Meeting Date** 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Re-elect Vickki McFadden	Management	For
2	Elect Louise Mason	Management	For
3	Remuneration Report	Management	For
4	Equity Grant (MD/CEO Russel Proutt)	Management	For
5	Renew Proportional Takeover Provisions	Management	For

GPT GROUP

Annual

ISIN AU000000GPT8 **Meeting Date** 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Re-elect Vickki McFadden	Management	For
2	Elect Louise Mason	Management	For
3	Remuneration Report	Management	For
4	Equity Grant (MD/CEO Russel Proutt)	Management	For
5	Renew Proportional Takeover Provisions	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WPP PLC

Annual

ISIN JE00B8KF9B49 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03	Remuneration Report	Management	For
04	Elect Andrew Scott	Management	For
05	Elect Angela Ahrendts	Management	For
06	Elect Simon Dingemans	Management	For
07	Elect Sandrine Dufour	Management	Against
08	Elect Tom Ilube	Management	Against
09	Elect Roberto Quarta	Management	For
10	Elect Mark Read	Management	For
11	Elect Cindy Rose	Management	For
12	Elect Keith Weed	Management	For
13	Elect Jasmine Whitbread	Management	For
14	Elect Joanne Wilson	Management	For
15	Elect ZHANG Ya-Qin	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

MERLIN PROPERTIES SOCIMI S.A

Annual

ISIN ES0105025003 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Individual Accounts and Reports	Management	For
1.2	Consolidated Accounts and Reports	Management	For
1.3	Report on Non-Financial Information	Management	For
2.1	Allocation of Profits/Dividends	Management	For
2.2	Special Dividend	Management	For
3	Ratification of Board Acts	Management	For
4.1	Board Size	Management	For
4.2	Elect Ismael Clemente Orrego	Management	For
4.3	Elect Miguel Ollero Barrera	Management	For
4.4	Elect María Luisa Jordá Castro	Management	For
4.5	Elect Ana García Fau	Management	For
4.6	Elect Fernando Ortiz Vaamonde	Management	For
4.7	Elect George Donald Johnston III	Management	For
4.8	Elect Emilio Novela Berlín	Management	For
4.9	Ratify Co-Option and Elect Juan Antonio Alcaraz Garcia	Management	For
4.10	Elect Inés Archer Toper	Management	For
4.11	Elect Julia Bayón Pedraza	Management	For
5	Remuneration Report	Management	Against
6	Amendments to Article 41 (Casting Vote)	Management	For
7	Authority to Set General Meeting Notice Period at 15 days	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8 Authorisation of Legal Formalities Management For

MERLIN PROPERTIES SOCIMI S.A

Annual

ISIN ES0105025003 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Individual Accounts and Reports	Management	For
1.2	Consolidated Accounts and Reports	Management	For
1.3	Report on Non-Financial Information	Management	For
2.1	Allocation of Profits/Dividends	Management	For
2.2	Special Dividend	Management	For
3	Ratification of Board Acts	Management	For
4.1	Board Size	Management	For
4.2	Elect Ismael Clemente Orrego	Management	For
4.3	Elect Miguel Ollero Barrera	Management	For
4.4	Elect María Luisa Jordá Castro	Management	For
4.5	Elect Ana García Fau	Management	For
4.6	Elect Fernando Ortiz Vaamonde	Management	For
4.7	Elect George Donald Johnston III	Management	For
4.8	Elect Emilio Novela Berlín	Management	For
4.9	Ratify Co-Option and Elect Juan Antonio Alcaraz Garcia	Management	For
4.10	Elect Inés Archer Toper	Management	For
4.11	Elect Julia Bayón Pedraza	Management	For
5	Remuneration Report	Management	Against
6	Amendments to Article 41 (Casting Vote)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Authority to Set General Meeting Notice Period at 15 days	Management	Against
8	Authorisation of Legal Formalities	Management	For

GSK PLC

Annual

ISIN GB00BN7SWP63 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Elect Wendy Becker	Management	For
04	Elect Jeannie Lee	Management	For
05	Elect Sir Jonathan R. Symonds	Management	For
06	Elect Emma N. Walmsley	Management	For
07	Elect Julie Brown	Management	For
08	Elect Elizabeth McKee Anderson	Management	For
09	Elect Charles A. Bancroft	Management	For
10	Elect Hal V. Barron	Management	For
11	Elect Anne Beal	Management	For
12	Elect Harry Dietz	Management	For
13	Elect Jesse Goodman	Management	For
14	Elect Vishal Sikka	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authorisation of Political Donations	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Approve Exemption from Statement of the Senior Statutory Auditor's name in published A	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SOFINA SA

Annual

ISIN BE0003717312 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.3.	Accounts and Reports; Allocation of Dividends	Management	For
2.2	Remuneration Report	Management	For
2.3	Remuneration Policy	Management	Against
3.1	Ratification of Board Acts	Management	For
3.2	Ratification of Auditor's Acts	Management	For
4.1	Elect Nicolas Boël to the Board of Directors	Management	For
4.2	Elect Laura Cioli to the Board of Directors	Management	For
4.3	Elect Laurent de Meeûs d'Argenteuil to the Board of Directors	Management	For
4.4	Elect Charlotte Strömberg to the Board of Directors	Management	For
4.5	Elect Gwill York to the Board of Directors	Management	For

SOFINA SA

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN BE0003717312 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.3.	Accounts and Reports; Allocation of Dividends	Management	For
2.2	Remuneration Report	Management	For
2.3	Remuneration Policy	Management	Against
3.1	Ratification of Board Acts	Management	For
3.2	Ratification of Auditor's Acts	Management	For
4.1	Elect Nicolas Boël to the Board of Directors	Management	For
4.2	Elect Laura Cioli to the Board of Directors	Management	For
4.3	Elect Laurent de Meeûs d'Argenteuil to the Board of Directors	Management	For
4.4	Elect Charlotte Strömberg to the Board of Directors	Management	For
4.5	Elect Gwill York to the Board of Directors	Management	For

HALEON PLC

Annual

ISIN GB00BMX86B70 Meeting Date 08-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Dave J. Lewis	Management	For
05	Elect Brian McNamara	Management	For
06	Elect Tobias Hestler	Management	For

Proxy Voting records Quarterly Summary

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07	Elect Manvinder Singh Banga	Management	For
08	Elect Marie-Anne Aymerich	Management	For
09	Elect Tracy Clarke	Management	For
10	Elect Vivienne Cox	Management	For
11	Elect Asmita Dubey	Management	For
12	Elect Deirdre Mahlan	Management	Against
13	Elect David Denton	Management	For
14	Elect Bryan Supran	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authorisation of Political Donations	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Repurchase Shares Off-market	Management	For

METTLER-TOLEDO INTERNATIONAL, INC.

Annual

ISIN US5926881054 **Meeting Date** 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Roland Diggelmann	Management	For
1.2	Elect Domitille Doat-Le Bigot	Management	For
1.3	Elect Elisha W. Finney	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.4	Elect Richard Francis	Management	Against
1.5	Elect Michael A. Kelly	Management	For
1.6	Elect Thomas P. Salice	Management	Against
1.7	Elect Wolfgang Wienand	Management	For
1.8	Elect Ingrid Zhang	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

METTLER-TOLEDO INTERNATIONAL, INC.

Annual

ISIN US5926881054 **Meeting Date** 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Roland Diggelmann	Management	For
1.2	Elect Domitille Doat-Le Bigot	Management	For
1.3	Elect Elisha W. Finney	Management	For
1.4	Elect Richard Francis	Management	Against
1.5	Elect Michael A. Kelly	Management	For
1.6	Elect Thomas P. Salice	Management	Against
1.7	Elect Wolfgang Wienand	Management	For
1.8	Elect Ingrid Zhang	Management	For
2.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

3. Advisory Vote on Executive Compensation Management Against

C.H. ROBINSON WORLDWIDE, INC.

Annual

ISIN US12541W2098 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect James J. Barber, Jr.	Management	For
1b.	Elect David P. Bozeman	Management	For
1c.	Elect Kermit R. Crawford	Management	For
1d.	Elect Timothy C. Gokey	Management	Against
1e.	Elect Mark A. Goodburn	Management	For
1f.	Elect Mary J. Steele Guilfoile	Management	Against
1g.	Elect Jodeen A. Kozlak	Management	For
1h.	Elect Henry J. Maier	Management	For
1i.	Elect Michael H. McGarry	Management	For
1j.	Elect Paige K. Robbins	Management	For
1k.	Elect Paula C. Tolliver	Management	For
1l.	Elect Henry (Jay) W. Winship	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

C.H. ROBINSON WORLDWIDE, INC.

Annual

ISIN US12541W2098 **Meeting Date** 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect James J. Barber, Jr.	Management	For
1b.	Elect David P. Bozeman	Management	For
1c.	Elect Kermit R. Crawford	Management	For
1d.	Elect Timothy C. Gokey	Management	Against
1e.	Elect Mark A. Goodburn	Management	For
1f.	Elect Mary J. Steele Guilfoile	Management	Against
1g.	Elect Jodeen A. Kozlak	Management	For
1h.	Elect Henry J. Maier	Management	For
1i.	Elect Michael H. McGarry	Management	For
1j.	Elect Paige K. Robbins	Management	For
1k.	Elect Paula C. Tolliver	Management	For
1l.	Elect Henry (Jay) W. Winship	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

CME GROUP INC

Annual

ISIN US12572Q1058 **Meeting Date** 09-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Terrence A. Duffy	Management	For
1b.	Elect Kathryn Benesh	Management	For
1c.	Elect Timothy S. Bitsberger	Management	For
1d.	Elect Charles P. Carey	Management	Against
1e.	Elect Bryan T. Durkin	Management	For
1f.	Elect Harold Ford, Jr.	Management	For
1g.	Elect Martin J. Gepsman	Management	For
1h.	Elect Larry G. Gerdes	Management	For
1i.	Elect Daniel R. Glickman	Management	For
1j.	Elect Daniel G. Kaye	Management	For
1k.	Elect Phyllis M. Lockett	Management	Against
1l.	Elect Deborah J. Lucas	Management	For
1m.	Elect Terry L. Savage	Management	For
1n.	Elect Rahael Seifu	Management	For
1o.	Elect William R. Shepard	Management	For
1p.	Elect Howard J. Siegel	Management	For
1q.	Elect Dennis A. Suskind	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US6703461052 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Norma B. Clayton	Management	For
1.2	Elect Patrick J. Dempsey	Management	For
1.3	Elect Nicholas C. Gangestad	Management	For
1.4	Elect Christopher J. Kearney	Management	Withhold
1.5	Elect Laurette T. Koellner	Management	For
1.6	Elect Michael W. Lamach	Management	For
1.7	Elect Leon J. Topalian	Management	For
1.8	Elect Nadja Y. West	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

NUCOR CORP.

Annual

ISIN US6703461052 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Norma B. Clayton	Management	For
1.2	Elect Patrick J. Dempsey	Management	For
1.3	Elect Nicholas C. Gangestad	Management	For
1.4	Elect Christopher J. Kearney	Management	Withhold
1.5	Elect Laurette T. Koellner	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.6	Elect Michael W. Lamach	Management	For
1.7	Elect Leon J. Topalian	Management	For
1.8	Elect Nadja Y. West	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

STRYKER CORP.

Annual

ISIN US8636671013 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mary K. Brainerd	Management	For
1b.	Elect Giovanni Caforio	Management	For
1c.	Elect Allan C. Golston	Management	Against
1d.	Elect Kevin A. Lobo	Management	For
1e.	Elect Sherilyn S. McCoy	Management	For
1f.	Elect Rachel Ruggeri	Management	For
1g.	Elect Andrew K. Silvernail	Management	Against
1h.	Elect Lisa M. Skeete Tatum	Management	For
1i.	Elect Ronda E. Stryker	Management	For
1j.	Elect Rajeev Suri	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

STEEL DYNAMICS INC.

Annual

ISIN US8581191009 **Meeting Date** 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Mark D. Millett	Management	For
1B.	Elect Sheree L. Bargabos	Management	For
1C.	Elect Kenneth W. Cornew	Management	For
1D.	Elect Traci M. Dolan	Management	Against
1E.	Elect Jennifer L. Hamann	Management	For
1F.	Elect James C. Marcuccilli	Management	For
1G.	Elect Bradley S. Seaman	Management	Against
1H.	Elect Gabriel L. Shaheen	Management	For
1I.	Elect Luis M. Sierra	Management	For
1J.	Elect Richard P. Teets, Jr.	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Approval of the 2024 Employee Stock Purchase Plan	Management	For
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

STEEL DYNAMICS INC.

Annual

ISIN US8581191009 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Mark D. Millett	Management	For
1B.	Elect Sheree L. Bargabos	Management	For
1C.	Elect Kenneth W. Cornew	Management	For
1D.	Elect Traci M. Dolan	Management	Against
1E.	Elect Jennifer L. Hamann	Management	For
1F.	Elect James C. Marcuccilli	Management	For
1G.	Elect Bradley S. Seaman	Management	Against
1H.	Elect Gabriel L. Shaheen	Management	For
1I.	Elect Luis M. Sierra	Management	For
1J.	Elect Richard P. Teets, Jr.	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Approval of the 2024 Employee Stock Purchase Plan	Management	For
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

PROLOGIS INC

Annual

ISIN US74340W1036 Meeting Date 09-May-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Hamid R. Moghadam	Management	For
1b.	Elect Cristina G. Bitá	Management	For
1c.	Elect James B. Connor	Management	For
1d.	Elect George L. Fotiades	Management	Against
1e.	Elect Lydia H. Kennard	Management	For
1f.	Elect Irving F. Lyons, III	Management	Against
1g.	Elect Guy Metcalfe	Management	For
1h.	Elect Avid Modjtábai	Management	For
1i.	Elect David P. O'Connor	Management	For
1j.	Elect Olivier Piani	Management	For
1k.	Elect Carl B. Webb	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Elimination of Supermajority Requirement	Management	For
5.	Amendment to By-Laws to Reduce Voting Threshold	Management	For
6.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Abstain

SUN LIFE FINANCIAL, INC.

Annual

ISIN CA8667961053

Meeting Date 09-May-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Deepak Chopra	Management	For
1.2	Elect Stephanie L. Coyles	Management	For
1.3	Elect Ashok K. Gupta	Management	For
1.4	Elect M. Marianne Harris	Management	Withhold
1.5	Elect David H. Y. Ho	Management	For
1.6	Elect Laurie G. Hylton	Management	For
1.7	Elect Helen Mallovy Hicks	Management	For
1.8	Elect Marie-Lucie Morin	Management	For
1.9	Elect Joseph M. Natale	Management	For
1.10	Elect Scott F. Powers	Management	For
1.11	Elect Kevin D. Strain	Management	For
02	Appointment of Auditor	Management	For
03	Advisory Vote on Executive Compensation	Management	Against

SUN LIFE FINANCIAL, INC.

Annual

ISIN CA8667961053 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Deepak Chopra	Management	For
1.2	Elect Stephanie L. Coyles	Management	For
1.3	Elect Ashok K. Gupta	Management	For
1.4	Elect M. Marianne Harris	Management	Withhold

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.5	Elect David H. Y. Ho	Management	For
1.6	Elect Laurie G. Hylton	Management	For
1.7	Elect Helen Mallovy Hicks	Management	For
1.8	Elect Marie-Lucie Morin	Management	For
1.9	Elect Joseph M. Natale	Management	For
1.10	Elect Scott F. Powers	Management	For
1.11	Elect Kevin D. Strain	Management	For
02	Appointment of Auditor	Management	For
03	Advisory Vote on Executive Compensation	Management	Against

CAMECO CORP.

Annual

ISIN CA13321L1085 **Meeting Date** 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
A1	Elect Catherine Gignac	Management	For
A2	Elect Daniel Camus	Management	Against
A3	Elect Tammy Cook Searson	Management	For
A4	Elect Timothy S. Gitzel	Management	For
A5	Elect Kathryn Jackson	Management	For
A6	Elect Donald B. Kayne	Management	Against
A7	Elect Dominique Minière	Management	For
A8	Elect Leontine van Leeuwen-Atkins	Management	For
B	Appointment of Auditor and Authority to Set Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

C	Advisory Vote on Executive Compensation	Management	For
D	Declaration of Canadian Residency Status	Management	Against

CAMECO CORP.

Annual

ISIN CA13321L1085 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
A1	Elect Catherine Gignac	Management	For
A2	Elect Daniel Camus	Management	Against
A3	Elect Tammy Cook Searson	Management	For
A4	Elect Timothy S. Gitzel	Management	For
A5	Elect Kathryn Jackson	Management	For
A6	Elect Donald B. Kayne	Management	Against
A7	Elect Dominique Minière	Management	For
A8	Elect Leontine van Leeuwen-Atkins	Management	For
B	Appointment of Auditor and Authority to Set Fees	Management	For
C	Advisory Vote on Executive Compensation	Management	For
D	Declaration of Canadian Residency Status	Management	Against

IA FINANCIAL CORP

Annual

ISIN CA45075E1043 Meeting Date 09-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect William F. Chinery	Management	For
1.2	Elect Benoit Daignault	Management	For
1.3	Elect Nicolas Darveau-Garneau	Management	For
1.4	Elect Martin Gagnon	Management	For
1.5	Elect Alka Gautam	Management	For
1.6	Elect Emma Griffin	Management	For
1.7	Elect Ginette Maillé	Management	For
1.8	Elect Jacques Martin	Management	Withhold
1.9	Elect Monique Mercier	Management	For
1.10	Elect Marc Poulin	Management	For
1.11	Elect Suzanne Rancourt	Management	For
1.12	Elect Denis Ricard	Management	For
1.13	Elect Ouma Sananikone	Management	For
1.14	Elect Rebecca Schechter	Management	For
1.15	Elect Ludwig W. Willisch	Management	For
2	Appointment of Auditor	Management	For
3	Advisory Vote on Executive Compensation	Management	For
4	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	For
5	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	For
6	Shareholder Proposal Regarding Change of Auditor	Shareholder	For
7	Shareholder Proposal Regarding Say on Climate	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

IA FINANCIAL CORP

Annual

ISIN CA45075E1043 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect William F. Chinery	Management	For
1.2	Elect Benoit Daignault	Management	For
1.3	Elect Nicolas Darveau-Garneau	Management	For
1.4	Elect Martin Gagnon	Management	For
1.5	Elect Alka Gautam	Management	For
1.6	Elect Emma Griffin	Management	For
1.7	Elect Ginette Maillé	Management	For
1.8	Elect Jacques Martin	Management	Withhold
1.9	Elect Monique Mercier	Management	For
1.10	Elect Marc Poulin	Management	For
1.11	Elect Suzanne Rancourt	Management	For
1.12	Elect Denis Ricard	Management	For
1.13	Elect Ouma Sananikone	Management	For
1.14	Elect Rebecca Schechter	Management	For
1.15	Elect Ludwig W. Willisch	Management	For
2	Appointment of Auditor	Management	For
3	Advisory Vote on Executive Compensation	Management	For
4	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	For
5	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	For
6	Shareholder Proposal Regarding Change of Auditor	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7 Shareholder Proposal Regarding Say on Climate Shareholder For

ASCENTIAL PLC

Annual

ISIN GB00BYM8GJ06 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Elect Suzanne Baxter	Management	For
04	Elect Rita Clifton	Management	For
05	Elect Scott Forbes	Management	Against
06	Elect Mandy Gradden	Management	For
07	Elect Gillian Kent	Management	For
08	Elect Judy Vezmar	Management	For
09	Elect Philip Thomas	Management	For
10	Appointment of Auditor	Management	For
11	Authority to Set Auditor's Fees	Management	For
12	Authorisation of Political Donations	Management	For
13	Authority to Issue Shares w/ Preemptive Rights	Management	For
14	Amendment to 2020 LTIP In-Flight Awards	Management	Against
15	Authority to Issue Shares w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
17	Authority to Repurchase Shares	Management	For
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For

BAE SYSTEMS PLC

Annual

ISIN GB0002634946 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	REMUNERATION REPORT	Management	For
03	FINAL DIVIDEND	Management	For
04	Elect Nick Anderson	Management	For
05	Elect Thomas Arseneault	Management	For
06	Elect Crystal E. Ashby	Management	For
07	Elect Elizabeth Corley	Management	For
08	Elect Bradley Greve	Management	For
09	Elect Jane Griffiths	Management	For
10	Elect Cressida Hogg	Management	Against
11	Elect Ewan Kirk	Management	For
12	Elect Stephen T. Pearce	Management	For
13	Elect Nicole W. Piasecki	Management	For
14	Elect Mark Sedwill	Management	For
15	Elect Charles Woodburn	Management	For
16	ELECT ANGUS COCKBURN	Management	For
17	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Authority to Set Auditor's Fees	Management	For
19	Authorisation of Political Donations	Management	Against
20	Authority to Issue Shares w/ Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

MAN GROUP PLC

Annual

ISIN JE00BJ1DLW90 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Lucinda Bell	Management	For
5	Elect Richard Berliand	Management	For
6	Elect Laurie Fitch	Management	For
7	Elect Antoine Forterre	Management	For
8	Elect Robyn Grew	Management	For
9	Elect Cecelia Kurzman	Management	For
10	Elect Anne Wade	Management	For
11	Appointment of Auditor	Management	For
12	Authority to Set Auditor's Fees	Management	For
13	Authorisation of Political Donations	Management	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Authority to Issue Shares w/o Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
17	Authority to Repurchase Shares	Management	For
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For

IMI PLC

Annual

ISIN GB00BGLP8L22 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Remuneration Report	Management	For
4	Remuneration Policy	Management	For
5	Elect Jackie Callaway	Management	Against
6	Elect Lord Robert Smith of Kelvin	Management	For
7	Elect Thomas T. Andersen	Management	For
8	Elect Caroline Dowling	Management	For
9	Elect Katie Jackson	Management	For
10	Elect Ajai Puri	Management	For
11	Elect Isobel Sharp	Management	For
12	Elect Daniel Shook	Management	For
13	Elect Roy M. Twite	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authorisation of Political Donations	Management	For
18	Incentive Plan	Management	For
19	Sharesave Plan	Management	For
A	Authority to Issue Shares w/o Preemptive Rights	Management	For
B	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
C	Authority to Repurchase Shares	Management	For
D	Authority to Set General Meeting Notice Period at 14 Days	Management	For
E	Adoption of New Articles	Management	For

REPSOL S.A.

Ordinary

ISIN ES0173516115 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Report on Non-Financial Information	Management	For
4	Ratification of Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Special Dividend	Management	For
7	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For
8	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For
9	Remuneration Report	Management	For
10	Advisory Vote on Energy Transition Strategy	Management	Against
11	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

REPSOL S.A.

Ordinary

ISIN ES0173516115 Meeting Date 09-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Report on Non-Financial Information	Management	For
4	Ratification of Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Special Dividend	Management	For
7	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For
8	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For
9	Remuneration Report	Management	For
10	Advisory Vote on Energy Transition Strategy	Management	Against
11	Authorisation of Legal Formalities	Management	For

MARRIOTT INTERNATIONAL, INC.

Annual

ISIN US5719032022 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Anthony G. Capuano	Management	For
1b.	Elect Isabella D. Goren	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Deborah Marriott Harrison	Management	For
1d.	Elect Frederick A. Henderson	Management	Against
1e.	Elect Lauren R. Hobart	Management	Against
1f.	Elect Debra L. Lee	Management	For
1g.	Elect Aylwin B. Lewis	Management	For
1h.	Elect David S. Marriott	Management	For
1i.	Elect Margaret M. McCarthy	Management	For
1j.	Elect Grant F. Reid	Management	For
1k.	Elect Horacio D. Rozanski	Management	Against
1l.	Elect Susan C. Schwab	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	For
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For

PROGRESSIVE CORP.

Annual

ISIN US7433151039 **Meeting Date** 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Danelle M. Barrett	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Philip F. Bleser	Management	For
1c.	Elect Stuart B. Burgdoerfer	Management	Against
1d.	Elect Pamela J. Craig	Management	For
1e.	Elect Charles A. Davis	Management	For
1f.	Elect Roger N. Farah	Management	Against
1g.	Elect Lawton W. Fitt	Management	Against
1h.	Elect Susan Patricia Griffith	Management	For
1i.	Elect Devin C. Johnson	Management	For
1j.	Elect Jeffrey D. Kelly	Management	For
1k.	Elect Barbara R. Snyder	Management	For
1l.	Elect Kahina Van Dyke	Management	For
2.	Approval of the 2024 Equity Incentive Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain

PROGRESSIVE CORP.

Annual

ISIN US7433151039 **Meeting Date** 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Danelle M. Barrett	Management	For
1b.	Elect Philip F. Bleser	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Stuart B. Burgdoerfer	Management	Against
1d.	Elect Pamela J. Craig	Management	For
1e.	Elect Charles A. Davis	Management	For
1f.	Elect Roger N. Farah	Management	Against
1g.	Elect Lawton W. Fitt	Management	Against
1h.	Elect Susan Patricia Griffith	Management	For
1i.	Elect Devin C. Johnson	Management	For
1j.	Elect Jeffrey D. Kelly	Management	For
1k.	Elect Barbara R. Snyder	Management	For
1l.	Elect Kahina Van Dyke	Management	For
2.	Approval of the 2024 Equity Incentive Plan	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Abstain

WHEATON PRECIOUS METALS CORP

Annual

ISIN CA9628791027 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect George L. Brack	Management	For
1.2	Elect Jaimie Donovan	Management	For
1.3	Elect R. Peter Gillin	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.4	Elect Chantal Gosselin	Management	Withhold
1.5	Elect Jeane Hull	Management	For
1.6	Elect Glenn A. Ives	Management	For
1.7	Elect Charles A. Jeannes	Management	For
1.8	Elect Marilyn Schonberner	Management	For
1.9	Elect Randy V.J. Smallwood	Management	For
1.10	Elect Srinivasan Venkatakrishnan	Management	For
02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Advisory Vote on Executive Compensation	Management	For

WHEATON PRECIOUS METALS CORP

Annual

ISIN CA9628791027 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect George L. Brack	Management	For
1.2	Elect Jaimie Donovan	Management	For
1.3	Elect R. Peter Gillin	Management	For
1.4	Elect Chantal Gosselin	Management	Withhold
1.5	Elect Jeane Hull	Management	For
1.6	Elect Glenn A. Ives	Management	For
1.7	Elect Charles A. Jeannes	Management	For
1.8	Elect Marilyn Schonberner	Management	For
1.9	Elect Randy V.J. Smallwood	Management	For
1.10	Elect Srinivasan Venkatakrishnan	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Advisory Vote on Executive Compensation	Management	For

WHEATON PRECIOUS METALS CORP

Annual

ISIN CA9628791027 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect George L. Brack	Management	For
1.2	Elect Jaimie Donovan	Management	For
1.3	Elect R. Peter Gillin	Management	For
1.4	Elect Chantal Gosselin	Management	Withhold
1.5	Elect Jeane Hull	Management	For
1.6	Elect Glenn A. Ives	Management	For
1.7	Elect Charles A. Jeannes	Management	For
1.8	Elect Marilyn Schonberner	Management	For
1.9	Elect Randy V.J. Smallwood	Management	For
1.10	Elect Srinivasan Venkatakrishnan	Management	For
02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Advisory Vote on Executive Compensation	Management	For

GALP ENERGIA SGPS

Annual

ISIN PTGALOAM0009 Meeting Date 10-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Remuneration Report	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Ratification of Corporate Bodies' Acts	Management	For
4	Authority to Repurchase and Reissue Shares and Bonds	Management	For
5	Cancellation of Shares	Management	For
6	Amendment to the Remuneration Policy	Management	For

GALP ENERGIA SGPS

Annual

ISIN PTGALOAM0009 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Remuneration Report	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Ratification of Corporate Bodies' Acts	Management	For
4	Authority to Repurchase and Reissue Shares and Bonds	Management	For
5	Cancellation of Shares	Management	For
6	Amendment to the Remuneration Policy	Management	For

QBE INSURANCE GROUP LTD.

Annual

ISIN AU000000QBE9 Meeting Date 10-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Remuneration Report	Management	For
3	Equity Grant (Group CEO Andrew Horton)	Management	For
4A	Re-elect Tan Le	Management	For
4B	Elect Steve Ferguson	Management	For
4C	Elect Penny James	Management	For
4D	Elect Peter Wilson	Management	For

QBE INSURANCE GROUP LTD.

Annual

ISIN AU000000QBE9 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Remuneration Report	Management	For
3	Equity Grant (Group CEO Andrew Horton)	Management	For
4A	Re-elect Tan Le	Management	For
4B	Elect Steve Ferguson	Management	For
4C	Elect Penny James	Management	For
4D	Elect Peter Wilson	Management	For

VGP N.V.

Annual

ISIN BE0003878957 Meeting Date 10-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Accounts and Reports; Allocation of Dividends	Management	For
4.	Remuneration Report	Management	Against
5.	Ratification of Board Acts	Management	Abstain
6.	Ratification of Auditor's Acts	Management	Abstain
7.1	Authorisation of Legal Formalities	Management	For
7.2	Authorisation of Legal Formalities (Crossroad Bank)	Management	For

VGP N.V.

Special

ISIN BE0003878957 Meeting Date 10-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Change in Control Clause	Management	Against
2.1	Authorisation of Legal Formalities	Management	For
2.2	Authorisation of Legal Formalities (Crossroad Bank)	Management	For

ENAV SPA

Mix

ISIN IT0005176406 Meeting Date 10-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendments to Article 8 (Closed-Door Meetings)	Management	Against
0020	Amendments to Article 11 (Director Eligibility)	Management	For
0030	Amendments to Article 21 (Board of Statutory Auditors)	Management	For
0040	Accounts and Reports	Management	For
0050	Allocation of Dividends	Management	For
0060	Remuneration Policy	Management	Against
0070	Remuneration Report	Management	For
0080	Appointment of Auditor and Authority to Set Fees (PricewaterhouseCoopers; Preferred O Management		For

INTERNATIONAL PAPER CO.

Annual

ISIN US4601461035 Meeting Date 13-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Christopher M. Connor	Management	For
1b.	Elect Ahmet Cemal Dorduncu	Management	For
1c.	Elect Ilene S. Gordon	Management	Against
1d.	Elect Anders Gustafsson	Management	Against
1e.	Elect Jacqueline C. Hinman	Management	For
1f.	Elect Clinton A. Lewis, Jr.	Management	For
1g.	Elect Kathryn D. Sullivan	Management	For
1h.	Elect Mark S. Sutton	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.	Elect Anton V. Vincent	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Approval of the 2024 Long-Term Incentive Compensation Plan	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
6.	Shareholder Proposal Regarding Report on LGBTQ Equity and Inclusion Efforts	Shareholder	For

BAKER HUGHES CO

Annual

ISIN US05722G1004 Meeting Date 13-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect W. Geoffrey Beattie	Management	For
1.2	Elect Abdulaziz Mohamed Al Gudaimi	Management	For
1.3	Elect Gregory D. Brenneman	Management	For
1.4	Elect Cynthia B. Carroll	Management	For
1.5	Elect Michael R. Dumais	Management	For
1.6	Elect Lynn L. Elsenhans	Management	Against
1.7	Elect John G. Rice	Management	For
1.8	Elect Lorenzo Simonelli	Management	For
1.9	Elect Mohsen M. Sohi	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Approval of Exclusive Forum Provision	Management	Against
6.	Amendments to Clarify and Modernize the Certificate of Incorporation	Management	For

BAKER HUGHES CO

Annual

ISIN US05722G1004 Meeting Date 13-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect W. Geoffrey Beattie	Management	For
1.2	Elect Abdulaziz Mohamed Al Gudaimi	Management	For
1.3	Elect Gregory D. Brenneman	Management	For
1.4	Elect Cynthia B. Carroll	Management	For
1.5	Elect Michael R. Dumais	Management	For
1.6	Elect Lynn L. Elsenhans	Management	Against
1.7	Elect John G. Rice	Management	For
1.8	Elect Lorenzo Simonelli	Management	For
1.9	Elect Mohsen M. Sohi	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Approval of Exclusive Forum Provision	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6. Amendments to Clarify and Modernize the Certificate of Incorporation Management For

ASM INTERNATIONAL NV

Annual

ISIN NL0000334118 Meeting Date 13-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	REMUNERATION REPORT	Management	Against
3.b.	Accounts and Reports	Management	For
3.c.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.a.	Supervisory Board Remuneration Policy	Management	For
5.b.	Supervisory Board Fees (FY2024)	Management	For
6.a.	Elect Didier Lamouche to the Supervisory Board	Management	For
6.b.	Elect Tania Micki to the Supervisory Board	Management	For
6.c.	Elect Martin A. van den Brink to the Supervisory Board	Management	For
7.	Appointment of Auditor	Management	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
8.b.	Authority to Issue Shares w/o Preemptive Rights	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares	Management	For
11.	Amendments to Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ASM INTERNATIONAL NV

Annual

ISIN NL0000334118 **Meeting Date** 13-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	REMUNERATION REPORT	Management	Against
3.b.	Accounts and Reports	Management	For
3.c.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.a.	Supervisory Board Remuneration Policy	Management	For
5.b.	Supervisory Board Fees (FY2024)	Management	For
6.a.	Elect Didier Lamouche to the Supervisory Board	Management	For
6.b.	Elect Tania Micki to the Supervisory Board	Management	For
6.c.	Elect Martin A. van den Brink to the Supervisory Board	Management	For
7.	Appointment of Auditor	Management	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
8.b.	Authority to Issue Shares w/o Preemptive Rights	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares	Management	For
11.	Amendments to Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

3M CO.

Annual

ISIN US88579Y1010 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Thomas K. Brown	Management	Against
1b.	Elect William M. Brown	Management	For
1c.	Elect Audrey Choi	Management	For
1d.	Elect Anne H. Chow	Management	For
1e.	Elect David B. Dillon	Management	For
1f.	Elect James R. Fitterling	Management	Against
1g.	Elect Amy E. Hood	Management	For
1h.	Elect Suzan Kereere	Management	For
1i.	Elect Gregory R. Page	Management	For
1j.	Elect Pedro J. Pizarro	Management	Against
1k.	Elect Michael F. Roman	Management	For
1l.	Elect Thomas W. Sweet	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Share Ownership Requirements for Executives and Dir. Shareholder		For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

3M CO.

Annual

ISIN US88579Y1010 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Thomas K. Brown	Management	Against
1b.	Elect William M. Brown	Management	For
1c.	Elect Audrey Choi	Management	For
1d.	Elect Anne H. Chow	Management	For
1e.	Elect David B. Dillon	Management	For
1f.	Elect James R. Fitterling	Management	Against
1g.	Elect Amy E. Hood	Management	For
1h.	Elect Suzan Kereere	Management	For
1i.	Elect Gregory R. Page	Management	For
1j.	Elect Pedro J. Pizarro	Management	Against
1k.	Elect Michael F. Roman	Management	For
1l.	Elect Thomas W. Sweet	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Share Ownership Requirements for Executives and Dir Shareholder		For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

VENTAS INC

Annual

ISIN US92276F1003 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Melody C. Barnes	Management	For
1b.	Elect Theodore R. Bigman	Management	For
1c.	Elect Debra A. Cafaro	Management	For
1d.	Elect Michael J. Embler	Management	For
1e.	Elect Matthew J. Lustig	Management	For
1f.	Elect Roxanne M. Martino	Management	For
1g.	Elect Marguerite M. Nader	Management	Against
1h.	Elect Sean Nolan	Management	Against
1i.	Elect Walter C. Rakowich	Management	For
1j.	Elect Joe V. Rodriguez	Management	For
1k.	Elect Sumit Roy	Management	Against
1l.	Elect Maurice Smith	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

CENTENE CORP.

Annual

ISIN US15135B1017 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Jessica L. Blume	Management	For
1b.	Elect Kenneth A. Burdick	Management	Against
1c.	Elect Christopher J. Coughlin	Management	For
1d.	Elect H. James Dallas	Management	For
1e.	Elect Wayne S. DeVeydt	Management	Against
1f.	Elect Frederick H. Eppinger	Management	Against
1g.	Elect Monte E. Ford	Management	For
1h.	Elect Sarah M. London	Management	For
1i.	Elect Lori J. Robinson	Management	For
1j.	Elect Theodore R. Samuels, II	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For

CENTENE CORP.

Annual

ISIN US15135B1017 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jessica L. Blume	Management	For
1b.	Elect Kenneth A. Burdick	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Christopher J. Coughlin	Management	For
1d.	Elect H. James Dallas	Management	For
1e.	Elect Wayne S. DeVeydt	Management	Against
1f.	Elect Frederick H. Eppinger	Management	Against
1g.	Elect Monte E. Ford	Management	For
1h.	Elect Sarah M. London	Management	For
1i.	Elect Lori J. Robinson	Management	For
1j.	Elect Theodore R. Samuels, II	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For

ALLSTATE CORP (THE)

Annual

ISIN US0200021014 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Donald E. Brown	Management	For
1b.	Elect Kermit R. Crawford	Management	Against
1c.	Elect Richard T. Hume	Management	Against
1d.	Elect Margaret M. Keane	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Siddharth N. Mehta	Management	For
1f.	Elect Maria R. Morris	Management	For
1g.	Elect Jacques P. Perold	Management	For
1h.	Elect Andrea Redmond	Management	Against
1i.	Elect Gregg M. Sherrill	Management	For
1j.	Elect Judith A. Sprieser	Management	For
1k.	Elect Perry M. Traquina	Management	For
1l.	Elect Monica Turner	Management	For
1m.	Elect Thomas J. Wilson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain

PRUDENTIAL FINANCIAL INC.

Annual

ISIN US7443201022 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Gilbert F. Casellas	Management	Against
1b.	Elect Robert M. Falzon	Management	For
1c.	Elect Martina Hund-Mejean	Management	Against
1d.	Elect Wendy E. Jones	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Charles F. Lowrey	Management	For
1f.	Elect Kathleen A. Murphy	Management	For
1g.	Elect Sandra Pianalto	Management	For
1h.	Elect Christine A. Poon	Management	For
1i.	Elect Douglas A. Scovanner	Management	For
1j.	Elect Michael A. Todman	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

PRUDENTIAL FINANCIAL INC.

Annual

ISIN US7443201022 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Gilbert F. Casellas	Management	Against
1b.	Elect Robert M. Falzon	Management	For
1c.	Elect Martina Hund-Mejean	Management	Against
1d.	Elect Wendy E. Jones	Management	For
1e.	Elect Charles F. Lowrey	Management	For
1f.	Elect Kathleen A. Murphy	Management	For
1g.	Elect Sandra Pianalto	Management	For
1h.	Elect Christine A. Poon	Management	For
1i.	Elect Douglas A. Scovanner	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Michael A. Todman	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

LABORATORY CORP. OF AMERICA HOLDINGS

Annual

ISIN US50540R4092 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kerrii B. Anderson	Management	For
1b.	Elect Jeffrey A. Davis	Management	For
1c.	Elect D. Gary Gilliland	Management	For
1d.	Elect Kirsten M. Kliphouse	Management	For
1e.	Elect Garheng Kong	Management	Against
1f.	Elect Peter M. Neupert	Management	For
1g.	Elect Richelle P. Parham	Management	For
1h.	Elect Paul B. Rothman	Management	For
1i.	Elect Adam H. Schechter	Management	For
1j.	Elect Kathryn E. Wengel	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.	Shareholder Proposal Regarding Report on Nonhuman Primate Transportation	Shareholder	For
6.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Req	Shareholder	Abstain

LABORATORY CORP. OF AMERICA HOLDINGS

Annual

ISIN US50540R4092 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kerrii B. Anderson	Management	For
1b.	Elect Jeffrey A. Davis	Management	For
1c.	Elect D. Gary Gilliland	Management	For
1d.	Elect Kirsten M. Kliphouse	Management	For
1e.	Elect Garheng Kong	Management	Against
1f.	Elect Peter M. Neupert	Management	For
1g.	Elect Richelle P. Parham	Management	For
1h.	Elect Paul B. Rothman	Management	For
1i.	Elect Adam H. Schechter	Management	For
1j.	Elect Kathryn E. Wengel	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
5.	Shareholder Proposal Regarding Report on Nonhuman Primate Transportation	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6. Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Req Shareholder Abstain

AUBAY

Mix

ISIN FR0000063737 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Ratification of Board Acts	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Allocation of Profits/Dividends	Management	For
6	Authority to Repurchase and Reissue Shares	Management	Against
7	2023 Remuneration Report	Management	Against
8	Elect Christian Aubert	Management	For
9	Elect Philippe Rabasse	Management	For
10	Elect Vincent Gauthier	Management	Against
11	Elect H�el�ene Van Heems	Management	For
12	Ratification of Co-Option of Clara Audry	Management	For
13	Elect Clara Audry	Management	For
14	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
15	2023 Remuneration of Chrisitan Aubert, Chair	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	2023 Remuneration of Philippe Rabasse, CEO	Management	Against
17	2023 Remuneration of Vincent Gauthier, Deputy CEO	Management	Against
18	2023 Remuneration of David Fuks, Deputy CEO	Management	Against
19	2023 Remuneration of Philippe Cornette, Deputy CEO	Management	Against
20	2023 Remuneration of Christophe Andrieux, Deputy CEO	Management	Against
21	2023 Remuneration of Paolo Riccardi, Deputy CEO	Management	Against
22	2024 Remuneration Policy (Chair)	Management	For
23	2024 Remuneration Policy (CEO)	Management	Against
24	2024 Remuneration Policy (Deputy CEO)	Management	Against
25	2024 Remuneration Policy (Board of Directors)	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authorisation of Legal Formalities	Management	For

IPSOS

Mix

ISIN FR0000073298 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Filippo Pietro Lo Franco	Management	For
6	Elect Didier Truchot	Management	For
7	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
9	2024 Directors' Fees	Management	For
10	2023 Remuneration of Ben Page, CEO	Management	For
11	2023 Remuneration of Didier Truchot, Chair	Management	For
12	2023 Remuneration Policy (CEO)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2023 Remuneration Report	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
21	Authority to Set Offering Price of Shares	Management	For
22	Greenshoe	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
24	Authority to Increase Capital in Case of Exchange Offers	Management	For
25	Authority to Increase Capital Through Capitalisations	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Amendments to Articles Regarding Chair Age Limits	Management	For
29	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

IPSOS

Mix

ISIN FR0000073298 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Filippo Pietro Lo Franco	Management	For
6	Elect Didier Truchot	Management	For
7	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
9	2024 Directors' Fees	Management	For
10	2023 Remuneration of Ben Page, CEO	Management	For
11	2023 Remuneration of Didier Truchot, Chair	Management	For
12	2023 Remuneration Policy (CEO)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2023 Remuneration Report	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
21	Authority to Set Offering Price of Shares	Management	For
22	Greenshoe	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

24	Authority to Increase Capital in Case of Exchange Offers	Management	For
25	Authority to Increase Capital Through Capitalisations	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Amendments to Articles Regarding Chair Age Limits	Management	For
29	Authorisation of Legal Formalities	Management	For

BNP PARIBAS

Mix

ISIN FR0000131104 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Management	For
7	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (EY); Non-R€	Management	For
8	Elect Christian Noyer	Management	For
9	Elect Marie-Christine Lombard	Management	For
10	Elect Annemarie Straathof	Management	For
11	Elect Juliette Brisac (Employee Shareholder Representatives)	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2023 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Deputy CEOs)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	2023 Remuneration Report	Management	For
17	2023 Remuneration of Jean Lemierre, Chair	Management	For
18	2023 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For
19	2023 Remuneration of Yann Gérardin, Deputy CEO	Management	For
20	2023 Remuneration of Thierry Laborde, Deputy CEO	Management	For
21	2024 Directors' Fees	Management	For
22	2023 Remuneration of Identified Staff	Management	For
23	Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	Management	For
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Authority to Increase Capital Through Capitalisations	Management	For
29	Global Ceiling on Capital Increases	Management	For
30	Employee Stock Purchase Plan	Management	For
31	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through I	Management	For
32	Authority to Cancel Shares and Reduce Capital	Management	For
33	Authorisation of Legal Formalities	Management	For
A	Elect Isabelle Coron (Employee Shareholder Representatives)	Management	Against
B	Elect Thierry Schwob (Employee Shareholder Representatives)	Management	Against
C	Elect Frédéric Mayrand (Employee Shareholder Representatives)	Management	Against

BNP PARIBAS

Mix

ISIN FR0000131104

Meeting Date 14-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Management	For
7	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (EY); Non-Resident	Management	For
8	Elect Christian Noyer	Management	For
9	Elect Marie-Christine Lombard	Management	For
10	Elect Annemarie Straathof	Management	For
11	Elect Juliette Brisac (Employee Shareholder Representatives)	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2023 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Deputy CEOs)	Management	For
16	2023 Remuneration Report	Management	For
17	2023 Remuneration of Jean Lemierre, Chair	Management	For
18	2023 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For
19	2023 Remuneration of Yann Gérardin, Deputy CEO	Management	For
20	2023 Remuneration of Thierry Laborde, Deputy CEO	Management	For
21	2024 Directors' Fees	Management	For
22	2023 Remuneration of Identified Staff	Management	For
23	Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	Management	For
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Authority to Increase Capital Through Capitalisations	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

29	Global Ceiling on Capital Increases	Management	For
30	Employee Stock Purchase Plan	Management	For
31	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through I	Management	For
32	Authority to Cancel Shares and Reduce Capital	Management	For
33	Authorisation of Legal Formalities	Management	For
A	Elect Isabelle Coron (Employee Shareholder Representatives)	Management	Against
B	Elect Thierry Schwob (Employee Shareholder Representatives)	Management	Against
C	Elect Frédéric Mayrand (Employee Shareholder Representatives)	Management	Against

BNP PARIBAS

Mix

ISIN FR0000131104 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Management	For
7	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (EY); Non-R€	Management	For
8	Elect Christian Noyer	Management	For
9	Elect Marie-Christine Lombard	Management	For
10	Elect Annemarie Straathof	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Juliette Brisac (Employee Shareholder Representatives)	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2023 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Deputy CEOs)	Management	For
16	2023 Remuneration Report	Management	For
17	2023 Remuneration of Jean Lemierre, Chair	Management	For
18	2023 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For
19	2023 Remuneration of Yann Gérardin, Deputy CEO	Management	For
20	2023 Remuneration of Thierry Laborde, Deputy CEO	Management	For
21	2024 Directors' Fees	Management	For
22	2023 Remuneration of Identified Staff	Management	For
23	Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	Management	For
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
27	Global Ceiling on Capital Increases	Management	For
28	Authority to Increase Capital Through Capitalisations	Management	For
29	Global Ceiling on Capital Increases	Management	For
30	Employee Stock Purchase Plan	Management	For
31	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through I	Management	For
32	Authority to Cancel Shares and Reduce Capital	Management	For
33	Authorisation of Legal Formalities	Management	For
A	Elect Isabelle Coron (Employee Shareholder Representatives)	Management	Against
B	Elect Thierry Schwob (Employee Shareholder Representatives)	Management	Against
C	Elect Frédéric Mayrand (Employee Shareholder Representatives)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

IDI			Mix
ISIN	FR0000051393	Meeting Date	14-May-24
Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Ratification of Management Acts	Management	For
6	Elect Nathalie Balla	Management	For
7	2024 Remuneration Policy (Managing Partners)	Management	For
8	2024 Remuneration Policy (Supervisory Board)	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Ancelle et Associés, Managing Partner	Management	For
11	2023 Remuneration of Luce Gendry, Supervisory Board Chair	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Cancel Shares and Reduce Capital	Management	For
14	Authorisation of Legal Formalities	Management	For

DEUTSCHE BOERSE AG			Annual
ISIN	DE0005810055	Meeting Date	14-May-24
Proposal Number	Proposal	Proponent	Vote Decision

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	Abstain
4	Ratification of Supervisory Board Acts	Management	For
5	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For
8.1	Elect Andreas Gottschling	Management	For
8.2	Elect Martin Jetter	Management	For
8.3	Elect Shannon Anastasia Johnston	Management	For
8.4	Elect Sigrid Kozmiensky	Management	For
8.5	Elect Barbara Lambert	Management	For
8.6	Elect Charles G.T. Stonehill	Management	For
8.7	Elect Clara-Christina Streit	Management	For
8.8	Elect Chong Lee Tan	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Remuneration Report	Management	For
11.1	Appointment of Auditor	Management	For
11.2	Appointment of Sustainability Auditor	Management	For

DEUTSCHE BOERSE AG

Annual

ISIN DE0005810055 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Ratification of Supervisory Board Acts	Management	For
5	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For
8.1	Elect Andreas Gottschling	Management	For
8.2	Elect Martin Jetter	Management	For
8.3	Elect Shannon Anastasia Johnston	Management	For
8.4	Elect Sigrid Kozmiensky	Management	For
8.5	Elect Barbara Lambert	Management	For
8.6	Elect Charles G.T. Stonehill	Management	For
8.7	Elect Clara-Christina Streit	Management	For
8.8	Elect Chong Lee Tan	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Remuneration Report	Management	For
11.1	Appointment of Auditor	Management	For
11.2	Appointment of Sustainability Auditor	Management	For

RHEINMETALL AG

Annual

ISIN DE0007030009 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.1	Elect Saori Dubourg	Management	For
6.2	Elect Marc Tüngler	Management	For
7	Remuneration Report	Management	For
8	Management Board Remuneration Policy	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For
11	Increase in Authorised Capital	Management	For
12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
13	Approval of Control Agreement with Rheinmetall Liegenschaften und Vermietung GmbH	Management	For
14.1	Amendments to Articles (Supervisory Board Meetings)	Management	For
14.2	Amendments to Articles (Shareholder Meetings Chair)	Management	For

RHEINMETALL AG

Annual

ISIN DE0007030009 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Saori Dubourg	Management	For
6.2	Elect Marc Tüngler	Management	For
7	Remuneration Report	Management	For
8	Management Board Remuneration Policy	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Increase in Authorised Capital	Management	For
12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
13	Approval of Control Agreement with Rheinmetall Liegenschaften und Vermietung GmbH	Management	For
14.1	Amendments to Articles (Supervisory Board Meetings)	Management	For
14.2	Amendments to Articles (Shareholder Meetings Chair)	Management	For

K & S AG

Annual

ISIN DE000KSAG888 Meeting Date 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Elect Carl Albrecht Bartmer as Supervisory Board Member	Management	For
7	Remuneration Report	Management	For
8	Management Board Remuneration Policy	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	Shareholder Proposal Regarding Virtual General Meetings	Shareholder	Abstain
11	Additional or Amended Shareholder Proposals	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SIGNIFY NV

Annual

ISIN NL0011821392 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.	Remuneration Report	Management	Against
5.	Accounts and Reports	Management	For
6.	Allocation of Dividends	Management	For
7.a.	Ratification of Management Board Acts	Management	Abstain
7.b.	Ratification of Supervisory Board Acts	Management	Abstain
8.	Elect Eric Rondolat to the Management Board	Management	For
9.a.	Elect Jeroen Drost to the Supervisory Board	Management	For
9.b.	Elect Rita S. Lane to the Supervisory Board	Management	For
9.c.	Elect Pamela Knapp to the Supervisory Board	Management	For
10.a.	Management Board Remuneration Policy	Management	For
10.b.	Supervisory Board Remuneration Policy	Management	For
11.	Appointment of Auditor	Management	For
12.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
12.b.	Authority to Suppress Preemptive Rights	Management	For
13.	Authority to Repurchase Shares (10% - Generic; 10% - Capital Reduction)	Management	For
14.	Cancellation of Shares (10% - Generic; 10% - Capital Reduction)	Management	For

IMERYS

Annual

ISIN FR0000120859 **Meeting Date** 14-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair)	Management	For
6	2024 Remuneration Policy (CEO)	Management	For
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2023 Remuneration Report	Management	Against
9	2023 Remuneration of Patrick Kron, Chair	Management	For
10	2023 Remuneration of Alessandro Dazza, CEO	Management	Against
11	Elect Patrick Kron	Management	For
12	Elect Paris Kyriacopoulos	Management	For
13	Elect Laurent Favre	Management	Against
14	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
15	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authorisation of Legal Formalities	Management	For

IMERYS

Annual

ISIN FR0000120859

Meeting Date 14-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair)	Management	For
6	2024 Remuneration Policy (CEO)	Management	For
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2023 Remuneration Report	Management	Against
9	2023 Remuneration of Patrick Kron, Chair	Management	For
10	2023 Remuneration of Alessandro Dazza, CEO	Management	Against
11	Elect Patrick Kron	Management	For
12	Elect Paris Kyriacopoulos	Management	For
13	Elect Laurent Favre	Management	Against
14	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
15	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authorisation of Legal Formalities	Management	For

FDM GROUP (HOLDINGS) PLC

Annual

ISIN GB00BLWDVP51 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports	Management	For
2	Remuneration Policy	Management	For
3	Remuneration Report	Management	Against
4	Final Dividend	Management	For
5	Performance Share Plan	Management	Against
6	Elect Andrew Brown	Management	Against
7	Elect Rod Flavell	Management	Against
8	Elect Sheila Flavell	Management	Against
9	Elect Michael McLaren	Management	Against
10	Elect Alan R. Kinnear	Management	For
11	Elect David Lister	Management	Against
12	Elect Rowena Murray	Management	For
13	Elect Jacqueline de Rojas	Management	For
14	Elect Michelle Senecal de Fonseca	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AEDIFICA SA

Special

ISIN BE0003851681 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1.	Authority to Repurchase and Reissue Shares	Management	For
2.2.1	Increase in Authorised Capital (with Preemptive Rights)	Management	For
2.2.2	Additional Increase in Authorised Capital (Optional Dividend)	Management	For
2.2.3	Additional Increase in Authorised Capital (Contribution in Kind)	Management	For
3.	Legal Formalities; Authority to Coordinate Articles	Management	For

AEDIFICA SA

Annual

ISIN BE0003851681 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports	Management	For
4.a.	Allocation of Dividends	Management	For
5.	Remuneration Report	Management	Against
6.a.	Ratification of Serge Wibaut's Acts	Management	Abstain
6.b.	Ratification of Stefaan Gielens' Acts	Management	Abstain
6.c.	Ratification of Ingrid Daerden' Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.d.	Ratification of Sven Bogaerts' Acts	Management	Abstain
6.e.	Ratification of Katrien Kesteloot's Acts	Management	Abstain
6.f.	Ratification of Elisabeth May-Roberti's Acts	Management	Abstain
6.g.	Ratification of Luc Plasman's Acts	Management	Abstain
6.h.	Ratification of Marleen Willekens' Acts	Management	Abstain
6.i.	Ratification of Charles-Antoine van Aelst's Acts	Management	Abstain
6.j.	Ratification of Pertti Huuskonen's Acts	Management	Abstain
6.k.	Ratification of Henrike Waldburg's Acts	Management	Abstain
6.l.	Ratification of Raoul Thomassen's Acts	Management	Abstain
6.m.	Ratification of Jean Franken's Acts	Management	Abstain
7.	Ratification of Auditor's Acts	Management	Abstain
8.1a.	Elect Serge Wibaut to the Board of Directors	Management	For
8.1b.	Elect Katrien Kesteloot to the Board of Directors	Management	For
8.1c.	Elect Elisabeth May-Roberti to the Board of Directors	Management	For
8.1d.	Elect Stefaan Gielens to the Board of Directors	Management	For
8.2.	Directors' Fees (Serge Wibaut, Katrien Kesteloot and Elisabeth May-Roberti)	Management	For
9.	Elect Kari Pitkin to the Board of Directors	Management	For
9.a.	Directors' Fees (Kari Pitkin)	Management	For
10.a.	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10.b.	Authority to Set Auditor's Fees	Management	For
11.a.	Change in Control Clause (Belfius Bank NV/SA)	Management	For
11.b.	Change in Control Clause (Société Générale)	Management	For
11.c.	Change in Control Clause (BNP Paribas Fortis NV/SA)	Management	For
11.d.	Change in Control Clause (ABN Amro Bank NV/SA)	Management	For
11.e.	Change in Control Clause (Banque Européenne du Crédit Mutuel SAS - BECM)	Management	For
11.f.	Change in Control Clause (ING Belgium NV/SA)	Management	For
11.g.	Change in Control Clause (Triodos Bank NV/SA)	Management	For
11.h.	Change in Control Clause (Hoivatilat and OP Corporate Bank)	Management	For
11.i.	Change in Control Clause (ABN Amro Bank NV/SA)	Management	For
12.a.	Accounts and Reports Regarding Merger (J.R.C.I. NV/SA)	Management	For
12.b.	Accounts and Reports Regarding Merger (Mélot BV/SRL)	Management	For
13a1.	Ratification of Stefaan Gielens's Acts (Inclusively from January 1, 2023 to September 19	Management	Abstain
13a2.	Ratification of Ingrid Daerden's Acts (Inclusively from January 1, 2023 to September 19,	Management	Abstain
13a3.	Ratification of Sven Bogaerts' Acts (Inclusively from January 1, 2023 to September 19, 2	Management	Abstain
13a4.	Ratification of Charles-Antoine Van Aelst's Acts (Inclusively from January 1, 2023 to Sep	Management	Abstain
13a5.	Ratification of Raoul Thomassen's Acts (Inclusively from January 1, 2023 to September	Management	Abstain
13b1.	Ratification of Sven Bogaerts' Acts (Inclusively from January 1, 2023 to September 19, 2	Management	Abstain
13b2.	Ratification of Stefaan Gielens' Acts (Inclusively from January 1, 2023 to September 19,	Management	Abstain
13b3.	Ratification of Ingrid Daerden's Acts (Inclusively from January 1, 2023 to September 19,	Management	Abstain
13b4.	Ratification of Charles-Antoine Van Aelst's Acts (Inclusively from January 1, 2023 to Sep	Management	Abstain
13b5.	Ratification of Raoul Thomassen's Acts (Inclusively from January 1, 2023 to Sptpember	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14.a.	Ratification of Auditor's Acts Regarding Merger (J.R.C.I. NV/SA)	Management	Abstain
14.b.	Ratification of Auditor's Acts Regarding Merger (Mélot BV/SRL)	Management	Abstain

EQUINOR ASA

Annual

ISIN NO0010096985 **Meeting Date** 14-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Election of Presiding Chair	Management	For
4	Notice of Meeting; Agenda	Management	For
5	Minutes	Management	For
6	Accounts and Reports; Allocation of Profits and Dividends	Management	For
7	Authority to Distribute Interim Dividends	Management	For
8	Shareholder Proposal Regarding Bundled Issues	Shareholder	Abstain
9	Shareholder Proposal Regarding Divestment of All International Operations	Shareholder	Abstain
10	Shareholder Proposal Regarding Appointment of New Board of Directors with Sustainable Shareholder	Shareholder	For
11	Shareholder Proposal Regarding Implementation of Energy Transition Plan	Shareholder	For
12	Shareholder Proposal Regarding Becoming A Renewable Energy Producer	Shareholder	For
13	Shareholder Proposal Regarding Dismantling Corporate Assembly and Autonomizing the Shareholder	Shareholder	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Shareholder Proposal Regarding Future Appointments by the Nomination Committee	Shareholder	Abstain
15	Shareholder Proposal Regarding CapEx Alignment with Paris Agreement	Shareholder	For
16	Corporate Governance Report	Management	For
17	Remuneration Report	Management	Against
18	Authority to Set Auditor's Fees	Management	For
19.1	Election of Corporate Assembly	Management	For
19.2	Election of Nils Morten Huseby	Management	For
19.3	Election of Nils Bastiansen	Management	For
19.4	Election of Finn Kinserdal	Management	For
19.5	Election of Kari Skeidsvoll Moe	Management	For
19.6	Election of Kjerstin Rasmussen Braathen	Management	For
19.7	Election of Kjerstin Fyllingen	Management	For
19.8	Election of Mari Rege	Management	For
19.9	Election of Trond Straume	Management	For
19.10	Election of Martin Wien Fjell	Management	For
19.11	Election of Merete Hverven	Management	For
19.12	Election of Helge Aasen	Management	For
19.13	Election of Liv B. Ulriksen	Management	For
19.14	Election of Deputy Corporate Assembly Member Per Axel Koch	Management	For
19.15	Election of Deputy Corporate Assembly Member Cathrine Kristiseter Marti	Management	For
19.16	Election of Deputy Corporate Assembly Member Bjørn Tore Markussen	Management	For
19.17	Election of Deputy Corporate Assembly Member Elisabeth Maråk Støle	Management	For
20	Corporate Assembly Fees	Management	For
21.1	Election of Nomination Committee Members	Management	For
21.2	Elect Nils Morten Huseby as Member of the Nomination Committee	Management	For
21.3	Elect Berit L. Henriksen as Member of the Nomination Committee	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

21.4	Elect Merete Hverven as Member of the Nomination Committee	Management	For
21.5	Elect Jan Tore Føvsund as Member of the Nomination Committee	Management	For
22	Nomination Committee Fees	Management	For
23	Authority to Repurchase Shares (Incentive Plans)	Management	For
24	Cancellation of Shares	Management	For
25	Authority to Repurchase Shares	Management	For

AMERICAN INTERNATIONAL GROUP INC

Annual

ISIN US0268747849 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Paola Bergamaschi	Management	For
1b.	Elect James Cole, Jr.	Management	For
1c.	Elect James Dunne III	Management	For
1d.	Elect John C. Inglis	Management	For
1e.	Elect Linda A. Mills	Management	For
1f.	Elect Diana M. Murphy	Management	For
1g.	Elect Peter R. Porrino	Management	For
1h.	Elect John G. Rice	Management	For
1i.	Elect Vanessa A. Wittman	Management	For
1j.	Elect Peter S. Zaffino	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5. Shareholder Proposal Regarding Mandatory Director Resignation Policy Shareholder For

ELEVANCE HEALTH INC

Annual

ISIN US0367521038 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Lewis Hay III	Management	For
1.2	Elect Antonio F. Neri	Management	Against
1.3	Elect Ramiro G. Peru	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	For

ELEVANCE HEALTH INC

Annual

ISIN US0367521038 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Lewis Hay III	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.2	Elect Antonio F. Neri	Management	Against
1.3	Elect Ramiro G. Peru	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	For

LUMEN TECHNOLOGIES INC

Annual

ISIN US5502411037 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Quincy L. Allen	Management	For
1b.	Elect Martha Bejar	Management	For
1c.	Elect Peter C. Brown	Management	For
1d.	Elect Kevin P. Chilton	Management	For
1e.	Elect Steven T. Clontz	Management	For
1f.	Elect James Fowler	Management	For
1g.	Elect T. Michael Glenn	Management	For
1h.	Elect Kate E. Johnson	Management	For
1i.	Elect Hal Stanley Jones	Management	For
1j.	Elect Diankha Linear	Management	For
1k.	Elect Laurie A. Siegel	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Ratification of Auditor	Management	Against
3.	Approval of the 2024 Equity Incentive Plan	Management	For
4.	Renewal of NOL Rights Plan	Management	Against
5a.	Reverse Stock Split	Management	For
5b.	Decrease in Authorized Common Stock	Management	For
5c.	Elimination of the Par Value of Common Shares	Management	For
6.	Advisory Vote on Executive Compensation	Management	Against

PHILLIPS 66

Annual

ISIN US7185461040 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Julie L. Bushman	Management	For
1b.	Elect Lisa A. Davis	Management	For
1c.	Elect Mark E. Lashier	Management	For
1d.	Elect Douglas T. Terreson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

PHILLIPS 66

Annual

ISIN US7185461040 **Meeting Date** 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Julie L. Bushman	Management	For
1b.	Elect Lisa A. Davis	Management	For
1c.	Elect Mark E. Lashier	Management	For
1d.	Elect Douglas T. Terreson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	For

TRAVELERS COMPANIES INC.

Annual

ISIN US89417E1091 **Meeting Date** 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Russell G. Golden	Management	For
1b.	Elect William J. Kane	Management	Against
1c.	Elect Thomas B. Leonardi	Management	For
1d.	Elect Clarence Otis, Jr.	Management	For
1e.	Elect Elizabeth E. Robinson	Management	For
1f.	Elect Rafael Santana	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Todd C. Schermerhorn	Management	For
1h.	Elect Alan D. Schnitzer	Management	For
1i.	Elect Laurie J. Thomsen	Management	For
1j.	Elect Bridget A. van Kralingen	Management	For
1k.	Elect David S. Williams	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Methane Report	Shareholder	For
5.	Shareholder Proposal Regarding Disclosure of GHG Emissions	Shareholder	For
6.	Shareholder Proposal Regarding Human Rights Risks and Underwriting Process	Shareholder	For
7.	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	For

TRAVELERS COMPANIES INC.

Annual

ISIN US89417E1091 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Russell G. Golden	Management	For
1b.	Elect William J. Kane	Management	Against
1c.	Elect Thomas B. Leonardi	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect Clarence Otis, Jr.	Management	For
1e.	Elect Elizabeth E. Robinson	Management	For
1f.	Elect Rafael Santana	Management	Against
1g.	Elect Todd C. Schermerhorn	Management	For
1h.	Elect Alan D. Schnitzer	Management	For
1i.	Elect Laurie J. Thomsen	Management	For
1j.	Elect Bridget A. van Kralingen	Management	For
1k.	Elect David S. Williams	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Methane Report	Shareholder	For
5.	Shareholder Proposal Regarding Disclosure of GHG Emissions	Shareholder	For
6.	Shareholder Proposal Regarding Human Rights Risks and Underwriting Process	Shareholder	For
7.	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	For

HARTFORD FINANCIAL SERVICES GROUP INC.

Annual

ISIN US4165151048 **Meeting Date** 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Larry D. De Shon	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Carlos Dominguez	Management	For
1c.	Elect Trevor Fetter	Management	Against
1d.	Elect Donna A. James	Management	For
1e.	Elect Edmund Reese	Management	For
1f.	Elect Teresa W. Roseborough	Management	For
1g.	Elect Virginia P. Ruesterholz	Management	For
1h.	Elect Christopher J. Swift	Management	For
1i.	Elect Matthew E. Winter	Management	For
1j.	Elect Greig Woodring	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment Regarding Officer Exculpation	Management	Against

HARTFORD FINANCIAL SERVICES GROUP INC.

Annual

ISIN US4165151048 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Larry D. De Shon	Management	For
1b.	Elect Carlos Dominguez	Management	For
1c.	Elect Trevor Fetter	Management	Against
1d.	Elect Donna A. James	Management	For
1e.	Elect Edmund Reese	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Teresa W. Roseborough	Management	For
1g.	Elect Virginia P. Ruesterholz	Management	For
1h.	Elect Christopher J. Swift	Management	For
1i.	Elect Matthew E. Winter	Management	For
1j.	Elect Greig Woodring	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment Regarding Officer Exculpation	Management	Against

MOLSON COORS BEVERAGE COMPANY

Annual

ISIN US60871R2094 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Roger G. Eaton	Management	For
1.2	Elect Charles M. Herington	Management	For
1.3	Elect H. Sanford Riley	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against

MOLSON COORS BEVERAGE COMPANY

Annual

ISIN US60871R2094 Meeting Date 15-May-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Roger G. Eaton	Management	For
1.2	Elect Charles M. Herington	Management	For
1.3	Elect H. Sanford Riley	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against

STATE STREET CORP.

Annual

ISIN US8574771031 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Patrick de Saint-Aignan	Management	For
1b.	Elect Marie A. Chandoha	Management	For
1c.	Elect Donna DeMaio	Management	For
1d.	Elect Amelia C. Fawcett	Management	Against
1e.	Elect William C. Freda	Management	For
1f.	Elect Sara Mathew	Management	For
1g.	Elect William L. Meaney	Management	Against
1h.	Elect Ronald P. O'Hanley	Management	For
1i.	Elect Sean O'Sullivan	Management	For
1j.	Elect Julio A. Portalatin	Management	For
1k.	Elect John B. Rhea	Management	For
1l.	Elect Gregory L. Summe	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

STATE STREET CORP.

Annual

ISIN US8574771031 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Patrick de Saint-Aignan	Management	For
1b.	Elect Marie A. Chandoha	Management	For
1c.	Elect Donna DeMaio	Management	For
1d.	Elect Amelia C. Fawcett	Management	Against
1e.	Elect William C. Freda	Management	For
1f.	Elect Sara Mathew	Management	For
1g.	Elect William L. Meaney	Management	Against
1h.	Elect Ronald P. O'Hanley	Management	For
1i.	Elect Sean O'Sullivan	Management	For
1j.	Elect Julio A. Portalatin	Management	For
1k.	Elect John B. Rhea	Management	For
1l.	Elect Gregory L. Summe	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

VERTEX PHARMACEUTICALS, INC.

Annual

ISIN US92532F1003 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Sangeeta N. Bhatia	Management	For
1b.	Elect Lloyd A. Carney	Management	For
1c.	Elect Alan M. Garber	Management	For
1d.	Elect Reshma Kewalramani	Management	For
1e.	Elect Michel Lagarde	Management	For
1f.	Elect Jeffrey M. Leiden	Management	For
1g.	Elect Diana L. McKenzie	Management	For
1h.	Elect Bruce I. Sachs	Management	Against
1i.	Elect Jennifer Schneider	Management	For
1j.	Elect Nancy A. Thornberry	Management	For
1k.	Elect Suketu Upadhyay	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

VERTEX PHARMACEUTICALS, INC.

Annual

ISIN US92532F1003 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Sangeeta N. Bhatia	Management	For
1b.	Elect Lloyd A. Carney	Management	For
1c.	Elect Alan M. Garber	Management	For
1d.	Elect Reshma Kewalramani	Management	For
1e.	Elect Michel Lagarde	Management	For
1f.	Elect Jeffrey M. Leiden	Management	For
1g.	Elect Diana L. McKenzie	Management	For
1h.	Elect Bruce I. Sachs	Management	Against
1i.	Elect Jennifer Schneider	Management	For
1j.	Elect Nancy A. Thornberry	Management	For
1k.	Elect Suketu Upadhyay	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For

VALERO ENERGY CORP.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US91913Y1001 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Fred M. Diaz	Management	For
1b.	Elect H. Paulett Eberhart	Management	For
1c.	Elect Marie A. Ffolkes	Management	For
1d.	Elect Joseph W. Gorder	Management	For
1e.	Elect Kimberly S. Greene	Management	For
1f.	Elect Deborah P. Majoras	Management	For
1g.	Elect Eric D. Mullins	Management	For
1h.	Elect Robert A. Profusek	Management	For
1i.	Elect R. Lane Riggs	Management	For
1j.	Elect Randall J. Weisenburger	Management	For
1k.	Elect Rayford Wilkins Jr.	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

VALERO ENERGY CORP.

Annual

ISIN US91913Y1001 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Fred M. Diaz	Management	For
1b.	Elect H. Paulett Eberhart	Management	For
1c.	Elect Marie A. Ffolkes	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect Joseph W. Gorder	Management	For
1e.	Elect Kimberly S. Greene	Management	For
1f.	Elect Deborah P. Majoras	Management	For
1g.	Elect Eric D. Mullins	Management	For
1h.	Elect Robert A. Profusek	Management	For
1i.	Elect R. Lane Riggs	Management	For
1j.	Elect Randall J. Weisenburger	Management	For
1k.	Elect Rayford Wilkins Jr.	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

OLD DOMINION FREIGHT LINE, INC.

Annual

ISIN US6795801009 **Meeting Date** 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Sherry A. Aaholm	Management	For
1.2	Elect David S. Congdon	Management	For
1.3	Elect John R. Congdon, Jr.	Management	For
1.4	Elect Andrew S. Davis	Management	For
1.5	Elect Kevin M. Freeman	Management	For
1.6	Elect Bradley R. Gabosch	Management	For
1.7	Elect Greg C. Gantt	Management	For
1.8	Elect John D. Kasarda	Management	Withhold

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1.9	Elect Cheryl S. Miller	Management	For
1.10	Elect Wendy T. Stallings	Management	For
1.11	Elect Thomas A. Stith, III	Management	For
1.12	Elect Leo H. Suggs	Management	Withhold
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Increase in Authorized Common Stock	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Adoption of GHG Targets and Alignment with the Paris Shareholder		For

OLD DOMINION FREIGHT LINE, INC.

Annual

ISIN US6795801009 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Sherry A. Aaholm	Management	For
1.2	Elect David S. Congdon	Management	For
1.3	Elect John R. Congdon, Jr.	Management	For
1.4	Elect Andrew S. Davis	Management	For
1.5	Elect Kevin M. Freeman	Management	For
1.6	Elect Bradley R. Gabosch	Management	For
1.7	Elect Greg C. Gantt	Management	For
1.8	Elect John D. Kasarda	Management	Withhold

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.9	Elect Cheryl S. Miller	Management	For
1.10	Elect Wendy T. Stallings	Management	For
1.11	Elect Thomas A. Stith, III	Management	For
1.12	Elect Leo H. Suggs	Management	Withhold
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Increase in Authorized Common Stock	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Adoption of GHG Targets and Alignment with the Paris Shareholder	Shareholder	For

ROBERT HALF INC

Annual

ISIN US7703231032 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jana L. Barsten	Management	For
1b.	Elect Julia L. Coronado	Management	For
1c.	Elect Dirk A. Kempthorne	Management	For
1d.	Elect Harold M. Messmer, Jr.	Management	For
1e.	Elect Marc H. Morial	Management	For
1f.	Elect Robert J. Pace	Management	Against
1g.	Elect Fredrick A. Richman	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect M. Keith Waddell	Management	For
1i.	Elect Marnie H. Wilking	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

ARKEMA

Mix

ISIN FR0010313833 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Thierry Le Hénaff	Management	For
6	2024 Remuneration Policy (Board of Directors)	Management	For
7	2024 Remuneration Policy (Chair and CEO)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Thierry Le Hénaff, Chair and CEO	Management	For
10	Appointment of Auditor (Ernst & Young)	Management	For
11	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
12	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C	Management	For
16	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
17	Authority to Set Offering Price of Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Greenshoe	Management	For
20	Global Ceiling on Capital Increases	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authorisation of Legal Formalities	Management	For

ARKEMA

Mix

ISIN FR0010313833 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Thierry Le Hénaff	Management	For
6	2024 Remuneration Policy (Board of Directors)	Management	For
7	2024 Remuneration Policy (Chair and CEO)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Thierry Le Hénaff, Chair and CEO	Management	For
10	Appointment of Auditor (Ernst & Young)	Management	For
11	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
12	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C	Management	For
16	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authority to Set Offering Price of Shares	Management	For
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Greenshoe	Management	For
20	Global Ceiling on Capital Increases	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authorisation of Legal Formalities	Management	For

ENI SPA

Mix

ISIN IT0003132476 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	2024-2026 Employee Stock Ownership Plan	Management	For
0040	Remuneration Policy	Management	For
0050	Remuneration Report	Management	For
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Use of Reserves (FY2024 Interim Dividend)	Management	For
0080	Cancellation of Shares	Management	For

ENI SPA

Mix

ISIN IT0003132476 Meeting Date 15-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	2024-2026 Employee Stock Ownership Plan	Management	For
0040	Remuneration Policy	Management	For
0050	Remuneration Report	Management	For
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Use of Reserves (FY2024 Interim Dividend)	Management	For
0080	Cancellation of Shares	Management	For

ENI SPA

Mix

ISIN IT0003132476 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	2024-2026 Employee Stock Ownership Plan	Management	For
0040	Remuneration Policy	Management	For
0050	Remuneration Report	Management	For
0060	Authority to Repurchase and Reissue Shares	Management	For
0070	Use of Reserves (FY2024 Interim Dividend)	Management	For
0080	Cancellation of Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

EURONEXT N.V.

Annual

ISIN NL0006294274 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.C	Remuneration Report	Management	For
3.D	Accounts and Reports	Management	For
3.E	Allocation of Dividends	Management	For
3.F	Ratification of Management Board Acts	Management	Abstain
3.G	Ratification of Supervisory Board Acts	Management	Abstain
4.A	Elect Dick Sluimers	Management	For
4.B	Elect Fedra Ribeiro	Management	For
4.C	Elect Muriel de Lathouwer	Management	For
4.D	Elect Koen van Loo	Management	For
5.A	Elect Øivind Amundsen	Management	For
5.B	Elect Simone Huis in 't Veld	Management	For
5.C	Elect Simon Gallagher	Management	For
6	Appointment of Auditor	Management	For
7	Cancellation of Shares	Management	For
8.A	Authority to Issue Shares w/ Preemptive Rights	Management	For
8.B	Authority to Suppress Preemptive Rights	Management	For
9	Authority to Repurchase Shares	Management	For

EURONEXT N.V.

Annual

ISIN NL0006294274 Meeting Date 15-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
3.C	Remuneration Report	Management	For
3.D	Accounts and Reports	Management	For
3.E	Allocation of Dividends	Management	For
3.F	Ratification of Management Board Acts	Management	Abstain
3.G	Ratification of Supervisory Board Acts	Management	Abstain
4.A	Elect Dick Sluimers	Management	For
4.B	Elect Fedra Ribeiro	Management	For
4.C	Elect Muriel de Lathouwer	Management	For
4.D	Elect Koen van Loo	Management	For
5.A	Elect Øivind Amundsen	Management	For
5.B	Elect Simone Huis in 't Veld	Management	For
5.C	Elect Simon Gallagher	Management	For
6	Appointment of Auditor	Management	For
7	Cancellation of Shares	Management	For
8.A	Authority to Issue Shares w/ Preemptive Rights	Management	For
8.B	Authority to Suppress Preemptive Rights	Management	For
9	Authority to Repurchase Shares	Management	For

BAYERISCHE MOTOREN WERKE AG

Annual

ISIN DE0005190003 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4.1	Ratify Norbert Reithofer	Management	For
4.2	Ratify Martin Kimmich	Management	For
4.3	Ratify Stefan Quandt	Management	For
4.4	Ratify Stefan Schmid	Management	For
4.5	Ratify Kurt Bock	Management	For
4.6	Ratify Christiane Benner	Management	For
4.7	Ratify Marc Bitzer	Management	For
4.8	Ratify Bernhard Ebner	Management	For
4.9	Ratify Rachel Empey	Management	For
4.10	Ratify Heinrich Hiesinger	Management	For
4.11	Ratify Johann Horn	Management	For
4.12	Ratify Susanne Klatten	Management	For
4.13	Ratify Jens Köhler	Management	For
4.14	Ratify Gerhard Kurz	Management	For
4.15	Ratify André Mandl	Management	For
4.16	Ratify Dominique Mohabeer	Management	For
4.17	Ratify Anke Schäferkordt	Management	For
4.18	Ratify Christoph M. Schmidt	Management	For
4.19	Ratify Vishal Sikka	Management	For
4.20	Ratify Sibylle Wankel	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Susanne Klatten	Management	For
6.2	Elect Stefan Quandt	Management	For
6.3	Elect Vishal Sikka	Management	For
7	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

BAYERISCHE MOTOREN WERKE AG

Annual

ISIN DE0005190003 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4.1	Ratify Norbert Reithofer	Management	For
4.2	Ratify Martin Kimmich	Management	For
4.3	Ratify Stefan Quandt	Management	For
4.4	Ratify Stefan Schmid	Management	For
4.5	Ratify Kurt Bock	Management	For
4.6	Ratify Christiane Benner	Management	For
4.7	Ratify Marc Bitzer	Management	For
4.8	Ratify Bernhard Ebner	Management	For
4.9	Ratify Rachel Empey	Management	For
4.10	Ratify Heinrich Hiesinger	Management	For
4.11	Ratify Johann Horn	Management	For
4.12	Ratify Susanne Klatten	Management	For
4.13	Ratify Jens Köhler	Management	For
4.14	Ratify Gerhard Kurz	Management	For
4.15	Ratify André Mandl	Management	For
4.16	Ratify Dominique Mohabeer	Management	For
4.17	Ratify Anke Schäferkordt	Management	For
4.18	Ratify Christoph M. Schmidt	Management	For
4.19	Ratify Vishal Sikka	Management	For
4.20	Ratify Sibylle Wankel	Management	For
5	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.1	Elect Susanne Klatten	Management	For
6.2	Elect Stefan Quandt	Management	For
6.3	Elect Vishal Sikka	Management	For
7	Remuneration Report	Management	Against

AIXTRON SE

Annual

ISIN DE000A0WMPJ6 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	For
6.1	Elect Frits van Hout	Management	For
6.2	Elect Anna Weber	Management	For
6.3	Elect Karen Florschütz	Management	For
6.4	Elect Alexander F.M. Everke	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Management Board Remuneration Policy	Management	For
9.1	Appointment of Auditor	Management	For
9.2	Appointment of Auditor for Sustainability Reporting	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

AIXTRON SE

Annual

ISIN DE000A0WMPJ6 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	For
6.1	Elect Frits van Hout	Management	For
6.2	Elect Anna Weber	Management	For
6.3	Elect Karen Florschütz	Management	For
6.4	Elect Alexander F.M. Everke	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Management Board Remuneration Policy	Management	For
9.1	Appointment of Auditor	Management	For
9.2	Appointment of Auditor for Sustainability Reporting	Management	For

DAIMLER TRUCK HOLDING AG

Annual

ISIN DE000DTR0CK8 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Martin Daum	Management	For
3.2	Ratify Jochen Goetz	Management	For
3.3	Ratify Karl Deppen	Management	For
3.4	Ratify Andreas Gorbach	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.5	Ratify Jürgen Hartwig	Management	For
3.6	Ratify John O'Leary	Management	For
3.7	Ratify Karin Rådström	Management	For
3.8	Ratify Stephan Unger	Management	For
4.1	Ratify Joe Kaeser	Management	For
4.2	Ratify Michael Brecht	Management	For
4.3	Ratify Michael Brosnan	Management	For
4.4	Ratify Bruno Buschbacher	Management	For
4.5	Ratify Raymond Curry	Management	For
4.6	Ratify Jacques Esculier	Management	For
4.7	Ratify Akihiro Eto	Management	For
4.8	Ratify Laura Ipsen	Management	For
4.9	Ratify Renata Jungo Brüngger	Management	For
4.10	Ratify Carmen Klitzsch-Müller	Management	For
4.11	Ratify Jörg Köhlinger	Management	For
4.12	Ratify John Krafcik	Management	For
4.13	Ratify Jörg Lorz	Management	For
4.14	Ratify Andrea Reith	Management	For
4.15	Ratify Martin H. Richenhagen	Management	For
4.16	Ratify Andrea Seidel	Management	For
4.17	Ratify Shintaro Suzuki	Management	For
4.18	Ratify Marie Wieck	Management	For
4.19	Ratify Harald Wilhelm	Management	For
4.20	Ratify Roman Zitzelsberger	Management	For
4.21	Ratify Thomas Zwick	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7	Authority to Repurchase and Reissue Shares	Management	For
8	Authority to Repurchase Shares Using Equity Derivatives	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SYMRISE AG

Annual

ISIN DE000SYM9999 **Meeting Date** 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7.1	Amendments to Articles (Virtual Meetings)	Management	For
7.2	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For

SYMRISE AG

Annual

ISIN DE000SYM9999 **Meeting Date** 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Remuneration Report	Management	For
7.1	Amendments to Articles (Virtual Meetings)	Management	For
7.2	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For

SAP SE

Annual

ISIN DE0007164600 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7.1	Elect Aicha Evans	Management	For
7.2	Elect Gerhard Oswald	Management	For
7.3	Elect Friederike Rotsch	Management	For
7.4	Elect Ralf Herbrich	Management	For
7.5	Elect Pekka Ala-Pietilä	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9	Amendments to Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SAP SE

Annual

ISIN DE0007164600 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7.1	Elect Aicha Evans	Management	For
7.2	Elect Gerhard Oswald	Management	For
7.3	Elect Friederike Rotsch	Management	For
7.4	Elect Ralf Herbrich	Management	For
7.5	Elect Pekka Ala-Pietilä	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9	Amendments to Articles	Management	For

SAP SE

Annual

ISIN DE0007164600 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

AGEAS SA/NV

Mix

ISIN BE0974264930 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.1.3	Accounts and Reports; Allocation of Profits	Management	For
2.2.2	Allocation of Dividends	Management	For
2.3.1	Ratification of Board Acts	Management	Abstain
2.3.2	Ratification of Auditor's Acts	Management	Abstain
3.1	Remuneration Report	Management	Against
3.2	Remuneration Policy	Management	For
3.3	Non-Executive Remuneration Policy	Management	For
4.1	Elect Françoise Lefèvre to the Board of Directors	Management	For
4.2	Elect Xavier de Walque to the Board of Directors	Management	For
4.3	Elect Christophe Vandeweghe to the Board of Directors	Management	For
4.4	Elect Hans De Cuyper to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.5	Elect Yvonne Lang Ketterer to the Board of Directors	Management	For
5.1	Appointment of Auditor and Authority to Set Fees	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6.1.2	Increase in Authorised Capital	Management	For
7.	Authority to Repurchase Shares	Management	For

AGEAS SA/NV

Mix

ISIN BE0974264930 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.1.3	Accounts and Reports; Allocation of Profits	Management	For
2.2.2	Allocation of Dividends	Management	For
2.3.1	Ratification of Board Acts	Management	Abstain
2.3.2	Ratification of Auditor's Acts	Management	Abstain
3.1	Remuneration Report	Management	Against
3.2	Remuneration Policy	Management	For
3.3	Non-Executive Remuneration Policy	Management	For
4.1	Elect Françoise Lefèvre to the Board of Directors	Management	For
4.2	Elect Xavier de Walque to the Board of Directors	Management	For
4.3	Elect Christophe Vandeweghe to the Board of Directors	Management	For
4.4	Elect Hans De Cuyper to the Board of Directors	Management	For
4.5	Elect Yvonne Lang Ketterer to the Board of Directors	Management	For
5.1	Appointment of Auditor and Authority to Set Fees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6.1.2	Increase in Authorised Capital	Management	For
7.	Authority to Repurchase Shares	Management	For

THE RENEWABLES INFRASTRUCTURE GROUP LIMITED

Annual

ISIN GG00BBHX2H91 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Elect Richard Morse	Management	For
3	Elect Tove Feld	Management	For
4	Elect John Whittle	Management	For
5	Elect Erna-Maria Trixl	Management	For
6	Elect Selina Sagayam	Management	For
7	Appointment of Auditor	Management	For
8	Authority to Set Auditor's Fees	Management	For
9	Remuneration Report	Management	For
10	Remuneration Policy	Management	For
11	Dividend Policy	Management	For
12	Scrip Dividend	Management	For
13	Authority to Repurchase Shares	Management	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For
15	Authority to Issue Shares w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

MANDATUM PLC

Annual

ISIN F1400052526 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	For
11	Remuneration Policy	Management	Against
12	Directors' Fees	Management	For
13	Board Size	Management	For
14	Election of Directors	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For
18	Appointment of Auditor for Sustainability Reporting	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

THALES S.A.

Mix

ISIN FR0000121329 Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Relocation of Corporate Headquarters	Management	For
5	Ratification of the Co-option of Loïc Rocard	Management	For
6	Elect Loïc Rocard	Management	For
7	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
8	2023 Remuneration of Patrice Caine, Chair and CEO	Management	For
9	2023 Remuneration Report	Management	For
10	2024 Remuneration Policy (Chair and CEO)	Management	Against
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
15	Authority to Issue Shares Through Private Placement	Management	For
16	Greenshoe	Management	For
17	Authority to Set Offering Price of Shares	Management	For
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Global Ceiling on Capital Increases and Debt Issuances	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authorisation of Legal Formalities	Management	For
23	Elect Ruby McGregor-Smith	Management	For

THALES S.A.

Mix

ISIN FR0000121329

Meeting Date 15-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Relocation of Corporate Headquarters	Management	For
5	Ratification of the Co-option of Loïc Rocard	Management	For
6	Elect Loïc Rocard	Management	For
7	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
8	2023 Remuneration of Patrice Caine, Chair and CEO	Management	For
9	2023 Remuneration Report	Management	For
10	2024 Remuneration Policy (Chair and CEO)	Management	Against
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
15	Authority to Issue Shares Through Private Placement	Management	For
16	Greenshoe	Management	For
17	Authority to Set Offering Price of Shares	Management	For
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Global Ceiling on Capital Increases and Debt Issuances	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authorisation of Legal Formalities	Management	For
23	Elect Ruby McGregor-Smith	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000121329

Meeting Date 15-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Relocation of Corporate Headquarters	Management	For
5	Ratification of the Co-option of Loïc Rocard	Management	For
6	Elect Loïc Rocard	Management	For
7	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
8	2023 Remuneration of Patrice Caine, Chair and CEO	Management	For
9	2023 Remuneration Report	Management	For
10	2024 Remuneration Policy (Chair and CEO)	Management	Against
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
15	Authority to Issue Shares Through Private Placement	Management	For
16	Greenshoe	Management	For
17	Authority to Set Offering Price of Shares	Management	For
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Global Ceiling on Capital Increases and Debt Issuances	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authorisation of Legal Formalities	Management	For
23	Elect Ruby McGregor-Smith	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

MARSH & MCLENNAN COS., INC.

Annual

ISIN US5717481023 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Anthony K. Anderson	Management	For
1b.	Elect John Q. Doyle	Management	For
1c.	Elect Óscar Fanjul Martín	Management	For
1d.	Elect H. Edward Hanway	Management	For
1e.	Elect Judith Hartmann	Management	For
1f.	Elect Deborah C. Hopkins	Management	For
1g.	Elect Tamara Ingram	Management	For
1h.	Elect Jane Holl Lute	Management	For
1i.	Elect Steven A. Mills	Management	Against
1j.	Elect Morton O. Schapiro	Management	Against
1k.	Elect Lloyd M. Yates	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	For

MARSH & MCLENNAN COS., INC.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US5717481023

Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Anthony K. Anderson	Management	For
1b.	Elect John Q. Doyle	Management	For
1c.	Elect Óscar Fanjul Martín	Management	For
1d.	Elect H. Edward Hanway	Management	For
1e.	Elect Judith Hartmann	Management	For
1f.	Elect Deborah C. Hopkins	Management	For
1g.	Elect Tamara Ingram	Management	For
1h.	Elect Jane Holl Lute	Management	For
1i.	Elect Steven A. Mills	Management	Against
1j.	Elect Morton O. Schapiro	Management	Against
1k.	Elect Lloyd M. Yates	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	For

HOME DEPOT, INC.

Annual

ISIN US4370761029

Meeting Date 16-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Gerard J. Arpey	Management	For
1b.	Elect Ari Bousbib	Management	Against
1c.	Elect Jeffery H. Boyd	Management	Against
1d.	Elect Gregory D. Brenneman	Management	Against
1e.	Elect J. Frank Brown	Management	Against
1f.	Elect Edward P. Decker	Management	For
1g.	Elect Wayne M. Hewett	Management	For
1h.	Elect Manuel Kadre	Management	For
1i.	Elect Stephanie C. Linnartz	Management	For
1j.	Elect Paula Santilli	Management	For
1k.	Elect Caryn Seidman-Becker	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Abstain
5.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruence	Shareholder	For
6.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Abstain
7.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	For
8.	Shareholder Proposal Regarding Biodiversity Assessment	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9. Shareholder Proposal Regarding Amendment to Clawback Policy Shareholder For

HOME DEPOT, INC.

Annual

ISIN US4370761029 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Gerard J. Arpey	Management	For
1b.	Elect Ari Bousbib	Management	Against
1c.	Elect Jeffery H. Boyd	Management	Against
1d.	Elect Gregory D. Brenneman	Management	Against
1e.	Elect J. Frank Brown	Management	Against
1f.	Elect Edward P. Decker	Management	For
1g.	Elect Wayne M. Hewett	Management	For
1h.	Elect Manuel Kadre	Management	For
1i.	Elect Stephanie C. Linnartz	Management	For
1j.	Elect Paula Santilli	Management	For
1k.	Elect Caryn Seidman-Becker	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Abstain
5.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruenc	Shareholder	For
6.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Abstain
7.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	For
8.	Shareholder Proposal Regarding Biodiversity Assessment	Shareholder	For
9.	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	For

ALTRIA GROUP INC.

Annual

ISIN US02209S1033 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Ian L.T. Clarke	Management	For
1b.	Elect Marjorie M. Connelly	Management	For
1c.	Elect R. Matt Davis	Management	For
1d.	Elect William F. Gifford, Jr.	Management	For
1e.	Elect Debra J. Kelly-Ennis	Management	Against
1f.	Elect Kathryn B. McQuade	Management	For
1g.	Elect George Muñoz	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Virginia E. Shanks	Management	For
1i.	Elect Ellen R. Strahlman	Management	For
1j.	Elect M. Max Yzaguirre	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruence	Shareholder	For
5.	Shareholder Proposal Regarding Report on Extended Producer Responsibility for Cigarette	Shareholder	For
6.	Shareholder Proposal Regarding Director Resignation Policy	Shareholder	Abstain

QUEST DIAGNOSTICS, INC.

Annual

ISIN US74834L1008 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect James E. Davis	Management	For
1.2	Elect Luis Diaz, Jr.	Management	For
1.3	Elect Tracey C. Doi	Management	For
1.4	Elect Vicky B. Gregg	Management	For
1.5	Elect Wright L. Lassiter III	Management	For
1.6	Elect Timothy L. Main	Management	For
1.7	Elect Denise M. Morrison	Management	For
1.8	Elect Gary M. Pfeiffer	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.9	Elect Timothy M. Ring	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For

QUEST DIAGNOSTICS, INC.

Annual

ISIN US74834L1008 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect James E. Davis	Management	For
1.2	Elect Luis Diaz, Jr.	Management	For
1.3	Elect Tracey C. Doi	Management	For
1.4	Elect Vicky B. Gregg	Management	For
1.5	Elect Wright L. Lassiter III	Management	For
1.6	Elect Timothy L. Main	Management	For
1.7	Elect Denise M. Morrison	Management	For
1.8	Elect Gary M. Pfeiffer	Management	Against
1.9	Elect Timothy M. Ring	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Ratification of Auditor	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For

LEAR CORP.

Annual

ISIN US5218652049 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mei-Wei Cheng	Management	For
1b.	Elect Jonathan F. Foster	Management	Against
1c.	Elect Bradley M. Halverson	Management	For
1d.	Elect Mary Lou Jepsen	Management	For
1e.	Elect Roger A. Krone	Management	For
1f.	Elect Patricia L. Lewis	Management	For
1g.	Elect Kathleen A. Ligocki	Management	Against
1h.	Elect Conrad L. Mallett, Jr.	Management	Against
1i.	Elect Raymond E. Scott	Management	For
1j.	Elect Gregory C. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

LEAR CORP.

Annual

ISIN US5218652049 **Meeting Date** 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mei-Wei Cheng	Management	For
1b.	Elect Jonathan F. Foster	Management	Against
1c.	Elect Bradley M. Halverson	Management	For
1d.	Elect Mary Lou Jepsen	Management	For
1e.	Elect Roger A. Krone	Management	For
1f.	Elect Patricia L. Lewis	Management	For
1g.	Elect Kathleen A. Ligocki	Management	Against
1h.	Elect Conrad L. Mallett, Jr.	Management	Against
1i.	Elect Raymond E. Scott	Management	For
1j.	Elect Gregory C. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

O'REILLY AUTOMOTIVE, INC.

Annual

ISIN US67103H1077 **Meeting Date** 16-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Greg Henslee	Management	For
1b.	Elect David E. O'Reilly	Management	For
1c.	Elect Larry P. O'Reilly	Management	For
1d.	Elect Gregory D. Johnson	Management	For
1e.	Elect Thomas T. Hendrickson	Management	Against
1f.	Elect John R. Murphy	Management	Against
1g.	Elect Dana M. Perlman	Management	For
1h.	Elect Maria A. Sastre	Management	For
1i.	Elect Andrea M. Weiss	Management	For
1j.	Elect Fred Whitfield	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

HASBRO, INC.

Annual

ISIN US4180561072 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Hope F. Cochran	Management	For
1b.	Elect Christian P. Cocks	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Lisa Gersh	Management	Against
1d.	Elect Frank D. Gibeau	Management	For
1e.	Elect Elizabeth Hamren	Management	For
1f.	Elect Darin S. Harris	Management	Against
1g.	Elect Blake Jorgensen	Management	For
1h.	Elect Owen Mahoney	Management	For
1i.	Elect Laurel J. Richie	Management	For
1j.	Elect Richard S. Stoddart	Management	For
1k.	Elect Mary Elizabeth West	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2003 Stock Incentive Performance Plan	Management	For

HASBRO, INC.

Annual

ISIN US4180561072 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Hope F. Cochran	Management	For
1b.	Elect Christian P. Cocks	Management	For
1c.	Elect Lisa Gersh	Management	Against
1d.	Elect Frank D. Gibeau	Management	For
1e.	Elect Elizabeth Hamren	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Darin S. Harris	Management	Against
1g.	Elect Blake Jorgensen	Management	For
1h.	Elect Owen Mahoney	Management	For
1i.	Elect Laurel J. Richie	Management	For
1j.	Elect Richard S. Stoddart	Management	For
1k.	Elect Mary Elizabeth West	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2003 Stock Incentive Performance Plan	Management	For

CLEVELAND-CLIFFS INC

Annual

ISIN US1858991011 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect C. Lourenco Goncalves	Management	For
1.2	Elect Douglas C. Taylor	Management	For
1.3	Elect John T. Baldwin	Management	For
1.4	Elect Ron A. Bloom	Management	For
1.5	Elect Susan M. Green	Management	For
1.6	Elect Ralph S. Michael, III	Management	For
1.7	Elect Janet L. Miller	Management	For
1.8	Elect Ben Oren	Management	For
1.9	Elect Gabriel Stoliar	Management	For
1.10	Elect Arlene M. Yocum	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

CLEVELAND-CLIFFS INC

Annual

ISIN US1858991011 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect C. Lourenco Goncalves	Management	For
1.2	Elect Douglas C. Taylor	Management	For
1.3	Elect John T. Baldwin	Management	For
1.4	Elect Ron A. Bloom	Management	For
1.5	Elect Susan M. Green	Management	For
1.6	Elect Ralph S. Michael, III	Management	For
1.7	Elect Janet L. Miller	Management	For
1.8	Elect Ben Oren	Management	For
1.9	Elect Gabriel Stoliar	Management	For
1.10	Elect Arlene M. Yocum	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

AVALONBAY COMMUNITIES INC.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US0534841012 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Glyn F. Aeppel	Management	For
1b.	Elect Terry S. Brown	Management	For
1c.	Elect Ronald L. Havner, Jr.	Management	For
1d.	Elect Stephen P. Hills	Management	For
1e.	Elect Christopher B. Howard	Management	For
1f.	Elect Richard J. Lieb	Management	For
1g.	Elect Nnenna Lynch	Management	For
1h.	Elect Charles E. Mueller, Jr.	Management	For
1i.	Elect Timothy J. Naughton	Management	For
1j.	Elect Benjamin W. Schall	Management	For
1k.	Elect Susan Swanezy	Management	Against
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

SYLVAMO CORP

Annual

ISIN US8713321029 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jean-Michel Ribiéras	Management	For
1b.	Elect Stan A. Askren	Management	For
1c.	Elect Christine S. Breves	Management	For
1d.	Elect Jeanmarie Desmond	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Lizanne C. Gottung	Management	For
1f.	Elect Joia M. Johnson	Management	For
1g.	Elect Karl L. Meyers	Management	For
1h.	Elect David D. Petratis	Management	For
1i.	Elect J. Paul Rollinson	Management	Against
1j.	Elect Mark W. Wilde	Management	For
1k.	Elect James P. Zallie	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Amendment to Articles to Limit the Liability of Certain Officers	Management	Against

CBOE GLOBAL MARKETS INC.

Annual

ISIN US12503M1080 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect William M. Farrow III	Management	For
1b.	Elect Fredric J. Tomczyk	Management	For
1c.	Elect Edward J. Fitzpatrick	Management	Against
1d.	Elect Ivan K. Fong	Management	For
1e.	Elect Janet P. Froetscher	Management	For
1f.	Elect Jill R. Goodman	Management	For
1g.	Elect Erin A Mansfield	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Cecilia H Mao	Management	For
1i.	Elect Alexander J. Maturri, Jr.	Management	For
1j.	Elect Jennifer J. McPeek	Management	For
1k.	Elect Roderick A. Palmore	Management	Against
1l.	Elect James Parisi	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Advisory Vote on Special Meeting Right	Management	Against
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

INPOST S.A

Annual

ISIN LU2290522684 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	Accounts and Reports	Management	For
3.b.	Consolidated Accounts and Reports	Management	For
4.	Allocation of Profits	Management	For
5.	Ratification of Management Board Acts	Management	Abstain
6.	Ratification of Supervisory Board Acts	Management	Abstain
7.	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.	Appointment of Auditor	Management	For
9.	Elect Mark Robertshaw to the Supervisory Board	Management	For

ADYEN NV

Annual

ISIN NL0012969182 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.b.	Remuneration Report	Management	Against
2.c.	Accounts and Reports	Management	For
3.	Ratification of Management Acts	Management	Abstain
4.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Elect Adine Grate to the Supervisory Board	Management	For
6.	Elect Pieter Sipko Overmars to the Supervisory Board	Management	For
7.	Elect Caoimhe Keogan to the Supervisory Board	Management	For
8.	Authority to Issue Shares w/ Preemptive Rights	Management	For
9.	Authority to Suppress Preemptive Rights	Management	For
10.	Authority to Repurchase Shares	Management	For
11.	Appointment of Auditor	Management	For

ADYEN NV

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN NL0012969182 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.b.	Remuneration Report	Management	Against
2.c.	Accounts and Reports	Management	For
3.	Ratification of Management Acts	Management	Abstain
4.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Elect Adine Grate to the Supervisory Board	Management	For
6.	Elect Pieter Sipko Overmars to the Supervisory Board	Management	For
7.	Elect Caoimhe Keogan to the Supervisory Board	Management	For
8.	Authority to Issue Shares w/ Preemptive Rights	Management	For
9.	Authority to Suppress Preemptive Rights	Management	For
10.	Authority to Repurchase Shares	Management	For
11.	Appointment of Auditor	Management	For

ADYEN NV

Annual

ISIN NL0012969182 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.b.	Remuneration Report	Management	Against
2.c.	Accounts and Reports	Management	For
3.	Ratification of Management Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Elect Adine Grate to the Supervisory Board	Management	For
6.	Elect Pieter Sipko Overmars to the Supervisory Board	Management	For
7.	Elect Caoimhe Keogan to the Supervisory Board	Management	For
8.	Authority to Issue Shares w/ Preemptive Rights	Management	For
9.	Authority to Suppress Preemptive Rights	Management	For
10.	Authority to Repurchase Shares	Management	For
11.	Appointment of Auditor	Management	For

E. ON SE

Annual

ISIN DE000ENAG999 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7	Amendments to Articles (Transactions subject to Supervisory Board Approval)	Management	For
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For
11	Authority to Repurchase Shares Using Equity Derivatives	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

E. ON SE

Annual

ISIN DE000ENAG999 **Meeting Date** 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7	Amendments to Articles (Transactions subject to Supervisory Board Approval)	Management	For
8	Increase in Authorised Capital	Management	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For
11	Authority to Repurchase Shares Using Equity Derivatives	Management	For

MERSEN

Mix

ISIN FR0000039620 **Meeting Date** 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
6	Ratification and Co-option of Jocelyne Vassoille	Management	Against
7	Elect Jocelyne Vassoille	Management	Against
8	Non-Renewal of Michel Crochon	Management	For
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration Report	Management	For
13	2023 Remuneration of Olivier Legrain, Chair	Management	For
14	2023 Remuneration of Luc Themelin, CEO	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Increase Capital Through Capitalisations	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; w/ Priority Subsc	Management	For
20	Authority to Increase Capital in Case of Exchange Offers	Management	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
22	Greenshoe	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
24	Stock Purchase Plan for Overseas Employees	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Global Ceiling on Capital Increases	Management	For
27	Authority to Issue Performance Shares (Employees and Managers)	Management	For
28	Authority to Issue Performance Shares (Top Management)	Management	For
29	Authority to Issue Restricted Shares	Management	For
30	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SERGEFERRARI GROUP

Mix

ISIN FR0011950682 **Meeting Date** 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	Against
4	Allocation of Profits/Dividends	Management	For
5	Elect Bertrand Chammas	Management	Against
6	Elect Bertrand Neuschwander	Management	For
7	Elect Caroline Weber	Management	Against
8	Elect Carole Delteil de Chilly	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Sébastien Baril, Management Board Chair	Management	For
11	2023 Remuneration of Philippe Brun, Management Board Member	Management	For
12	2023 Remuneration of Sébastien Ferrari, Supervisory Board Chair	Management	For
13	2023 Remuneration of Romain Ferrari, Supervisory Board Vice Chair	Management	For
14	2023 Supervisory Board Fees	Management	For
15	2024 Remuneration Policy (Management Board Chair)	Management	For
16	2024 Remuneration Policy (Management Board Members)	Management	For
17	2024 Remuneration Policy (Supervisory Board Chair)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	2024 Remuneration Policy (Supervisory Board Vice Chair)	Management	For
19	2024 Remuneration Policy (Supervisory Board Members)	Management	For
20	Authority to Repurchase and Reissue Shares	Management	For
21	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
22	Authority to Cancel Shares and Reduce Capital	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Employ Management		Against
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights for Investment Fu Management		Against
26	Employee Stock Purchase Plan	Management	For
27	Authorisation of Legal Formalities	Management	For

UNITE GROUP PLC.

Annual

ISIN GB0006928617 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Amendments to Articles	Management	For
05	Enhanced Scrip Dividend	Management	For
06	Elect Richard Huntingford	Management	For
07	Elect Joe Lister	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

08	Elect Ross Paterson	Management	For
09	Elect Ilaria del Beato	Management	For
10	Elect Shirley Pearce	Management	For
11	Elect Thomas Jackson	Management	For
12	Elect Steve M Smith	Management	For
13	Elect Nicky Dulieu	Management	For
14	Elect Michael James Burt	Management	For
15	Elect Angela Jain	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Restricted Share Plan	Management	For
22	Renewal of the Scrip Dividend Scheme	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

BANK POLSKA KASA OPIEKI SA

Annual

ISIN PLPEKAO00016 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1a	Ratify Leszek Skiba	Management	Abstain
1.1b	Ratify Marcin Gadomski	Management	Abstain
1.1c	Ratify Piotr Zborowski	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.1d	Ratify Jerzy Kwiecinski	Management	Abstain
1.1e	Ratify Magdalena Zmitrowicz	Management	Abstain
1.1f	Ratify Jaroslaw Fuchs	Management	Abstain
1.1g	Ratify Wojciech Werochowski	Management	Abstain
1.1h	Ratify Blazej Szczeci	Management	Abstain
1.1i	Ratify Pawel Straczynski	Management	Abstain
1.2a	Ratify Beata Kozlowska-Chyla	Management	Abstain
1.2b	Ratify Joanna Dynysiuk	Management	Abstain
1.2c	Ratify Malgorzata Sadurska	Management	Abstain
1.2d	Ratify Stanislaw Ryszard Kaczoruk	Management	Abstain
1.2e	Ratify Marcin Izdebski	Management	Abstain
1.2f	Ratify Sabina Bigos-Jaworowska	Management	Abstain
1.2g	Ratify Justyna Glebikowska-Michalak	Management	Abstain
1.2h	Ratify Michal Kaszynski	Management	Abstain
1.2i	Ratify Marian Majcher	Management	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DEUTSCHE BANK AG

Annual

ISIN DE0005140008 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Christian Sewing	Management	For
3.2	Ratify James von Moltke	Management	For
3.3	Ratify Karl von Rohr	Management	Abstain
3.4	Ratify Fabrizio Campelli	Management	For
3.5	Ratify Bernd Leukert	Management	Abstain
3.6	Ratify Alexander von zur Mühlen	Management	For
3.7	Ratify Christiana Riley	Management	For
3.8	Ratify Claudio de Sanctis	Management	For
3.9	Ratify Rebecca Short	Management	For
3.10	Ratify Stefan Simon	Management	For
3.11	Ratify Olivier Vigneron	Management	For
4.1	Ratify Alexander Wynaendts	Management	Abstain
4.2	Ratify Detlef Polaschek	Management	Abstain
4.3	Ratify Frank Schulze	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.4	Ratify Norbert Winkeljohann	Management	Abstain
4.5	Ratify Susanne Bleidt	Management	Abstain
4.6	Ratify Ludwig Blomeyer-Bartenstein	Management	Abstain
4.7	Ratify Mayree Clark	Management	Abstain
4.8	Ratify Jan Duscheck	Management	Abstain
4.9	Ratify Manja Eifert	Management	Abstain
4.10	Ratify Claudia Fieber	Management	Abstain
4.11	Ratify Sigmar Gabriel	Management	Abstain
4.12	Ratify Timo Heider	Management	Abstain
4.13	Ratify Martina Klee	Management	Abstain
4.14	Ratify Birgit Laumen	Management	Abstain
4.15	Ratify Gabriele Platscher	Management	Abstain
4.16	Ratify Bernd Rose	Management	Abstain
4.17	Ratify Gerlinde M. Siebert	Management	Abstain
4.18	Ratify Yngve Slyngstad	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.19	Ratify Stephan Szukalski	Management	Abstain
4.20	Ratify John Alexander Thain	Management	Abstain
4.21	Ratify Jürgen Tögel	Management	Abstain
4.22	Ratify Michele Trogni	Management	Abstain
4.23	Ratify Dagmar Valcárcel	Management	Abstain
4.24	Ratify Stefan Viertel	Management	Abstain
4.25	Ratify Theodor Weimer	Management	Abstain
4.26	Ratify Frank Werneke	Management	Abstain
4.27	Ratify Frank Witter	Management	Abstain
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For
9	Authority to Repurchase Shares Using Equity Derivatives	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN DE0005140008

Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Christian Sewing	Management	For
3.2	Ratify James von Moltke	Management	For
3.3	Ratify Karl von Rohr	Management	Abstain
3.4	Ratify Fabrizio Campelli	Management	For
3.5	Ratify Bernd Leukert	Management	Abstain
3.6	Ratify Alexander von zur Mühlen	Management	For
3.7	Ratify Christiana Riley	Management	For
3.8	Ratify Claudio de Sanctis	Management	For
3.9	Ratify Rebecca Short	Management	For
3.10	Ratify Stefan Simon	Management	For
3.11	Ratify Olivier Vigneron	Management	For
4.1	Ratify Alexander Wynaendts	Management	Abstain
4.2	Ratify Detlef Polaschek	Management	Abstain
4.3	Ratify Frank Schulze	Management	Abstain
4.4	Ratify Norbert Winkeljohann	Management	Abstain
4.5	Ratify Susanne Bleidt	Management	Abstain
4.6	Ratify Ludwig Blomeyer-Bartenstein	Management	Abstain
4.7	Ratify Mayree Clark	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.8	Ratify Jan Duscheck	Management	Abstain
4.9	Ratify Manja Eifert	Management	Abstain
4.10	Ratify Claudia Fieber	Management	Abstain
4.11	Ratify Sigmar Gabriel	Management	Abstain
4.12	Ratify Timo Heider	Management	Abstain
4.13	Ratify Martina Klee	Management	Abstain
4.14	Ratify Birgit Laumen	Management	Abstain
4.15	Ratify Gabriele Platscher	Management	Abstain
4.16	Ratify Bernd Rose	Management	Abstain
4.17	Ratify Gerlinde M. Siebert	Management	Abstain
4.18	Ratify Yngve Slyngstad	Management	Abstain
4.19	Ratify Stephan Szukalski	Management	Abstain
4.20	Ratify John Alexander Thain	Management	Abstain
4.21	Ratify Jürgen Tögel	Management	Abstain
4.22	Ratify Michele Trogni	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.23	Ratify Dagmar Valcárcel	Management	Abstain
4.24	Ratify Stefan Viertel	Management	Abstain
4.25	Ratify Theodor Weimer	Management	Abstain
4.26	Ratify Frank Werneke	Management	Abstain
4.27	Ratify Frank Witter	Management	Abstain
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For
9	Authority to Repurchase Shares Using Equity Derivatives	Management	For

ADIDAS AG

Annual

ISIN DE000A1EWW0 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Remuneration Report	Management	Against
6	Management Board Remuneration Policy	Management	For
7.1	Elect Ian Gallienne	Management	Against
7.2	Elect Jackie Joyner-Kersee	Management	For
7.3	Elect Christian Klein	Management	For
7.4	Elect Thomas Rabe	Management	Against
7.5	Elect Nassef Sawiris	Management	Against
7.6	Elect Bodo Uebber	Management	For
7.7	Elect Jing Ulrich	Management	For
7.8	Elect Oliver Mintzlaff	Management	For
8	Appointment of Auditor	Management	For

ADIDAS AG

Annual

ISIN DE000A1EWWW0 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	Against
6	Management Board Remuneration Policy	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.1	Elect Ian Gallienne	Management	Against
7.2	Elect Jackie Joyner-Kersee	Management	For
7.3	Elect Christian Klein	Management	For
7.4	Elect Thomas Rabe	Management	Against
7.5	Elect Nassef Sawiris	Management	Against
7.6	Elect Bodo Uebber	Management	For
7.7	Elect Jing Ulrich	Management	For
7.8	Elect Oliver Mintzlaff	Management	For
8	Appointment of Auditor	Management	For

HEIDELBERG MATERIALS AG

Annual

ISIN DE0006047004 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Dominik von Achten	Management	For
3.2	Ratify René Aldach	Management	For
3.3	Ratify Kevin Gluskie	Management	For
3.4	Ratify Hakan Gurdal	Management	For
3.5	Ratify Ernest Jelito	Management	For
3.6	Ratify Nicola Kimm	Management	For
3.7	Ratify Dennis Lentz	Management	For
3.8	Ratify Jon Morrish	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.9	Ratify Chris Ward	Management	For
4.1	Ratify Bernd Scheifele	Management	For
4.2	Ratify Heinz Schmitt	Management	For
4.3	Ratify Barbara Breuninger	Management	For
4.4	Ratify Birgit Jochens	Management	For
4.5	Ratify Ludwig Merckle	Management	For
4.6	Ratify Luka Mucic	Management	For
4.7	Ratify Ines Ploss	Management	For
4.8	Ratify Peter Riedel	Management	For
4.9	Ratify Werner Schraeder	Management	For
4.10	Ratify Margret Suckale	Management	For
4.11	Ratify Sopna Sury	Management	For
4.12	Ratify Marion Weissenberger-Eibl	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Management Board Remuneration Policy	Management	Against
8.1	Elect Bernd Scheifele	Management	Against
8.2	Elect Ludwig Merckle	Management	Against
8.3	Elect Luka Mucic	Management	For
8.4	Elect Margret Suckale	Management	For
8.5	Elect Sopna Sury	Management	For
8.6	Elect Gunnar Groebler	Management	For
9	Amendments to Articles	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

HEIDELBERG MATERIALS AG

Annual

ISIN DE0006047004 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Dominik von Achten	Management	For
3.2	Ratify René Aldach	Management	For
3.3	Ratify Kevin Gluskie	Management	For
3.4	Ratify Hakan Gurdal	Management	For
3.5	Ratify Ernest Jelito	Management	For
3.6	Ratify Nicola Kimm	Management	For
3.7	Ratify Dennis Lentz	Management	For
3.8	Ratify Jon Morrish	Management	For
3.9	Ratify Chris Ward	Management	For
4.1	Ratify Bernd Scheifele	Management	For
4.2	Ratify Heinz Schmitt	Management	For
4.3	Ratify Barbara Breuninger	Management	For
4.4	Ratify Birgit Jochens	Management	For
4.5	Ratify Ludwig Merckle	Management	For
4.6	Ratify Luka Mucic	Management	For
4.7	Ratify Ines Ploss	Management	For
4.8	Ratify Peter Riedel	Management	For
4.9	Ratify Werner Schraeder	Management	For
4.10	Ratify Margret Suckale	Management	For
4.11	Ratify Sopna Sury	Management	For
4.12	Ratify Marion Weissenberger-Eibl	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Management Board Remuneration Policy	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.1	Elect Bernd Scheifele	Management	Against
8.2	Elect Ludwig Merckle	Management	Against
8.3	Elect Luka Mucic	Management	For
8.4	Elect Margret Suckale	Management	For
8.5	Elect Sopna Sury	Management	For
8.6	Elect Gunnar Groebler	Management	For
9	Amendments to Articles	Management	For

LLOYDS BANKING GROUP PLC

Annual

ISIN GB0008706128 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Elect Robin F Budenberg	Management	For
03	Elect Charles Alan Nunn	Management	For
04	Elect William Chalmers	Management	For
05	Elect Sarah C. Legg	Management	For
06	Elect Amanda Mackenzie	Management	For
07	Elect Harmeen Mehta	Management	For
08	Elect Cathy Turner	Management	For
09	Elect Scott Wheway	Management	For
10	Elect Catherine Woods	Management	For
11	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	Final Dividend	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Maximum Variable Pay Ratio	Management	For
16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Repurchase Preference Shares	Management	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For

CAPGEMINI

Mix

ISIN FR0000125338 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Paul Hermelin, Chair	Management	For
7	2023 Remuneration of Aiman Ezzat, CEO	Management	For
8	2024 Remuneration Policy (Chair)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	2024 Remuneration Policy (CEO)	Management	Abstain
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	Elect Siân Herbert-Jones	Management	For
12	Elect Belen Moscoso del Prado	Management	For
13	Elect Aiman Ezzat	Management	For
14	Elect Christophe Merveilleux du Vignaux	Management	For
15	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Increase Capital Through Capitalisations	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C	Management	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
22	Authority to Set Offering Price of Shares	Management	For
23	Greenshoe	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Authority to Issue Performance Shares	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Stock Purchase Plan for Overseas Employees	Management	For
28	Authorisation of Legal Formalities	Management	For
A	Elect Laurence Metzke	Management	Against

NEXANS

Mix

ISIN FR0000044448

Meeting Date 16-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Jane Basson	Management	For
5	Elect Tamara de Gruyter	Management	For
6	Appointment of Auditor (PricewaterhouseCoopers)	Management	For
7	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Jean Mouton, Chair	Management	For
11	2023 Remuneration of Christopher Guérin, CEO	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Employee Stock Purchase Plan	Management	For
18	Stock Purchase Plan for Overseas Employees	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Authority to Issue Restricted Shares	Management	For
21	Authority to Issue Performance Shares (New Strategic Plan)	Management	For
22	Amendments to Article Regarding Alternate Auditors	Management	For
23	Non-Renewal of Alternate Auditor (Patrice Morot)	Management	For
24	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NEXANS

Mix

ISIN FR0000044448 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Jane Basson	Management	For
5	Elect Tamara de Gruyter	Management	For
6	Appointment of Auditor (PricewaterhouseCoopers)	Management	For
7	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Jean Mouton, Chair	Management	For
11	2023 Remuneration of Christopher Gu�erin, CEO	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Employee Stock Purchase Plan	Management	For
18	Stock Purchase Plan for Overseas Employees	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Authority to Issue Restricted Shares	Management	For
21	Authority to Issue Performance Shares (New Strategic Plan)	Management	For
22	Amendments to Article Regarding Alternate Auditors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

23	Non-Renewal of Alternate Auditor (Patrice Morot)	Management	For
24	Authorisation of Legal Formalities	Management	For

CONVATEC GROUP PLC

Annual

ISIN GB00BD3VFW73 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Final Dividend	Management	For
04	Elect John D. G. McAdam	Management	For
05	Elect Karim Bitar	Management	For
06	Elect Jonny Mason	Management	For
07	Elect Margaret Ewing	Management	For
08	Elect Brian May	Management	For
09	Elect Constantin Coussios	Management	For
10	Elect Heather L. Mason	Management	For
11	Elect Kim Lody	Management	For
12	Elect Sharon O'Keefe	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Amendment to Long-Term Incentive Plan	Management	For
16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For

UNIVERSAL MUSIC GROUP N.V.

Annual

ISIN NL0015000IY2 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Remuneration Report	Management	Against
5.	Accounts and Reports	Management	For
6.b.	Allocation of Dividends	Management	For
7.a.	Ratification of Executives' Acts	Management	Abstain
7.b.	Ratification of Non-Executives' Acts	Management	Abstain
8.	Elect Vincent Vallejo to the Board of Directors	Management	For
9.a.	Elect William A. Ackman to the Board of Directors	Management	For
9.b.	Elect Cathia Lawson-Hall to the Board of Directors	Management	For
9.c.	Elect Cyrille Bolloré to the Board of Directors	Management	For
9.d.	Elect James G. Mitchell to the Board of Directors	Management	Against
9.e.	Elect Manning Doherty to the Board of Directors	Management	For
9.f.	Elect Margaret Frerejean-Taittinger to the Board of Directors	Management	Against
9.g.	Elect Nicole Avant to the Board of Directors	Management	For
9.h.	Elect Eric Sprunk to the Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9.i.	Elect Amanda Ginsberg to the Board of Directors	Management	For
10.a.	Non-Executive Remuneration Policy	Management	For
10.b.	Authority to Grant Shares to NEDs	Management	For
11.a.	Authority to Repurchase Shares	Management	For
11.b.	Cancellation of Shares	Management	For

UNIVERSAL MUSIC GROUP N.V.

Annual

ISIN NL0015000IY2 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Remuneration Report	Management	Against
5.	Accounts and Reports	Management	For
6.b.	Allocation of Dividends	Management	For
7.a.	Ratification of Executives' Acts	Management	Abstain
7.b.	Ratification of Non-Executives' Acts	Management	Abstain
8.	Elect Vincent Vallejo to the Board of Directors	Management	For
9.a.	Elect William A. Ackman to the Board of Directors	Management	For
9.b.	Elect Cathia Lawson-Hall to the Board of Directors	Management	For
9.c.	Elect Cyrille Bolloré to the Board of Directors	Management	For
9.d.	Elect James G. Mitchell to the Board of Directors	Management	Against
9.e.	Elect Manning Doherty to the Board of Directors	Management	For
9.f.	Elect Margaret Frerejean-Taittinger to the Board of Directors	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9.g.	Elect Nicole Avant to the Board of Directors	Management	For
9.h.	Elect Eric Sprunk to the Board of Directors	Management	For
9.i.	Elect Amanda Ginsberg to the Board of Directors	Management	For
10.a.	Non-Executive Remuneration Policy	Management	For
10.b.	Authority to Grant Shares to NEDs	Management	For
11.a.	Authority to Repurchase Shares	Management	For
11.b.	Cancellation of Shares	Management	For

WENDEL

Mix

ISIN FR0000121204 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Related Party Transactions (Wendel-Participations SE)	Management	For
6	Elect Thomas de Villeneuve	Management	For
7	Appointment of Auditor for Sustainability Reporting (Deloitte and EY)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Laurent Mignon, Management Board Chair	Management	For
10	2023 Remuneration of David Darmon, Management Board Member	Management	For
11	2023 Remuneration of André François-Poncet, Former Management Board Chair (Until 1	Management	For
12	2023 Remuneration of Nicolas ver Hulst, Supervisory Board Chair	Management	For
13	2024 Remuneration Policy (Management Board Chair)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	2024 Remuneration Policy (Management Board Members)	Management	For
15	2024 Remuneration Policy (Supervisory Board)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Global Ceiling on Capital Increases	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt w/oPreemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt ThroughPrivate Placement	Management	For
22	Authority to Set Offering Price of Shares	Management	For
23	Greenshoe	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Authority to Increase Capital in Case of Exchange Offers	Management	For
26	Authority to Increase Capital Through Capitalisations	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Authority to Grant Stock Options	Management	Against
29	Authority to Issue Performance Shares	Management	For
30	Authorisation of Legal Formalities	Management	For

DASSAULT AVIATION

Mix

ISIN FR0014004L86 **Meeting Date** 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	2023 Remuneration Report	Management	Against
5	2023 Remuneration of Éric Trappier, Chair and CEO	Management	Against
6	2023 Remuneration of Loïk Segalen, Deputy CEO	Management	Against
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Remuneration Policy (Chair and CEO)	Management	Against
9	2024 Remuneration Policy (Deputy CEO)	Management	Against
10	Elect Besma Boumaza	Management	For
11	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
12	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
13	Related Party Transactions (GIMD)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Restricted Shares	Management	Against
17	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For
18	Amendments to Articles	Management	For
19	Authorisation of Legal Formalities	Management	For

DASSAULT AVIATION

Mix

ISIN FR0014004L86

Meeting Date 16-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2023 Remuneration Report	Management	Against
5	2023 Remuneration of Éric Trappier, Chair and CEO	Management	Against
6	2023 Remuneration of Loïk Segalen, Deputy CEO	Management	Against
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Remuneration Policy (Chair and CEO)	Management	Against
9	2024 Remuneration Policy (Deputy CEO)	Management	Against
10	Elect Bisma Boumaza	Management	For
11	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
12	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
13	Related Party Transactions (GIMD)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Restricted Shares	Management	Against
17	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For
18	Amendments to Articles	Management	For
19	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

VOLTALIA

Mix

ISIN FR0011995588 Meeting Date 16-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Ratification of the Co-option of Luc Poyer	Management	For
5	Elect Luc Poyer	Management	For
6	Elect The Green Option (Philippe Joubert)	Management	For
7	Elect Laurence Mulliez	Management	For
8	Elect Alterbiz (Benoît Legrand)	Management	For
9	2023 Remuneration of Laurence Mulliez, Chair	Management	Against
10	2023 Remuneration of Sébastien Clerc, CEO	Management	Against
11	2023 Remuneration Report	Management	Against
12	2024 Remuneration Policy (Corporate Officers)	Management	For
13	2024 Remuneration Policy (Chair)	Management	Against
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Directors' Fees	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Investment funds	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
22	Global Ceiling on Capital Increases and Debt Issuances	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For
24	Authority to Grant Stock Options	Management	For
25	Authority to Issue Restricted Shares	Management	For
26	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
27	Employee Stock Purchase Plan	Management	For

ZALANDO SE

Annual

ISIN DE000ZAL1111 Meeting Date 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Profits	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor (FY 2024)	Management	For
5.2	Appointment of Auditor (FY 2025)	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	For
8	Amendments to Articles (Record Date)	Management	For
9	Cancellation of Conditional Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ZALANDO SE

Annual

ISIN DE000ZAL1111 Meeting Date 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Profits	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor (FY 2024)	Management	For
5.2	Appointment of Auditor (FY 2025)	Management	For
6	Remuneration Report	Management	Against
7	Management Board Remuneration Policy	Management	For
8	Amendments to Articles (Record Date)	Management	For
9	Cancellation of Conditional Capital	Management	For

SCOR SE

Mix

ISIN FR0010411983 Meeting Date 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Denis Kessler, Former Chair (Until June 9,2023)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	2023 Remuneration of Fabrice Brégier, Chair (Since June 25, 2023)	Management	For
8	2023 Remuneration of Laurent Rousseau, former CEO (Until January 25, 2023)	Management	For
9	2023 Remuneration of François de Varenne, Interim CEO (From January 26 Until April 30, 2023)	Management	For
10	2023 Remuneration of Thierry Léger, CEO (Since May 1, 2023)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (CEO)	Management	Against
14	Elect Patricia Lacoste	Management	For
15	Elect Bruno Pfister	Management	For
16	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
17	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights w/ Priority Subscriptions	Management	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
23	Authority to Increase Capital in Case of Exchange Offers	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Greenshoe	Management	For
26	Authority to Grant Convertible Warrants (Contingent Capital)	Management	For
27	Authority to Grant Convertible Warrants (Ancillary Own-Funds)	Management	For
28	Authority to Cancel Shares and Reduce Capital	Management	For
29	Authority to Grant Stock Options	Management	For
30	Authority to Issue Performance Shares	Management	For
31	Employee Stock Purchase Plan	Management	For
32	Global Ceiling on Capital Increases	Management	For
33	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SCOR SE

Mix

ISIN FR0010411983 Meeting Date 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Denis Kessler, Former Chair (Until June 9,2023)	Management	For
7	2023 Remuneration of Fabrice Brégier, Chair (Since June 25, 2023)	Management	For
8	2023 Remuneration of Laurent Rousseau, former CEO (Until January 25, 2023)	Management	For
9	2023 Remuneration of François de Varenne, Interim CEO (From January 26 Until April 3)	Management	For
10	2023 Remuneration of Thierry Léger, CEO (Since May 1, 2023)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (CEO)	Management	Against
14	Elect Patricia Lacoste	Management	For
15	Elect Bruno Pfister	Management	For
16	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
17	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights w/ Priority Subscr	Management	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

23	Authority to Increase Capital in Case of Exchange Offers	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Greenshoe	Management	For
26	Authority to Grant Convertible Warrants (Contingent Capital)	Management	For
27	Authority to Grant Convertible Warrants (Ancillary Own-Funds)	Management	For
28	Authority to Cancel Shares and Reduce Capital	Management	For
29	Authority to Grant Stock Options	Management	For
30	Authority to Issue Performance Shares	Management	For
31	Employee Stock Purchase Plan	Management	For
32	Global Ceiling on Capital Increases	Management	For
33	Authorisation of Legal Formalities	Management	For

HENSOLDT AG

Annual

ISIN DE000HAG0005 Meeting Date 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	Against
6	Appointment of Auditor	Management	For
7	Elect Giuseppe Panizzardi as Supervisory Board Member	Management	Against
8	Supervisory Board Remuneration Policy	Management	For
9	Approval of intra-company control agreement	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

HENSOLDT AG

Annual

ISIN DE000HAG0005 **Meeting Date** 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	Against
6	Appointment of Auditor	Management	For
7	Elect Giuseppe Panizzardi as Supervisory Board Member	Management	Against
8	Supervisory Board Remuneration Policy	Management	For
9	Approval of intra-company control agreement	Management	For

IBERDROLA S.A.

Ordinary

ISIN ES0144580Y14 **Meeting Date** 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts	Management	For
2	Management Reports	Management	For
3	Report on Non-Financial Information	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Ratification of Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Amendments to Articles (Company vs Group)	Management	For
7	Amendments to Articles (Shareholders)	Management	For
8	Amendments to General Shareholders' Meeting Regulations	Management	For
9	Remuneration Policy	Management	Against
10	Special Dividend (Engagement Dividend)	Management	For
11	Allocation of Profits/Dividends	Management	For
12	First Scrip Dividend	Management	For
13	Second Scrip Dividend	Management	For
14	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
15	Remuneration Report	Management	For
16	Elect Dame Nicola Mary Brewer	Management	For
17	Elect Regina Helena Jorge Nunes	Management	For
18	Elect Íñigo Víctor de Oriol Ibarra	Management	For
19	Board Size	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
21	Authority to Issue Convertible Debt Instruments	Management	For
22	Authorisation of Legal Formalities	Management	For

IBERDROLA S.A.

Ordinary

ISIN ES0144580Y14 **Meeting Date** 17-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Management Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Ratification of Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Amendments to Articles (Company vs Group)	Management	For
7	Amendments to Articles (Shareholders)	Management	For
8	Amendments to General Shareholders' Meeting Regulations	Management	For
9	Remuneration Policy	Management	Against
10	Special Dividend (Engagement Dividend)	Management	For
11	Allocation of Profits/Dividends	Management	For
12	First Scrip Dividend	Management	For
13	Second Scrip Dividend	Management	For
14	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
15	Remuneration Report	Management	For
16	Elect Dame Nicola Mary Brewer	Management	For
17	Elect Regina Helena Jorge Nunes	Management	For
18	Elect Íñigo Víctor de Oriol Ibarra	Management	For
19	Board Size	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
21	Authority to Issue Convertible Debt Instruments	Management	For
22	Authorisation of Legal Formalities	Management	For

JPMORGAN CHASE & CO.

Annual

ISIN US46625H1005

Meeting Date 21-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Linda B. Bammann	Management	For
1b.	Elect Stephen B. Burke	Management	Against
1c.	Elect Todd A. Combs	Management	For
1d.	Elect Alicia Boler Davis	Management	For
1e.	Elect James Dimon	Management	For
1f.	Elect Alex Gorsky	Management	For
1g.	Elect Mellody Hobson	Management	For
1h.	Elect Phebe N. Novakovic	Management	Against
1i.	Elect Virginia M. Rometty	Management	For
1j.	Elect Mark A. Weinberger	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the Long-Term Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
6.	Shareholder Proposal Regarding Audit of Climate Transition Policies	Shareholder	Abstain
7.	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Pec Shareholder		For
8.	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	For
9.	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affecte Shareholder		For
10.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
11.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

HIGH CO

Mix

ISIN FR0000054231 **Meeting Date** 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Management Board Members)	Management	Against
6	2024 Remuneration Policy (Supervisory Board Members)	Management	For
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Didier Chabassieu, Management Board Chair	Management	For
9	2023 Remuneration of Céline Collina-Hue, Management Board Member	Management	For
10	2023 Remuneration of Richard Caillat, Supervisory Board Chair	Management	For
11	Elect Richard Caillat	Management	For
12	Elect Cyril Tramon	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
16	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights w/ Subscription Management		For
17	Authority to Issue Shares Through Private Placement	Management	For
18	Greenshoe	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

19	Employee Stock Purchase Plan	Management	For
20	Global Ceiling on Capital Increases	Management	For
21	Authorisation of Legal Formalities	Management	For

SHELL PLC

Annual

ISIN GB00BP6MXD84 **Meeting Date** 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Accounts and Reports	Management	For
2.	Remuneration Report	Management	For
3.	Elect Dick Boer	Management	For
4.	Elect Neil A.P. Carson	Management	For
5.	Elect Ann F. Godbehere	Management	For
6.	Elect Sinead Gorman	Management	For
7.	Elect Jane Holl Lute	Management	For
8.	Elect Catherine J. Hughes	Management	For
9.	Elect Sir Andrew Mackenzie	Management	For
10.	Elect Sir Charles Roxburgh	Management	For
11.	Elect Wael Sawan	Management	For
12.	Elect Abraham Schot	Management	For
13.	Elect Leena Srivastava	Management	For
14.	Elect Cyrus Taraporevala	Management	For
15.	Appointment of Auditor	Management	For
16.	Authority to Set Auditor's Fees	Management	For
17.	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18.	Authority to Issue Shares w/o Preemptive Rights	Management	For
19.	Authority to Repurchase Shares	Management	For
20.	Authority to Repurchase Shares (Off-Market)	Management	For
21.	Authorisation of Political Donations	Management	For
22.	Approval of Energy Transition Update and Energy Transition Strategy 2024	Management	Against
23.	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreeem Shareholder		For

SHELL PLC

Annual

ISIN GB00BP6MXD84 Meeting Date 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Accounts and Reports	Management	For
2.	Remuneration Report	Management	For
3.	Elect Dick Boer	Management	For
4.	Elect Neil A.P. Carson	Management	For
5.	Elect Ann F. Godbehere	Management	For
6.	Elect Sinead Gorman	Management	For
7.	Elect Jane Holl Lute	Management	For
8.	Elect Catherine J. Hughes	Management	For
9.	Elect Sir Andrew Mackenzie	Management	For
10.	Elect Sir Charles Roxburgh	Management	For
11.	Elect Wael Sawan	Management	For
12.	Elect Abraham Schot	Management	For
13.	Elect Leena Srivastava	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14.	Elect Cyrus Taraporevala	Management	For
15.	Appointment of Auditor	Management	For
16.	Authority to Set Auditor's Fees	Management	For
17.	Authority to Issue Shares w/ Preemptive Rights	Management	For
18.	Authority to Issue Shares w/o Preemptive Rights	Management	For
19.	Authority to Repurchase Shares	Management	For
20.	Authority to Repurchase Shares (Off-Market)	Management	For
21.	Authorisation of Political Donations	Management	For
22.	Approval of Energy Transition Update and Energy Transition Strategy 2024	Management	Against
23.	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreem Shareholder		For

BNP PARIBAS ASSET MANAGEMENT.

Annual

ISIN FR0013041530 **Meeting Date** 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	Abstain
2	Allocation of Profits/Dividends	Management	Abstain
3	Special Auditors Report on Regulated Agreements	Management	Abstain
4	Authorisation of Legal Formalities	Management	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SOPRA STERIA GROUP

Mix

ISIN FR0000050809 **Meeting Date** 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Ratification of Board Acts	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Allocation of Profits/Dividends	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Pierre Pasquier, Chair	Management	For
7	2023 Remuneration of Cyril Malargé, CEO	Management	For
8	2024 Remuneration Policy (Chair)	Management	For
9	2024 Remuneration Policy (CEO)	Management	For
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Directors' Fees	Management	For
12	Elect Pierre Pasquier	Management	For
13	Elect Éric Pasquier	Management	For
14	Elect Sopra GMT (Kathleen Clark)	Management	Against
15	Elect Éric Hayat	Management	For
16	Elect Marie-Hélène Rigal-Drogerys	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Aca Nexia)	Management	For
19	Appointment of Auditor for Sustainability Reporting (Saint Front)	Management	For
20	Authority to Repurchase and Reissue Shares	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
25	Authority to Set Offering Price of Shares	Management	For
26	Greenshoe	Management	For
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
28	Authority to Increase Capital in Case of Exchange Offers	Management	For
29	Authority to Increase Capital Through Capitalisations	Management	For
30	Authority to Issue Performance Shares	Management	For
31	Employee Stock Purchase Plan	Management	For
32	Amendments to Articles Regarding Employee Representatives	Management	For
33	Amendment Regarding Chair Age Limits	Management	For
34	Authorisation of Legal Formalities	Management	For

SOPRA STERIA GROUP

Mix

ISIN FR0000050809 Meeting Date 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Ratification of Board Acts	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Allocation of Profits/Dividends	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Pierre Pasquier, Chair	Management	For
7	2023 Remuneration of Cyril Malargé, CEO	Management	For
8	2024 Remuneration Policy (Chair)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	2024 Remuneration Policy (CEO)	Management	For
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Directors' Fees	Management	For
12	Elect Pierre Pasquier	Management	For
13	Elect Éric Pasquier	Management	For
14	Elect Sopra GMT (Kathleen Clark)	Management	Against
15	Elect Éric Hayat	Management	For
16	Elect Marie-Hélène Rigal-Drogerys	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Aca Nexia)	Management	For
19	Appointment of Auditor for Sustainability Reporting (Saint Front)	Management	For
20	Authority to Repurchase and Reissue Shares	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
25	Authority to Set Offering Price of Shares	Management	For
26	Greenshoe	Management	For
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
28	Authority to Increase Capital in Case of Exchange Offers	Management	For
29	Authority to Increase Capital Through Capitalisations	Management	For
30	Authority to Issue Performance Shares	Management	For
31	Employee Stock Purchase Plan	Management	For
32	Amendments to Articles Regarding Employee Representatives	Management	For
33	Amendment Regarding Chair Age Limits	Management	For
34	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

EXMAR NV

Annual

ISIN BE0003808251 Meeting Date 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.1.	Accounts and Reports	Management	For
2.2.	Allocation of Dividends	Management	For
2.3.	Special Dividend (Reserves)	Management	For
3.1.	Ratify Nicolas Saverys	Management	Abstain
3.2.	Ratify Michel Delbaere	Management	Abstain
3.3.	Ratify Philippe Vlerick	Management	Abstain
3.4.	Ratify Wouter De Gees	Management	Abstain
3.5.	Ratify Carl-Antoine Saverys	Management	Abstain
3.6.	Ratify Francis Mottrie (FMO BV)	Management	Abstain
3.7.	Ratify Isabelle Vleurinck	Management	Abstain
3.8.	Ratify Stephanie Saverys	Management	Abstain
3.9.	Ratify Maryam Ayati	Management	Abstain
3.10.	Ratify Els Verbraecken (ACACIA I BV)	Management	Abstain
3.11.	Ratification of Auditor's Acts	Management	Abstain
4.1.	Elect Stephanie Saverys	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.2.	Elect Nicolas Saverys	Management	For
4.3.	Elect Carl-Antoine Saverys	Management	For
5.	Remuneration Report	Management	Against
7.	Change in Control Clause	Management	For

VISIATIV

Mix

ISIN FR0004029478 Meeting Date 21-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses; Ratification of Acts	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor (EY)	Management	For
6	2024 Directors' Fees	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Authority to Cancel Shares and Reduce Capital	Management	For
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
10	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
11	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
12	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Global Ceiling on Capital Increases and Debt Issuances	Management	For
14	Greenshoe	Management	Against
15	Authority to Issue Restricted Shares	Management	Against
16	Authority to Grant Stock Options	Management	Against
17	Employee Stock Purchase Plan	Management	For
18	Authorisation of Legal Formalities	Management	For

NEUROCRINE BIOSCIENCES, INC.

Annual

ISIN US64125C1099 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect William H. Rastetter	Management	Withhold
1.2	Elect George J. Morrow	Management	For
1.3	Elect Leslie V. Norwalk	Management	For
1.4	Elect Christine A. Poon	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the 2020 Equity Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

NEUROCRINE BIOSCIENCES, INC.

Annual

ISIN US64125C1099 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect William H. Rastetter	Management	Withhold
1.2	Elect George J. Morrow	Management	For
1.3	Elect Leslie V. Norwalk	Management	For
1.4	Elect Christine A. Poon	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to the 2020 Equity Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For

ONEOK INC.

Annual

ISIN US6826801036 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Brian L. Derksen	Management	For
1b.	Elect Julie H. Edwards	Management	For
1c.	Elect Lori A. Gobillot	Management	For
1d.	Elect Mark W. Helderman	Management	For
1e.	Elect Randall J. Larson	Management	For
1f.	Elect Pattye L. Moore	Management	For
1g.	Elect Pierce H. Norton II	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Eduardo A. Rodriguez	Management	Against
1i.	Elect Gerald B. Smith	Management	For
1j.	Elect Wayne T. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

ALIGN TECHNOLOGY, INC.

Annual

ISIN US0162551016 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kevin T. Conroy	Management	Against
1b.	Elect Kevin J. Dallas	Management	For
1c.	Elect Joseph M. Hogan	Management	For
1d.	Elect Joseph Lacob	Management	Against
1e.	Elect C. Raymond Larkin, Jr.	Management	For
1f.	Elect George J. Morrow	Management	Against
1g.	Elect Anne M. Myong	Management	For
1h.	Elect Mojdeh Poul	Management	For
1i.	Elect Andrea L. Saia	Management	For
1j.	Elect Susan E. Siegel	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

4. Shareholder Proposal Regarding Simple Majority Vote Shareholder For

ALIGN TECHNOLOGY, INC.

Annual

ISIN US0162551016 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kevin T. Conroy	Management	Against
1b.	Elect Kevin J. Dallas	Management	For
1c.	Elect Joseph M. Hogan	Management	For
1d.	Elect Joseph Lacob	Management	Against
1e.	Elect C. Raymond Larkin, Jr.	Management	For
1f.	Elect George J. Morrow	Management	Against
1g.	Elect Anne M. Myong	Management	For
1h.	Elect Mojdeh Poul	Management	For
1i.	Elect Andrea L. Saia	Management	For
1j.	Elect Susan E. Siegel	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CBRE GROUP INC

Annual

ISIN US12504L1098 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Brandon B. Boze	Management	For
1b.	Elect Beth F. Cobert	Management	For
1c.	Elect Reginald H. Gilyard	Management	For
1d.	Elect Shira D. Goodman	Management	For
1e.	Elect E.M. Blake Hutcheson	Management	For
1f.	Elect Christopher T. Jenny	Management	Against
1g.	Elect Gerardo I. Lopez	Management	For
1h.	Elect Guy Metcalfe	Management	For
1i.	Elect Oscar Munoz	Management	For
1j.	Elect Robert E. Sulentic	Management	For
1k.	Elect Sanjiv Yajnik	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

CBRE GROUP INC

Annual

ISIN US12504L1098 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Brandon B. Boze	Management	For
1b.	Elect Beth F. Cobert	Management	For
1c.	Elect Reginald H. Gilyard	Management	For
1d.	Elect Shira D. Goodman	Management	For
1e.	Elect E.M. Blake Hutcheson	Management	For
1f.	Elect Christopher T. Jenny	Management	Against
1g.	Elect Gerardo I. Lopez	Management	For
1h.	Elect Guy Metcalfe	Management	For
1i.	Elect Oscar Munoz	Management	For
1j.	Elect Robert E. Sulentic	Management	For
1k.	Elect Sanjiv Yajnik	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

ZOETIS INC

Annual

ISIN US98978V1035 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Paul M. Bisaro	Management	For
1b.	Elect Vanessa Broadhurst	Management	For
1c.	Elect Frank A. D'Amelio	Management	For
1d.	Elect Gavin D. K. Hattersley	Management	Against
1e.	Elect Sanjay Khosla	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Antoinette R. Leatherberry	Management	For
1g.	Elect Michael B. McCallister	Management	For
1h.	Elect Gregory Norden	Management	Against
1i.	Elect Louise M. Parent	Management	Against
1j.	Elect Kristin C. Peck	Management	For
1k.	Elect Willie M. Reed	Management	For
1l.	Elect Robert W. Scully	Management	Against
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For

ZOETIS INC

Annual

ISIN US98978V1035 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Paul M. Bisaro	Management	For
1b.	Elect Vanessa Broadhurst	Management	For
1c.	Elect Frank A. D'Amelio	Management	For
1d.	Elect Gavin D. K. Hattersley	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Sanjay Khosla	Management	For
1f.	Elect Antoinette R. Leatherberry	Management	For
1g.	Elect Michael B. McCallister	Management	For
1h.	Elect Gregory Norden	Management	Against
1i.	Elect Louise M. Parent	Management	Against
1j.	Elect Kristin C. Peck	Management	For
1k.	Elect Willie M. Reed	Management	For
1l.	Elect Robert W. Scully	Management	Against
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For

DEXCOM INC

Annual

ISIN US2521311074 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kevin Sayer	Management	For
1b.	Elect Steven R. Altman	Management	For
1c.	Elect Nicholas Augustinos	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect Richard A. Collins	Management	For
1e.	Elect Karen M. Dahut	Management	For
1f.	Elect Rimma Driscoll	Management	For
1g.	Elect Mark G. Foletta	Management	For
1h.	Elect Bridgette P. Heller	Management	For
1i.	Elect Kyle Malady	Management	For
1j.	Elect Eric J. Topol	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

DEXCOM INC

Annual

ISIN US2521311074 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kevin Sayer	Management	For
1b.	Elect Steven R. Altman	Management	For
1c.	Elect Nicholas Augustinos	Management	Against
1d.	Elect Richard A. Collins	Management	For
1e.	Elect Karen M. Dahut	Management	For
1f.	Elect Rimma Driscoll	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Mark G. Foletta	Management	For
1h.	Elect Bridgette P. Heller	Management	For
1i.	Elect Kyle Malady	Management	For
1j.	Elect Eric J. Topol	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	For

ANSYS INC.

Special

ISIN US03662Q1058 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Merger with Synopsys, Inc.	Management	For
2.	Advisory Vote on Golden Parachutes	Management	For
3.	Right to Adjourn Meeting	Management	For

ANSYS INC.

Special

ISIN US03662Q1058 **Meeting Date** 22-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Merger with Synopsys, Inc.	Management	For
2.	Advisory Vote on Golden Parachutes	Management	For
3.	Right to Adjourn Meeting	Management	For

BOLLORÉ

Mix

ISIN FR0000039299 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses; Ratification of Acts	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Sophie Johanna Kloosterman	Management	For
6	Elect Alexandre Picciotto	Management	For
7	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	2023 Remuneration Report	Management	Against
11	2023 Remuneration of Cyrille Bolloré, Chair and CEO	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	Against
13	2024 Remuneration Policy (Chair and CEO)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authorisation of Legal Formalities	Management	For

BOLLORÉ

Mix

ISIN FR0000039299 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses; Ratification of Acts	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Sophie Johanna Kloosterman	Management	For
6	Elect Alexandre Picciotto	Management	For
7	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	2023 Remuneration Report	Management	Against
11	2023 Remuneration of Cyrille Bolloré, Chair and CEO	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	Against
13	2024 Remuneration Policy (Chair and CEO)	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

EUROAPI S.A.

Mix

ISIN FR0014008VX5 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Ratification of Co-Option of Géraldine Leveau	Management	For
5	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
6	Amendment to 2023 Remuneration Policy (Interim CEO)	Management	For
7	Related Party Transactions (Cécile Dussart)	Management	For
8	Related Party Transactions (Euroapi France, Sanofi Winthrop Industries and Francopia)	Management	For
9	2024 Directors' Fees	Management	For
10	2023 Remuneration Report	Management	For
11	2023 Remuneration of Viviane Monges, Chair	Management	For
12	2023 Remuneration of Karl Rotthier, CEO (until October 30,2023)	Management	For
13	2023 Remuneration of Viviane Monges, CEO	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (Interim CEO) (until March 1, 2024)	Management	For
17	2024 Remuneration Policy (CEO)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

EUROAPI S.A.

Mix

ISIN FR0014008VX5 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Ratification of Co-Option of Géraldine Leveau	Management	For
5	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
6	Amendment to 2023 Remuneration Policy (Interim CEO)	Management	For
7	Related Party Transactions (Cécile Dussart)	Management	For
8	Related Party Transactions (Euroapi France, Sanofi Winthrop Industries and Francopia)	Management	For
9	2024 Directors' Fees	Management	For
10	2023 Remuneration Report	Management	For
11	2023 Remuneration of Viviane Monges, Chair	Management	For
12	2023 Remuneration of Karl Rotthier, CEO (until October 30,2023)	Management	For
13	2023 Remuneration of Viviane Monges, CEO	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (Interim CEO) (until March 1, 2024)	Management	For
17	2024 Remuneration Policy (CEO)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ST MICROELECTRONICS

Annual

ISIN NL0000226223 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4	REMUNERATION REPORT	Management	For
5	Supervisory Board Remuneration Policy	Management	For
6	Accounts and Reports	Management	For
7	Allocation of Dividends	Management	For
8	Ratification of Management Board Acts	Management	Abstain
9	Ratification of Supervisory Board Acts	Management	Abstain
10	Amendments to Articles	Management	For
11	Management Board Remuneration Policy	Management	For
12	Elect Jean-Marc Chery to the Management Board	Management	For
13	Equity Grant - CEO	Management	For
14	Elect Lorenzo Grandi to the Management Board	Management	For
15	Equity Grant - CFO	Management	For
16	Equity Grant - Senior Management	Management	For
17	Appointment of Auditor	Management	For
18	Elect Nicolas Dufourcq to the Supervisory Board	Management	For
19	Elect Janet G. Davidson to the Supervisory Board	Management	For
20	Elect Pascal Daloz to the Supervisory Board	Management	Against
21	Authority to Repurchase Shares	Management	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ST MICROELECTRONICS

Annual

ISIN NL0000226223 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4	REMUNERATION REPORT	Management	For
5	Supervisory Board Remuneration Policy	Management	For
6	Accounts and Reports	Management	For
7	Allocation of Dividends	Management	For
8	Ratification of Management Board Acts	Management	Abstain
9	Ratification of Supervisory Board Acts	Management	Abstain
10	Amendments to Articles	Management	For
11	Management Board Remuneration Policy	Management	For
12	Elect Jean-Marc Chery to the Management Board	Management	For
13	Equity Grant - CEO	Management	For
14	Elect Lorenzo Grandi to the Management Board	Management	For
15	Equity Grant - CFO	Management	For
16	Equity Grant - Senior Management	Management	For
17	Appointment of Auditor	Management	For
18	Elect Nicolas Dufourcq to the Supervisory Board	Management	For
19	Elect Janet G. Davidson to the Supervisory Board	Management	For
20	Elect Pascal Daloz to the Supervisory Board	Management	Against
21	Authority to Repurchase Shares	Management	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

PUMA SE

Annual

ISIN DE0006969603 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Increase in Supervisory Board Size	Management	For
8.1	Elect Harsh Saini	Management	For
8.2	Elect Roland Krueger	Management	For
9	Supervisory Board Remuneration Policy	Management	For
10	Authority to Repurchase and Reissue Shares	Management	For
11	Amendments to Articles	Management	For

ERSTE GROUP BANK AG

Annual

ISIN AT0000652011 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor for Sustainability Reporting	Management	For
6	Appointment of Auditor	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Remuneration Report	Management	Against
9a	Supervisory Board Size	Management	For
9b	Elect Caroline Kuhnert	Management	For
9c	Elect Elisabeth Krainer Senger-Weiss	Management	For
9d	Elect Michael Schuster	Management	For
9e	Elect Walter Schuster	Management	For
10	Amendments to Articles	Management	For
11.1.	Authority to Repurchase Shares	Management	For
11.2.	Authority to Reissue Shares	Management	For

ERSTE GROUP BANK AG

Annual

ISIN AT0000652011 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor for Sustainability Reporting	Management	For
6	Appointment of Auditor	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9a	Supervisory Board Size	Management	For
9b	Elect Caroline Kuhnert	Management	For
9c	Elect Elisabeth Krainer Senger-Weiss	Management	For
9d	Elect Michael Schuster	Management	For
9e	Elect Walter Schuster	Management	For
10	Amendments to Articles	Management	For
11.1.	Authority to Repurchase Shares	Management	For
11.2.	Authority to Reissue Shares	Management	For

INFOTEL

Mix

ISIN FR0000071797 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Ratification of Board and Auditor Acts	Management	For
5	Allocation of Profits/Dividends	Management	For
6	2024 Remuneration Policy (Corporate Officers)	Management	Against
7	2023 Remuneration Report	Management	Against
8	2023 Remuneration of Bernard Lafforet, Chair and CEO	Management	Against
9	2023 Remuneration of Michel Koutchouk, Deputy CEO	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	2023 Remuneration of Josyane Muller, Deputy CEO	Management	Against
11	2023 Remuneration of Éric Fabretti, Deputy CEO	Management	Against
12	2024 Directors' Fees	Management	For
13	Elect Bernard Connes-Lafforet	Management	Against
14	Elect Michel Koutchouk	Management	Against
15	Elect Josyane Muller	Management	Against
16	Elect Hélène Kermorgant	Management	Against
17	Ratification of the Co-option of Anne André	Management	For
18	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
19	Appointment of Auditor for Sustainability Reporting (Constantin Associés)	Management	For
20	Authority to Repurchase and Reissue Shares	Management	Against
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authorisation of Legal Formalities	Management	For

DASSAULT SYSTEMES SA

Mix

ISIN FR0014003TT8 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
6	2024 Remuneration Policy (Corporate officers)	Management	Against
7	2023 Remuneration of Charles Edelstenne, Former Chair (until January 8, 2023)	Management	For
8	2023 Remuneration of Bernard Charlès, Chair and CEO	Management	Against
9	2023 Remuneration of Pascal Daloz, Deputy CEO	Management	Against
10	2023 Remuneration Report	Management	Against
11	Elect Groupe Industriel Marcel Dassault SAS (Marie-Hélène Habert-Dassault)	Management	For
12	Elect Laurence Daures	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Employee Stock Purchase Plan	Management	For
16	Stock Purchase Plan for Overseas Employees	Management	For
17	Authority to Decide on Mergers by Absorption	Management	Against
18	Authority to Increase Capital in Case of Mergers by Absorption	Management	Against
19	Authority to Decide on Spin-Offs	Management	Against
20	Authority to Increase Capital in Case of Spin-offs	Management	Against
21	Authority to Decide on Partial Transfer of Assets	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

22	Authority to Increase Capital in Case of Partial Transfer of Assets	Management	Against
23	Authorisation of Legal Formalities	Management	For

DASSAULT SYSTEMES SA

Mix

ISIN FR0014003TT8 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
6	2024 Remuneration Policy (Corporate officers)	Management	Against
7	2023 Remuneration of Charles Edelstenne, Former Chair (until January 8, 2023)	Management	For
8	2023 Remuneration of Bernard Charlès, Chair and CEO	Management	Against
9	2023 Remuneration of Pascal Daloz, Deputy CEO	Management	Against
10	2023 Remuneration Report	Management	Against
11	Elect Groupe Industriel Marcel Dassault SAS (Marie-Hélène Habert-Dassault)	Management	For
12	Elect Laurence Daures	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Employee Stock Purchase Plan	Management	For
16	Stock Purchase Plan for Overseas Employees	Management	For
17	Authority to Decide on Mergers by Absorption	Management	Against
18	Authority to Increase Capital in Case of Mergers by Absorption	Management	Against
19	Authority to Decide on Spin-Offs	Management	Against
20	Authority to Increase Capital in Case of Spin-offs	Management	Against
21	Authority to Decide on Partial Transfer of Assets	Management	Against
22	Authority to Increase Capital in Case of Partial Transfer of Assets	Management	Against
23	Authorisation of Legal Formalities	Management	For

SOCIETE GENERALE S.A.

Mix

ISIN FR0000130809 **Meeting Date** 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair)	Management	For
6	2024 Remuneration Policy (CEO and Deputy CEO)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Directors' Fees	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Lorenzo Bini Smaghi, Chair	Management	For
11	2023 Remuneration of Frédéric Oudéa, former CEO	Management	Against
12	2023 Remuneration of Slawomir Krupa, CEO	Management	Against
13	2023 Remuneration of Philippe Aymerich, Deputy CEO	Management	Against
14	2023 Remuneration of Pierre Palmieri, Deputy CEO	Management	Against
15	2023 Remuneration of Diony Lebot, former Deputy CEO	Management	Against
16	Remuneration of Identified Staff	Management	For
17	Elect Annette Messemer	Management	For
18	Appointment of Auditor (KPMG)	Management	For
19	Appointment of Auditor (PricewaterhouseCoopers)	Management	For
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
21	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	For
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
26	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through I	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Authority to Issue Performance Shares (Identified Staff)	Management	For
29	Authority to Issue Restricted Shares (Employees excluding Identified Staff)	Management	For
30	Authority to Cancel Shares and Reduce Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

31	Amendment Regarding the Election of Employee Representative	Management	For
32	Amendment Regarding the election of Employee Shareholder Representatives	Management	For
33	Authorisation of Legal Formalities	Management	For

SOCIETE GENERALE S.A.

Mix

ISIN FR0000130809 Meeting Date 22-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Chair)	Management	For
6	2024 Remuneration Policy (CEO and Deputy CEO)	Management	For
7	2024 Remuneration Policy (Board of Directors)	Management	For
8	2024 Directors' Fees	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Lorenzo Bini Smaghi, Chair	Management	For
11	2023 Remuneration of Frédéric Oudéa, former CEO	Management	Against
12	2023 Remuneration of Slawomir Krupa, CEO	Management	Against
13	2023 Remuneration of Philippe Aymerich, Deputy CEO	Management	Against
14	2023 Remuneration of Pierre Palmieri, Deputy CEO	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	2023 Remuneration of Diony Lebot, former Deputy CEO	Management	Against
16	Remuneration of Identified Staff	Management	For
17	Elect Annette Messemer	Management	For
18	Appointment of Auditor (KPMG)	Management	For
19	Appointment of Auditor (PricewaterhouseCoopers)	Management	For
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
21	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	For
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
26	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through I	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Authority to Issue Performance Shares (Identified Staff)	Management	For
29	Authority to Issue Restricted Shares (Employees excluding Identified Staff)	Management	For
30	Authority to Cancel Shares and Reduce Capital	Management	For
31	Amendment Regarding the Election of Employee Representative	Management	For
32	Amendment Regarding the election of Employee Shareholder Representatives	Management	For
33	Authorisation of Legal Formalities	Management	For

MANHATTAN ASSOCIATES, INC.

Annual

ISIN US5627501092 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Deepak Raghavan	Management	Against
1b.	Elect Edmond I. Eger III	Management	For
1c.	Elect Linda T. Hollembaek	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

MANHATTAN ASSOCIATES, INC.

Annual

ISIN US5627501092 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Deepak Raghavan	Management	Against
1b.	Elect Edmond I. Eger III	Management	For
1c.	Elect Linda T. Hollembaek	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

NEXTERA ENERGY INC

Annual

ISIN US65339F1012 Meeting Date 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Nicole S. Arnaboldi	Management	For
1b.	Elect James L. Camaren	Management	For
1c.	Elect Naren K. Gursahaney	Management	For
1d.	Elect Kirk S. Hachigian	Management	Against
1e.	Elect Maria G. Henry	Management	For
1f.	Elect John W. Ketchum	Management	Against
1g.	Elect Amy B. Lane	Management	For
1h.	Elect David L. Porges	Management	For
1i.	Elect Deborah Stahlkopf	Management	For
1j.	Elect John Arthur Stall	Management	For
1k.	Elect Darryl L. Wilson	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	For
5.	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Shareholder	For

NEXTERA ENERGY INC

Annual

ISIN US65339F1012 **Meeting Date** 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Nicole S. Arnaboldi	Management	For
1b.	Elect James L. Camaren	Management	For
1c.	Elect Naren K. Gursahaney	Management	For
1d.	Elect Kirk S. Hachigian	Management	Against
1e.	Elect Maria G. Henry	Management	For
1f.	Elect John W. Ketchum	Management	Against
1g.	Elect Amy B. Lane	Management	For
1h.	Elect David L. Porges	Management	For
1i.	Elect Deborah Stahlkopf	Management	For
1j.	Elect John Arthur Stall	Management	For
1k.	Elect Darryl L. Wilson	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	For
5.	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Shareholder	For

SERVICENOW INC

Annual

ISIN US81762P1021 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Deborah Black	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Susan L. Bostrom	Management	For
1c.	Elect Teresa Briggs	Management	For
1d.	Elect Jonathan C. Chadwick	Management	For
1e.	Elect Paul E. Chamberlain	Management	For
1f.	Elect Lawrence J. Jackson, Jr.	Management	For
1g.	Elect Frederic B. Luddy	Management	For
1h.	Elect William R. McDermott	Management	For
1i.	Elect Jeffrey A. Miller	Management	For
1j.	Elect Joseph Quinlan	Management	For
1k.	Elect Anita M. Sands	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

SERVICENOW INC

Annual

ISIN US81762P1021 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Deborah Black	Management	For
1b.	Elect Susan L. Bostrom	Management	For
1c.	Elect Teresa Briggs	Management	For
1d.	Elect Jonathan C. Chadwick	Management	For
1e.	Elect Paul E. Chamberlain	Management	For
1f.	Elect Lawrence J. Jackson, Jr.	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Frederic B. Luddy	Management	For
1h.	Elect William R. McDermott	Management	For
1i.	Elect Jeffrey A. Miller	Management	For
1j.	Elect Joseph Quinlan	Management	For
1k.	Elect Anita M. Sands	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

MORGAN STANLEY

Annual

ISIN US6174464486 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Megan Butler	Management	For
1b.	Elect Thomas H. Glocer	Management	For
1c.	Elect James P. Gorman	Management	For
1d.	Elect Robert H. Herz	Management	Against
1e.	Elect Erika H. James	Management	For
1f.	Elect Hironori Kamezawa	Management	Against
1g.	Elect Shelley B. Leibowitz	Management	For
1h.	Elect Stephen J. Luczo	Management	For
1i.	Elect Judith A. Miscik	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Masato Miyachi	Management	For
1k.	Elect Dennis M. Nally	Management	For
1l.	Elect Edward Pick	Management	For
1m.	Elect Mary L. Schapiro	Management	For
1n.	Elect Perry M. Traquina	Management	For
1o.	Elect Rayford Wilkins Jr.	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Approval of the Employee Stock Purchase Plan	Management	For
5.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
7.	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	For

MORGAN STANLEY

Annual

ISIN US6174464486 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Megan Butler	Management	For
1b.	Elect Thomas H. Glocer	Management	For
1c.	Elect James P. Gorman	Management	For
1d.	Elect Robert H. Herz	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Erika H. James	Management	For
1f.	Elect Hironori Kamezawa	Management	Against
1g.	Elect Shelley B. Leibowitz	Management	For
1h.	Elect Stephen J. Luczo	Management	For
1i.	Elect Judith A. Miscik	Management	For
1j.	Elect Masato Miyachi	Management	For
1k.	Elect Dennis M. Nally	Management	For
1l.	Elect Edward Pick	Management	For
1m.	Elect Mary L. Schapiro	Management	For
1n.	Elect Perry M. Traquina	Management	For
1o.	Elect Rayford Wilkins Jr.	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Approval of the Employee Stock Purchase Plan	Management	For
5.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
7.	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	For

WATERS CORP.

Annual

ISIN US9418481035

Meeting Date 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Flemming Ørnkov	Management	Against
1.2	Elect Linda Baddour	Management	For
1.3	Elect Udit Batra	Management	For
1.4	Elect Daniel Brennan	Management	For
1.5	Elect Richard H. Fearon	Management	For
1.6	Elect Pearl S. Huang	Management	For
1.7	Elect Wei Jiang	Management	For
1.8	Elect Christopher A. Kuebler	Management	Against
1.9	Elect Mark P. Vergnano	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against

EXTRA SPACE STORAGE INC.

Annual

ISIN US30225T1025 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark G. Barberio	Management	For
1b.	Elect Joseph J. Bonner	Management	For
1c.	Elect Gary L. Crittenden	Management	For
1d.	Elect Susan S. Harnett	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Spencer F. Kirk	Management	For
1f.	Elect Joseph D. Margolis	Management	For
1g.	Elect Diane Olmstead	Management	Against
1h.	Elect Joseph V. Saffire	Management	For
1i.	Elect Julia Vander Ploeg	Management	For
1j.	Elect Kenneth M. Woolley	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

VERISIGN INC.

Annual

ISIN US92343E1029 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect D. James Bidzos	Management	For
1.2	Elect Courtney D. Armstrong	Management	For
1.3	Elect Yehuda Ari Buchalter	Management	For
1.4	Elect Kathleen A. Cote	Management	Against
1.5	Elect Thomas F. Frist III	Management	For
1.6	Elect Jamie S. Gorelick	Management	For
1.7	Elect Roger H. Moore	Management	Against
1.8	Elect Timothy Tomlinson	Management	Against
2.	Advisory Vote on Executive Compensation	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3. Ratification of Auditor Management For

BIOMERIEUX

Mix

ISIN FR0013280286 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Elect Harold Boël	Management	Against
6	Elect Groupe Industriel Marcel Dassault (Marie-Hélène Habert-Dassault)	Management	For
7	Elect Viviane Monges	Management	For
8	Elect Benoît Ribadeau-Dumas as Censor	Management	Against
9	Appointment of Auditor (EY)	Management	For
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
11	2024 Directors' Fees	Management	For
12	2024 Remuneration Policy (Corporate Officers)	Management	For
13	2024 Remuneration Policy (Chair)	Management	Against
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	2023 Remuneration of Alexandre Merieux, Chair and CEO (until June 30, 2023) and Chair	Management	Against
18	2023 Remuneration of Pierre Boulud, Deputy CEO (until June 30, 2023) and CEO (from June 30, 2023)	Management	Against
19	Amendment to the 2022 Authority to Repurchase and Reissue Shares Proposal in Favour of Management	Management	For
20	Authority to Repurchase and Reissue Shares	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authority to Issue Performance Shares	Management	Against
23	Employee Stock Purchase Plan	Management	For
24	Removal of Preemptive Rights in Favour of Beneficiaries of Employee Stock Purchase Plan	Management	For
25	Global Ceiling on Capital Increases	Management	For
26	Authorisation of Legal Formalities	Management	For

BIOMERIEUX

Mix

ISIN FR0013280286 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Elect Harold Boël	Management	Against
6	Elect Groupe Industriel Marcel Dassault (Marie-Hélène Habert-Dassault)	Management	For
7	Elect Viviane Monges	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Elect Benoît Ribadeau-Dumas as Censor	Management	Against
9	Appointment of Auditor (EY)	Management	For
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
11	2024 Directors' Fees	Management	For
12	2024 Remuneration Policy (Corporate Officers)	Management	For
13	2024 Remuneration Policy (Chair)	Management	Against
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2023 Remuneration Report	Management	Against
17	2023 Remuneration of Alexandre Merieux, Chair and CEO (until June 30, 2023) and Chair	Management	Against
18	2023 Remuneration of Pierre Boulud, Deputy CEO (until June 30, 2023) and CEO (from June 30, 2023)	Management	Against
19	Amendment to the 2022 Authority to Repurchase and Reissue Shares Proposal in Favour of Management	Management	For
20	Authority to Repurchase and Reissue Shares	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authority to Issue Performance Shares	Management	Against
23	Employee Stock Purchase Plan	Management	For
24	Removal of Preemptive Rights in Favour of Beneficiaries of Employee Stock Purchase Plan	Management	For
25	Global Ceiling on Capital Increases	Management	For
26	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0011466069 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor (Deloitte)	Management	For
6	Appointment of Auditor for Sustainability Reporting (Pkf Arsilon)	Management	For
7	2023 Remuneration Report	Management	Against
8	2023 Remuneration of Didier Brédy, Chair and CEO	Management	Against
9	2024 Remuneration Policy (Chair and CEO)	Management	Against
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	Authority to Repurchase and Reissue Shares	Management	For
12	Relocation of Corporate Headquarters	Management	For
13	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights	Management	Against
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
15	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
16	Greenshoe	Management	Against
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
18	Authority to Increase Capital in Case of Exchange Offers	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Authority to Issue Performance Shares	Management	For
22	Authority to Cancel Shares and Reduce Capital	Management	For
23	Authorisation of Legal Formalities	Management	For

ENERGEAN PLC

Annual

ISIN GB00BG12Y042 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Remuneration Policy	Management	For
04	Elect Karen Simon	Management	Against
05	Elect Matthaios Rigas	Management	For
06	Elect Panagiotis Benos	Management	For
07	Elect Andrew D. Bartlett	Management	For
08	Elect Amy E. Lashinsky	Management	For
09	Elect Andreas Persianis	Management	For
10	Elect Efstathios Topouzoglou	Management	For
11	Elect Kimberley K. Wood	Management	For
12	Elect Martin Houston	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For
19	Authority to Repurchase Shares	Management	For

NEXITY SA

Mix

ISIN FR0010112524 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Ratification of the Co-option of Florence Verzelen	Management	For
6	Elect Enrique Martinez	Management	Against
7	Elect Jérôme Grivet	Management	For
8	Elect Magali Smets	Management	For
9	Elect Eddie Belmokhtar as Employee Representative	Management	For
10	Elect Bruno Saldarkhan as Employee Representative	Management	Against
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Véronique Bédague, Chair and CEO	Management	Against
13	2023 Remuneration of Jean-Claude Bassien, Deputy CEO	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair and CEO)	Management	For
16	2024 Remuneration Policy (Deputy CEO)	Management	For
17	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authority to Issue Performance Shares	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; W/ Priority subsc	Management	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
25	Authority to Issue Shares and Convertible Debt Through Private Placement (ORNANE 2	Management	For
26	Greenshoe	Management	For
27	Authority to Increase Capital Through Capitalisations	Management	For
28	Authority to Increase Capital in Case of Exchange Offers	Management	For
29	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
30	Employee Stock Purchase Plan	Management	For
31	Global Ceiling on Capital Increases and Debt Issuances	Management	For
32	Textual References Applicable in Case of Regulation Updates	Management	For
33	Authorisation of Legal Formalities	Management	For

NEXITY SA

Mix

ISIN FR0010112524 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Ratification of the Co-option of Florence Verzelen	Management	For
6	Elect Enrique Martinez	Management	Against
7	Elect Jérôme Grivet	Management	For
8	Elect Magali Smets	Management	For
9	Elect Eddie Belmokhtar as Employee Representative	Management	For
10	Elect Bruno Saldarkhan as Employee Representative	Management	Against
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Véronique Bédague, Chair and CEO	Management	Against
13	2023 Remuneration of Jean-Claude Bassien, Deputy CEO	Management	Against
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair and CEO)	Management	For
16	2024 Remuneration Policy (Deputy CEO)	Management	For
17	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authority to Issue Performance Shares	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; W/ Priority subsc	Management	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
25	Authority to Issue Shares and Convertible Debt Through Private Placement (ORNANE 2	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

26	Greenshoe	Management	For
27	Authority to Increase Capital Through Capitalisations	Management	For
28	Authority to Increase Capital in Case of Exchange Offers	Management	For
29	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
30	Employee Stock Purchase Plan	Management	For
31	Global Ceiling on Capital Increases and Debt Issuances	Management	For
32	Textual References Applicable in Case of Regulation Updates	Management	For
33	Authorisation of Legal Formalities	Management	For

NEMETSCHEK SE

Annual

ISIN DE0006452907 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3.1	Ratify Yves Padrines	Management	For
3.2	Ratify Louise Öfverström	Management	For
3.3	Ratify Viktor Várkonyi	Management	For
3.4	Ratify Jon Elliott	Management	For
4.1	Ratify Kurt Dobitsch	Management	For
4.2	Ratify Bill Krouch	Management	For
4.3	Ratify Patricia Geibel-Conrad	Management	For
4.4	Ratify Christine Schöneweis	Management	For
4.5	Ratify Andreas Söffing	Management	For
4.6	Ratify Gernot Strube	Management	For
4.7	Ratify Iris M. Helke	Management	For
5	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Elect Iris Helke as Supervisory Board Member	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Remuneration Report	Management	Against

LEG IMMOBILIEN SE

Annual

ISIN DE000LEG1110 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Elect Christoph Beumer as Supervisory Board Member	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Remuneration Report	Management	For

AKWEL

Mix

ISIN FR0000053027 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Ratification of Board and Management Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Consolidated Accounts and Reports	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Related Party Transactions (Coutier Developpement -Technical Service Agreement)	Management	For
6	Related Party Transactions (Coutier Developpement-Service Agreement)	Management	For
7	Related Party Transactions (Coutier Developpement -Assistance Agreement)	Management	For
8	Related Party Transactions (Coutier Senior)	Management	For
9	Appointment of Auditor (Mazars)	Management	For
10	Non-Renewal of Alternate Auditor (Philippe Galofaro)	Management	For
11	Appointment of Auditor (PwC) and Non-Renewal of Auditor (Mazars)	Management	For
12	Non-Renewal of Alternate Auditor (Bruno Genevois)	Management	For
13	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
14	2023 Remuneration Report	Management	Against
15	2023 Remuneration of Mathieu Coutier, Management Board Chair	Management	Against
16	2023 Remuneration of Benoit Coutier, Management Board Member	Management	Against
17	2023 Remuneration of Nicolas Coutier, Management Board Member	Management	Against
18	2023 Remuneration of Frédéric Marier, Management Board Member	Management	Against
19	2023 Remuneration of André Coutier, Supervisory Board Chair	Management	For
20	2024 Remuneration Policy (Management Board Members)	Management	For
21	2024 Remuneration Policy (Supervisory Board Members)	Management	For
22	2024 Supervisory Board Members' Fees	Management	For
23	Authority to Repurchase and Reissue Shares	Management	For
24	Authority to Cancel Shares and Reduce Capital	Management	For
25	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

BRENNTAG SE

Annual

ISIN DE000A1DAH0 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Additional or Amended Shareholder Proposals	Shareholder	Abstain

BRENNTAG SE

Annual

ISIN DE000A1DAH0 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Additional or Amended Shareholder Proposals	Shareholder	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SYENSQO S.A.

Annual

ISIN BE0974464977 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Dividends	Management	For
5.	Ratification of Board Acts	Management	For
6.	Ratification of Auditor's Acts	Management	Abstain
7.	Remuneration Report	Management	Against
8.	Directors' Fees (FY2024)	Management	For
9.	Appointment of Auditor for Sustainability Reporting	Management	For
10.	Authorisation of Legal Formalities	Management	For

SYENSQO S.A.

Annual

ISIN BE0974464977 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Dividends	Management	For
5.	Ratification of Board Acts	Management	For
6.	Ratification of Auditor's Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.	Remuneration Report	Management	Against
8.	Directors' Fees (FY2024)	Management	For
9.	Appointment of Auditor for Sustainability Reporting	Management	For
10.	Authorisation of Legal Formalities	Management	For

ROLLS-ROYCE HOLDINGS PLC

Annual

ISIN GB00B63H8491 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Policy	Management	For
03	Remuneration Report	Management	For
04	Elect Dame Anita M. Frew	Management	For
05	Elect Tufan Erginbilgic	Management	For
06	Elect Helen McCabe	Management	For
07	Elect George Culmer	Management	For
08	Elect Birgit A. Behrendt	Management	For
09	Elect Stuart J. B. Bradie	Management	Against
10	Elect Paulo Cesar de Souza e Silva	Management	For
11	Elect Lord Jitesh K. Gadhia	Management	For
12	Elect Beverly K. Goulet	Management	For
13	Elect Nicholas Luff	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Elect Wendy Mars	Management	For
15	Elect Dame Angela Strank	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Global Employee Purchase Plan	Management	For
21	Long-Term Incentive Plan	Management	For
22	Increase in NED Fee Cap	Management	For
23	Authority to Issue Shares w/o Preemptive Rights	Management	For
24	Authority to Repurchase Shares	Management	For
25	Adoption of New Articles	Management	For

QUILTER PLC

Annual

ISIN GB00BNHSJN34 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Neeta Atkar	Management	For
05	Elect Tim Breedon	Management	For
06	Elect Christopher Hill	Management	For
07	Elect Moira A. Kilcoyne	Management	For
08	Elect Steven Levin	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

09	Elect Ruth Markland	Management	Against
10	Elect George M. Reid	Management	For
11	Elect Christopher Samuel	Management	For
12	Elect Mark O. Satchel	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authorisation of Political Donations	Management	For
16	Authority to Repurchase Shares	Management	For
17	Authority to Repurchase Shares (Off-Market)	Management	For

AALBERTS NV

Annual

ISIN NL0000852564 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	Remuneration Report	Management	For
3.b.	Accounts and Reports	Management	For
4.b.	Allocation of Dividends	Management	For
5.	Ratification of Management Board Acts	Management	Abstain
6.	Ratification of Supervisory Board Acts	Management	Abstain
7.	Elect Piet Veenema to the Supervisory Board	Management	For
8.	Elect Martin van Pernis to the Stichting Board	Management	For
9.	Authority to Issue Shares w/ Preemptive Rights	Management	For
10.	Authority to Suppress Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11.	Authority to Repurchase Shares	Management	For
12.	Appointment of Auditor	Management	For

AALBERTS NV

Annual

ISIN NL0000852564 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
3.a.	Remuneration Report	Management	For
3.b.	Accounts and Reports	Management	For
4.b.	Allocation of Dividends	Management	For
5.	Ratification of Management Board Acts	Management	Abstain
6.	Ratification of Supervisory Board Acts	Management	Abstain
7.	Elect Piet Veenema to the Supervisory Board	Management	For
8.	Elect Martin van Pernis to the Stichting Board	Management	For
9.	Authority to Issue Shares w/ Preemptive Rights	Management	For
10.	Authority to Suppress Preemptive Rights	Management	For
11.	Authority to Repurchase Shares	Management	For
12.	Appointment of Auditor	Management	For

BANK OF IRELAND GROUP PLC

Annual

ISIN IE00BD1RP616 Meeting Date 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03A	Elect Akshaya Bhargava	Management	For
03B	Elect Margaret Sweeney	Management	For
03C	Elect Giles Andrews	Management	For
03D	Elect Evelyn Bourke	Management	For
03E	Elect Ian Buchanan	Management	For
03F	Elect Eileen Fitzpatrick	Management	For
03G	Elect Richard Goulding	Management	For
03H	Elect Michele Greene	Management	For
03I	Elect Patrick Kennedy	Management	Against
03J	Elect Myles O'Grady	Management	For
03K	Elect Steve Pateman	Management	For
03L	Elect Mark Spain	Management	For
04	Appointment of Auditor	Management	For
05	Authority to Set Auditor's Fees	Management	For
06	Authority to Set General Meeting Notice Period at 14 Days	Management	For
07	Remuneration Report	Management	Against
08	Authority to Repurchase Shares	Management	For
09	Authority to Issue Shares w/ Preemptive Rights	Management	For
10	Authority to Issue Shares w/o Preemptive Rights	Management	For
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
12	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

FERREXPO PLC

Annual

ISIN GB00B1XH2C03 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Remuneration Policy	Management	For
04	Appointment of Auditor	Management	For
05	Authority to Set Auditor's Fees	Management	For
06	Elect Stuart Brown	Management	For
07	Elect Nikolay Kladiev	Management	For
08	Elect Lucio Genovese	Management	Against
09	Elect Vitalii Lisovenko	Management	Against
10	Elect Fiona MacAulay	Management	For
11	Elect Natalie Polischuk	Management	For
12	Amendment to Long-Term Incentive Plan	Management	For
13	Authority to Issue Shares w/ Preemptive Rights	Management	For
14	Authority to Issue Shares w/o Preemptive Rights	Management	For
15	Authority to Repurchase Shares	Management	For
16	Adoption of New Articles	Management	For
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SAFRAN SA

Annual

ISIN FR0000073272 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Patricia S. Bellinger	Management	For
6	Elect Pascale Dosda (Employee Shareholder Representative)	Management	For
7	Elect Anne Aubert (Employee Shareholder Representative)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
10	2023 Remuneration of Ross McInnes, Chair	Management	For
11	2023 Remuneration of Olivier Andriès, CEO	Management	Against
12	2023 Remuneration Report	Management	Against
13	2024 Remuneration Policy (Chair)	Management	For
14	2023 Remuneration Policy (CEO)	Management	Against
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authorisation of Legal Formalities	Management	For

SAFRAN SA

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000073272 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Patricia S. Bellinger	Management	For
6	Elect Pascale Dosda (Employee Shareholder Representative)	Management	For
7	Elect Anne Aubert (Employee Shareholder Representative)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
10	2023 Remuneration of Ross McInnes, Chair	Management	For
11	2023 Remuneration of Olivier Andriès, CEO	Management	Against
12	2023 Remuneration Report	Management	Against
13	2024 Remuneration Policy (Chair)	Management	For
14	2023 Remuneration Policy (CEO)	Management	Against
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authorisation of Legal Formalities	Management	For

SAFRAN SA

Annual

ISIN FR0000073272 Meeting Date 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Patricia S. Bellinger	Management	For
6	Elect Pascale Dosda (Employee Shareholder Representative)	Management	For
7	Elect Anne Aubert (Employee Shareholder Representative)	Management	For
8	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
10	2023 Remuneration of Ross McInnes, Chair	Management	For
11	2023 Remuneration of Olivier Andriès, CEO	Management	Against
12	2023 Remuneration Report	Management	Against
13	2024 Remuneration Policy (Chair)	Management	For
14	2023 Remuneration Policy (CEO)	Management	Against
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authorisation of Legal Formalities	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3

Meeting Date 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Approval of Natural Gas Sales Contract	Management	For
2	Presentation of Related Party Transactions (Public Companies)	Management	For
3	Authorization of Legal Formalities	Management	For

VALLOUREC

Mix

ISIN FR0013506730 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Appointment of Auditor (KPMG)	Management	For
5	Appointment of Auditor (E&Y)	Management	For
6	Appointment of Auditor for Sustainability Reporting (E&Y)	Management	For
7	Elect Corine de Bilbao	Management	For
8	Ratification of the Co-option of Luciano Siani Pires	Management	For
9	Elect Frida Norrbom Sams	Management	For
10	Elect Genuino Magalhaes Christino	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Philippe Guillemot, Chair and CEO	Management	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
19	Authority to Set Offering Price of Shares	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Management	For
23	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued t	Management	For
24	Authority to Increase Capital Through Capitalisations	Management	For
25	Authority to Issue Performance Shares	Management	Against
26	Employee Stock Purchase Plan	Management	For
27	Authority to Issue Shares w/o Preemptive Rights (Employees and Corporate Officers)	Management	For
28	Authority to Cancel Shares and Reduce Capital	Management	For
29	Amendments to Articles	Management	Against
30	Authorisation of Legal Formalities	Management	For

VALLOUREC

Mix

ISIN FR0013506730 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Appointment of Auditor (KPMG)	Management	For
5	Appointment of Auditor (E&Y)	Management	For
6	Appointment of Auditor for Sustainability Reporting (E&Y)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Elect Corine de Bilbao	Management	For
8	Ratification of the Co-option of Luciano Siani Pires	Management	For
9	Elect Frida Norrbom Sams	Management	For
10	Elect Genuino Magalhaes Christino	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Philippe Guillemot, Chair and CEO	Management	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
19	Authority to Set Offering Price of Shares	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Management	For
23	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued t	Management	For
24	Authority to Increase Capital Through Capitalisations	Management	For
25	Authority to Issue Performance Shares	Management	Against
26	Employee Stock Purchase Plan	Management	For
27	Authority to Issue Shares w/o Preemptive Rights (Employees and Corporate Officers)	Management	For
28	Authority to Cancel Shares and Reduce Capital	Management	For
29	Amendments to Articles	Management	Against
30	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

VALEO S.A.

Mix

ISIN FR0013176526 **Meeting Date** 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Fonds Stratégique de Participations (Julie Avrane)	Management	For
6	Elect Sascha Zahnd	Management	For
7	Elect Beatriz Puente Ferreras	Management	For
8	Elect Éric Chauvirey	Management	For
9	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
10	2024 Directors' Fees	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Gilles Michel, Chair	Management	For
13	2023 Remuneration of Christophe Perillat, CEO	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2023 Remuneration Policy (CEO)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Issue Performance Shares	Management	For
19	Authorisation of Legal Formalities	Management	For

SEB

Mix

ISIN FR0000121709 **Meeting Date** 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Thierry de La Tour d'Artaise	Management	Against
5	Elect Fonds Stratégique de Participations (Catherine Pourre)	Management	For
6	Elect Venelle Investissement (Damarys Braidá)	Management	Against
7	Elect François Mirallié	Management	Against
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Thierry de La Tour d'Artaise, Chair	Management	Against
10	2023 Remuneration of Stanislas De Gramont, CEO	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (CEO)	Management	Against
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	Against
15	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
20	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Global Ceiling on Capital Increases	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

23	Authority to Increase Capital Through Capitalisations	Management	For
24	Authority to Issue Performance Shares	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Authorisation of Legal Formalities	Management	For
A	Shareholder Proposal Regarding Election of Pascal Girardot	Shareholder	For
B	Shareholder Proposal Regarding Setting Age Limits for Directors	Shareholder	Abstain
C	Shareholder Proposal Regarding Setting Age Limits for Chair	Shareholder	Abstain

SCHNEIDER ELECTRIC SE

Mix

ISIN FR0000121972 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Management	Against
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For
10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	2024 Remuneration Policy (CEO)	Management	For
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Elect Fred Kindle	Management	For
15	Elect Cécile Cabanis	Management	For
16	Elect Jill Lee	Management	For
17	Elect Philippe Knoche	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For
21	Authorisation of Legal Formalities	Management	For

SCHNEIDER ELECTRIC SE

Mix

ISIN FR0000121972 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Management	Against
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Management	For
11	2024 Remuneration Policy (CEO)	Management	For
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Elect Fred Kindle	Management	For
15	Elect Cécile Cabanis	Management	For
16	Elect Jill Lee	Management	For
17	Elect Philippe Knoche	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For
21	Authorisation of Legal Formalities	Management	For

ELIS.

Mix

ISIN FR0012435121 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Amy Flikerski	Management	For
6	Elect Fabrice Barthélémy	Management	For
7	Elect BW Gestão de Investimentos Ltda (Cécile Helme-Guizon)	Management	For
8	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
9	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	2024 Remuneration Policy (Supervisory Board Chair)	Management	For
11	2024 Remuneration Policy (Supervisory Board Members)	Management	For
12	2024 Remuneration Policy (Management Board Chair)	Management	For
13	2024 Remuneration Policy (Management Board Members)	Management	For
14	2023 Remuneration Report	Management	For
15	2023 Remuneration of Thierry Morin, Supervisory Board Chair	Management	For
16	2023 Remuneration of Xavier Martiré, Management Board Chair	Management	For
17	2023 Remuneration of Louis Guyot, Management Board member	Management	For
18	2023 Remuneration of Matthieu Lechary, Management Board Member	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
24	Authority to Set Offering Price of Shares	Management	For
25	Greenshoe	Management	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Stock Purchase Plan for Overseas Employees	Management	For
29	Global Ceiling on Capital Increases	Management	For
30	Authority to Cancel Shares and Reduce Capital	Management	For
31	Authorisation of Legal Formalities	Management	For

ELIS.

Mix

ISIN FR0012435121

Meeting Date 23-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Amy Flikerski	Management	For
6	Elect Fabrice Barthélémy	Management	For
7	Elect BW Gestão de Investimentos Ltda (Cécile Helme-Guizon)	Management	For
8	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
9	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
10	2024 Remuneration Policy (Supervisory Board Chair)	Management	For
11	2024 Remuneration Policy (Supervisory Board Members)	Management	For
12	2024 Remuneration Policy (Management Board Chair)	Management	For
13	2024 Remuneration Policy (Management Board Members)	Management	For
14	2023 Remuneration Report	Management	For
15	2023 Remuneration of Thierry Morin, Supervisory Board Chair	Management	For
16	2023 Remuneration of Xavier Martiré, Management Board Chair	Management	For
17	2023 Remuneration of Louis Guyot, Management Board member	Management	For
18	2023 Remuneration of Matthieu Lecharny, Management Board Member	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
24	Authority to Set Offering Price of Shares	Management	For
25	Greenshoe	Management	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Stock Purchase Plan for Overseas Employees	Management	For
29	Global Ceiling on Capital Increases	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

30	Authority to Cancel Shares and Reduce Capital	Management	For
31	Authorisation of Legal Formalities	Management	For

ENEL SPA

Annual

ISIN IT0003128367 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Authority to Repurchase and Reissue Shares	Management	For
0040	2024 Long-Term Incentive Plan	Management	For
0050	Remuneration Policy	Management	For
0060	Remuneration Report	Management	For

ENEL SPA

Annual

ISIN IT0003128367 Meeting Date 23-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Authority to Repurchase and Reissue Shares	Management	For
0040	2024 Long-Term Incentive Plan	Management	For
0050	Remuneration Policy	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

0060 Remuneration Report

Management

For

LYONDELLBASELL INDUSTRIES NV

Annual

ISIN NL0009434992

Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jacques Aigrain	Management	For
1b.	Elect Lincoln Benet	Management	For
1c.	Elect Robin Buchanan	Management	For
1d.	Elect Anthony R. Chase	Management	For
1e.	Elect Robert W. Dudley	Management	For
1f.	Elect Claire S. Farley	Management	For
1g.	Elect Rita Griffin	Management	For
1h.	Elect Michael S. Hanley	Management	For
1i.	Elect Virginia A. Kamsky	Management	For
1j.	Elect Bridget E. Karlin	Management	For
1k.	Elect Albert Manifold	Management	Against
1l.	Elect Peter Vanacker	Management	For
2.	Ratification of Board Acts	Management	Abstain
3.	Accounts and Reports	Management	For
4.	Appointment of Dutch Statutory Auditor	Management	For
5.	Ratification of Auditor	Management	For
6.	Advisory Vote on Executive Compensation	Management	For
7.	Authority to Repurchase Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

8. Cancellation of Shares Management For

LYONDELLBASELL INDUSTRIES NV

Annual

ISIN NL0009434992 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Jacques Aigrain	Management	For
1b.	Elect Lincoln Benet	Management	For
1c.	Elect Robin Buchanan	Management	For
1d.	Elect Anthony R. Chase	Management	For
1e.	Elect Robert W. Dudley	Management	For
1f.	Elect Claire S. Farley	Management	For
1g.	Elect Rita Griffin	Management	For
1h.	Elect Michael S. Hanley	Management	For
1i.	Elect Virginia A. Kamsky	Management	For
1j.	Elect Bridget E. Karlin	Management	For
1k.	Elect Albert Manifold	Management	Against
1l.	Elect Peter Vanacker	Management	For
2.	Ratification of Board Acts	Management	Abstain
3.	Accounts and Reports	Management	For
4.	Appointment of Dutch Statutory Auditor	Management	For
5.	Ratification of Auditor	Management	For
6.	Advisory Vote on Executive Compensation	Management	For
7.	Authority to Repurchase Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8. Cancellation of Shares Management For

PEUGEOT INVEST

Mix

ISIN FR0000064784 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Related Party Transaction (Bertrand Finet, Outgoing CEO)	Management	Against
5	Special Auditors Report on Regulated Agreements	Management	Against
6	Elect Sophie Berets	Management	For
7	Elect Armand Peugeot	Management	For
8	Elect Edouard Peugeot	Management	For
9	Elect Christine Dubus	Management	For
10	Elect Xavier Barbaro	Management	Against
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Robert Peugeot, Chair	Management	For
13	2023 Remuneration of Bertrand Finet, CEO	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (CEO)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
23	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	Against
24	Authority to Set Offering Price of Shares	Management	Against
25	Greenshoe	Management	Against
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
27	Authority to Increase Capital in Case of Exchange Offers	Management	Against
28	Employee Stock Purchase Plan	Management	For
29	Global Ceiling on Capital Increases	Management	For
30	Authorisation of Legal Formalities	Management	For
A	Shareholder Proposal Regarding Allocation of Dividends	Shareholder	For
B	Shareholder Proposal Regarding Change in Executive Compensation	Shareholder	For
C	Shareholder Proposal Regarding Directors' Share Ownership	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

PEUGEOT INVEST

Mix

ISIN FR0000064784 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Related Party Transaction (Bertrand Finet, Outgoing CEO)	Management	Against
5	Special Auditors Report on Regulated Agreements	Management	Against
6	Elect Sophie Berets	Management	For
7	Elect Armand Peugeot	Management	For
8	Elect Edouard Peugeot	Management	For
9	Elect Christine Dubus	Management	For
10	Elect Xavier Barbaro	Management	Against
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Robert Peugeot, Chair	Management	For
13	2023 Remuneration of Bertrand Finet, CEO	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Remuneration Policy (Chair)	Management	For
16	2024 Remuneration Policy (CEO)	Management	Against
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Performance Shares	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
23	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	Against
24	Authority to Set Offering Price of Shares	Management	Against
25	Greenshoe	Management	Against
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
27	Authority to Increase Capital in Case of Exchange Offers	Management	Against
28	Employee Stock Purchase Plan	Management	For
29	Global Ceiling on Capital Increases	Management	For
30	Authorisation of Legal Formalities	Management	For
A	Shareholder Proposal Regarding Allocation of Dividends	Shareholder	For
B	Shareholder Proposal Regarding Change in Executive Compensation	Shareholder	For
C	Shareholder Proposal Regarding Directors' Share Ownership	Shareholder	For

ASSYSTEM.

Mix

ISIN FR0000074148 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against
5	Elect MC Conseil as Censor	Management	Against
6	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
7	Amendment to the 2023 Remuneration Policy (Deputy CEO)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Dominique Louis, Chair and CEO	Management	For
10	2023 Remuneration of Stéphane Aubarbier, Deputy CEO	Management	For
11	2024 Remuneration Policy (Corporate Officers)	Management	For
12	2024 Remuneration Policy (Chair and CEO)	Management	For
13	2024 Remuneration Policy (Deputy CEO)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
19	Private Placement	Management	Against
20	Authority to Set Offering Price of Shares	Management	Against
21	Greenshoe	Management	Against
22	Global Ceiling on Capital Increases	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

24	Authority to Issue Restricted Shares	Management	Against
25	Authority to Grant Warrants	Management	Against
26	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
27	Authority to Grant Stock Options	Management	Against
28	Employee Stock Purchase Plan	Management	For
29	Authorisation of Legal Formalities	Management	For

INTERTEK GROUP PLC

Annual

ISIN GB0031638363 **Meeting Date** 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Policy	Management	For
03	Remuneration Report	Management	For
04	Final Dividend	Management	For
05	Elect Apurvi Sheth	Management	For
06	Elect Andrew Martin	Management	For
07	Elect André Lacroix	Management	For
08	Elect Colm Deasy	Management	For
09	Elect Graham Allan	Management	For
10	Elect Gurnek Bains	Management	For
11	Elect Lynda M. Clarizio	Management	For
12	Elect Tamara Ingram	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Elect Jeremy K. Maiden	Management	For
14	Elect Kawal Preet	Management	For
15	Elect Jean-Michel Valette	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authorisation of Political Donations	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

CARREFOUR

Mix

ISIN FR0000120172 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Phillipe Houzé	Management	For
6	Elect Patricia Moulin Lemoine	Management	For
7	Elect Stéphane Israël	Management	For
8	Elect Cláudia Almeida e Silva	Management	For
9	Elect Stéphane Courbit	Management	For
10	Elect Aurore Domont	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Arthur Sadoun	Management	Against
12	Ratification of Co-Option of Eduardo Rossi	Management	For
13	Elect Marguerite Bérard	Management	For
14	Appointment of Auditor for Sustainability Reporting (Deloitte and Mazars)	Management	For
15	2023 Remuneration Report	Management	For
16	2023 Remuneration of Alexandre Bompard, Chair and CEO	Management	Against
17	2024 Remuneration Policy (Chair and CEO)	Management	For
18	2024 Remuneration Policy (Board of Directors)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authorisation of Legal Formalities	Management	For

CARREFOUR

Mix

ISIN FR0000120172 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Phillipe Houzé	Management	For
6	Elect Patricia Moulin Lemoine	Management	For
7	Elect Stéphane Israël	Management	For
8	Elect Cláudia Almeida e Silva	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Elect Stéphane Courbit	Management	For
10	Elect Aurore Domont	Management	For
11	Elect Arthur Sadoun	Management	Against
12	Ratification of Co-Option of Eduardo Rossi	Management	For
13	Elect Marguerite Bérard	Management	For
14	Appointment of Auditor for Sustainability Reporting (Deloitte and Mazars)	Management	For
15	2023 Remuneration Report	Management	For
16	2023 Remuneration of Alexandre Bompard, Chair and CEO	Management	Against
17	2024 Remuneration Policy (Chair and CEO)	Management	For
18	2024 Remuneration Policy (Board of Directors)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authorisation of Legal Formalities	Management	For

AMUNDI

Annual

ISIN FR0004125920 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	2023 Remuneration of Yves Perrier, Chair (Until May 12, 2023)	Management	For
7	2023 Remuneration of Philippe Brassac, Chair (Since May 12, 2023)	Management	For
8	2023 Remuneration of Valérie Baudson, CEO	Management	Against
9	2023 Remuneration of Nicolas Calcoen, Deputy CEO	Management	Against
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (CEO)	Management	Against
13	2024 Remuneration Policy (Deputy CEO)	Management	Against
14	Remuneration of Identified Staff	Management	For
15	Ratification of Co-Option of Bénédicte Chrétien	Management	For
16	Ratification of Co-Option of Christine Grillet	Management	For
17	Ratification of Co-Option of Gérald Grégoire	Management	For
18	Elect Nathalie Wright	Management	For
19	Elect Michèle Guibert	Management	For
20	Elect Patrice Gentié	Management	For
21	Elect Gérald Grégoire	Management	For
22	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
23	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
24	Opinion on Climate Strategy Progress	Management	For
25	Authority to Repurchase and Reissue Shares	Management	For
26	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AMUNDI

Annual

ISIN FR0004125920 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Yves Perrier, Chair (Until May 12, 2023)	Management	For
7	2023 Remuneration of Philippe Brassac, Chair (Since May 12, 2023)	Management	For
8	2023 Remuneration of Valérie Baudson, CEO	Management	Against
9	2023 Remuneration of Nicolas Calcoen, Deputy CEO	Management	Against
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (CEO)	Management	Against
13	2024 Remuneration Policy (Deputy CEO)	Management	Against
14	Remuneration of Identified Staff	Management	For
15	Ratification of Co-Option of Bénédicte Chrétien	Management	For
16	Ratification of Co-Option of Christine Grillet	Management	For
17	Ratification of Co-Option of Gérald Grégoire	Management	For
18	Elect Nathalie Wright	Management	For
19	Elect Michèle Guibert	Management	For
20	Elect Patrice Gentié	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

21	Elect Gérald Grégoire	Management	For
22	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
23	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For
24	Opinion on Climate Strategy Progress	Management	For
25	Authority to Repurchase and Reissue Shares	Management	For
26	Authorisation of Legal Formalities	Management	For

LEONARDO S.P.A.

Mix

ISIN IT0003856405 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendments to Article 2.2 (Company Headquarters)	Management	For
0020	Amendments to Article 5.1 (Par Value)	Management	For
0030	Amendments to Articles (Golden Power Regulations)	Management	For
0040	Amendments to Articles (General Meeting Secretary)	Management	For
0050	Amendments to Articles (General Meeting Convocation)	Management	For
0060	Amendments to Article 17.1 (General Meeting Voting)	Management	For
0070	Amendments to Article 18.4 (Replacement of Resigned Directors)	Management	For
0080	Amendments to Articles (Board of Statutory Auditors)	Management	For
0090	Amendments to Articles (Meetings of Corporate Bodies)	Management	For
0100	Amendments to Article 24.2 (Reporting to Competent Bodies)	Management	For
0110	Amendments to Articles (Editorial Changes)	Management	For
0120	Accounts and Reports	Management	For
0130	Allocation of Dividends	Management	For
014A	List Presented by Ministry of Economy and Finance	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

014B	List Presented by Group of Institutional Investors Representing 1.02% of Share Capital	Management	For
0150	Elect Luca Rossi as Chair of Board of Statutory Auditors	Management	For
0160	Statutory Auditors' Fees	Management	For
0170	2024-2026 Long Term Incentive Plan	Management	For
0180	Remuneration Policy	Management	For
0190	Remuneration Report	Management	Against

LANXESS AG

Annual

ISIN DE0005470405 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	Against
6.1	Elect Hans van Bylen	Management	For
6.2	Elect Lawrence A. Rosen	Management	For
6.3	Elect Hans-Joachim Müller as New Member	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Amendments to Articles (Record Date)	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

NN GROUP NV

Annual

ISIN NL0010773842 **Meeting Date** 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Remuneration Report	Management	Against
5.a.	Accounts and Reports	Management	For
5.c.	Allocation of Dividends	Management	For
6.a.	Ratification of Management Board Acts	Management	Abstain
6.b.	Ratification of Supervisory Board Acts	Management	Abstain
8.a.	Elect Robert Jenkins to the Supervisory Board	Management	For
8.b.	Elect Koos Timmermans to the Supervisory Board	Management	For
9.a.	Management Board Remuneration Policy	Management	Against
9.b.	Supervisory Board Remuneration Policy	Management	For
10.	Authority to Issue Shares w/ or w/o Preemptive Rights (Solvency II Securities)	Management	For
11a.i	Authority to Issue Shares w/ Preemptive Rights	Management	For
11a.ii	Authority to Suppress Preemptive Rights	Management	For
11.b.	Additional Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For
12.	Authority to Repurchase Shares	Management	For
13.	Cancellation of Shares	Management	For

INDEL B S.P.A

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN IT0005245508 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	Authority to Repurchase and Reissue Shares	Management	For

TOTALENERGIES SE

Mix

ISIN FR0000120271 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Patrick Pouyanné	Management	For
7	Elect Jacques Aschenbroich	Management	For
8	Elect R. Glenn Hubbard	Management	For
9	Elect Marie-Ange Debon	Management	For
10	2023 Remuneration Report	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Opinion on 2024 Sustainability and Climate Progress Report	Management	Abstain
15	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
16	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Authority to Issue Performance Shares	Management	For

TOTALENERGIES SE

Mix

ISIN FR0000120271 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Patrick Pouyanné	Management	For
7	Elect Jacques Aschenbroich	Management	For
8	Elect R. Glenn Hubbard	Management	For
9	Elect Marie-Ange Debon	Management	For
10	2023 Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For
14	Opinion on 2024 Sustainability and Climate Progress Report	Management	Abstain
15	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
16	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Authority to Issue Performance Shares	Management	For

TOTALENERGIES SE

Mix

ISIN FR0000120271 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Patrick Pouyanné	Management	For
7	Elect Jacques Aschenbroich	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

GUERBET SA

Mix

ISIN FR0000032526 Meeting Date 24-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Marie-Claire Janailhac-Fritsch, Chair (until May 26, 2023)	Management	For
7	2023 Remuneration of Didier Izabel, Chair (from May 26, 2023)	Management	For
8	2023 Remuneration of David Hale, CEO	Management	For
9	2023 Remuneration of Philippe Bourrinet, Deputy CEO	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO)	Management	Against
12	2024 Remuneration Policy (Deputy CEO)	Management	Against
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	2024 Directors' Fees	Management	For
15	Elect Hugues Lecat	Management	Against
16	Appointment of Auditor for Sustainability Reporting (Mazars and Crowe HAF)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Amendments to Articles Regarding Censors	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/ Priority Su	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/o Priority S	Management	Against
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
25	Authority to Set Offering Price of Shares	Management	Against
26	Greenshoe	Management	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

28	Employee Stock Purchase Plan	Management	For
29	Authority to Issue Performance Shares	Management	Against
30	Authorisation of Legal Formalities	Management	For

MERCK & CO INC

Annual

ISIN US58933Y1055 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Douglas M. Baker, Jr.	Management	For
1b.	Elect Mary Ellen Coe	Management	For
1c.	Elect Pamela J. Craig	Management	For
1d.	Elect Robert M. Davis	Management	For
1e.	Elect Thomas H. Glocer	Management	Against
1f.	Elect Risa Lavizzo-Mourey	Management	For
1g.	Elect Stephen L. Mayo	Management	For
1h.	Elect Paul B. Rothman	Management	For
1i.	Elect Patricia F. Russo	Management	Against
1j.	Elect Christine E. Seidman	Management	For
1k.	Elect Inge G. Thulin	Management	For
1l.	Elect Kathy J. Warden	Management	Against
2.	Advisory Vote on Executive Compensation	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Abstain
5.	Shareholder Proposal Regarding Government Censorship Transparency Report	Shareholder	Abstain
6.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Abstain

MERCK & CO INC

Annual

ISIN US58933Y1055 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Douglas M. Baker, Jr.	Management	For
1b.	Elect Mary Ellen Coe	Management	For
1c.	Elect Pamela J. Craig	Management	For
1d.	Elect Robert M. Davis	Management	For
1e.	Elect Thomas H. Glocer	Management	Against
1f.	Elect Risa Lavizzo-Mourey	Management	For
1g.	Elect Stephen L. Mayo	Management	For
1h.	Elect Paul B. Rothman	Management	For
1i.	Elect Patricia F. Russo	Management	Against
1j.	Elect Christine E. Seidman	Management	For
1k.	Elect Inge G. Thulin	Management	For
1l.	Elect Kathy J. Warden	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Abstain
5.	Shareholder Proposal Regarding Government Censorship Transparency Report	Shareholder	Abstain
6.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Abstain

VONTIER CORPORATION

Annual

ISIN US9288811014 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Karen C. Francis	Management	For
1b.	Elect Gloria R. Boyland	Management	For
1c.	Elect Maryrose T. Sylvester	Management	For
1d.	Elect David M. Foulkes	Management	Against
1e.	Elect Christopher J. Klein	Management	For
1f.	Elect Mark D. Morelli	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AMA CORPORATION PLC

Annual

ISIN GB00BNKGZC51 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	Abstain
2	Elect Gerard Guillemot	Management	Abstain
3	Elect Etienne Guillemot	Management	Abstain
4	Appointment of Auditor (Macalvins)	Management	Abstain
5	Authority to Set Auditor's Fees	Management	Abstain
6	Authority to Issue Shares w/o Preemptive Rights	Management	Abstain
7	Suppression of Pre-emptive Rights	Management	Abstain
8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investments)	Management	Abstain

EXOR N.V.

Annual

ISIN NL0012059018 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0010	Remuneration Report	Management	For
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Appointment of Auditor	Management	For
0050	Remuneration Policy	Management	Against
0060	Amendments to Long-Term Incentive Plan	Management	Against
0070	Ratification of Executive Directors' Acts	Management	Abstain
0080	Ratification of Non-Executives' Acts	Management	Abstain
0090	Authority to Repurchase Shares	Management	For
0100	Cancellation of Shares	Management	For

OMV AG

Annual

ISIN AT0000743059 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2a	Allocation of Dividends	Management	For
2b	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Supervisory Board Remuneration Policy	Management	For
8	Supervisory Board Members' Fees	Management	For
9a	Long Term Incentive Plan	Management	For
9b	Annual Bonus Equity Deferral	Management	For
10a	Elect Dorothee A. Deuring	Management	For
10b	Elect Patrick Lammers	Management	For
10c	Elect Khaleed Salmeen	Management	Against
10d	Elect Khaled Mohamed Alalkeem Al Zaabi	Management	Against
11a	Amendments to Corporate Purpose	Management	For
11b	Amendments to Articles (Virtual Meeting)	Management	For
11c	Amendments to Articles (Miscellaneous)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For

OMV AG

Annual

ISIN AT0000743059 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2a	Allocation of Dividends	Management	For
2b	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Supervisory Board Remuneration Policy	Management	For
8	Supervisory Board Members' Fees	Management	For
9a	Long Term Incentive Plan	Management	For
9b	Annual Bonus Equity Deferral	Management	For
10a	Elect Dorothee A. Deuring	Management	For
10b	Elect Patrick Lammers	Management	For
10c	Elect Khaleed Salmeen	Management	Against
10d	Elect Khaled Mohamed Alalkeem Al Zaabi	Management	Against
11a	Amendments to Corporate Purpose	Management	For
11b	Amendments to Articles (Virtual Meeting)	Management	For
11c	Amendments to Articles (Miscellaneous)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For

VETOQUINOL

Mix

ISIN FR0004186856 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Ratification of Board Acts	Management	For
5	2024 Remuneration Policy (Corporate Officers)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	2023 Remuneration Report	Management	Against
7	2024 Directors' Fees	Management	For
8	2023 Remuneration of Etienne Frechin, Former Chair (until June 30, 2023)	Management	For
9	2023 Remuneration of Matthieu Frechin, CEO (until June 30, 2023)	Management	Against
10	2023 Remuneration of Matthieu Frechin, Chair and CEO (from July 1 to December 31, 2023)	Management	Against
11	2023 Remuneration of Dominique Derveaux, Deputy CEO	Management	Against
12	2023 Remuneration of Alain Masson, Deputy CEO	Management	Against
13	Special Auditors Report on Regulated Agreements	Management	For
14	Elect Audrey Chanoinat	Management	Against
15	Appointment of Auditor for Sustainability Reporting (ALCE Expertise)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investor)	Management	Against
20	Employee Stock Purchase Plan	Management	For
21	Authority to Issue Performance Shares	Management	Against
22	Global Ceiling on Capital Increases	Management	For
23	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SOLVAY SA

Annual

ISIN BE0003470755 **Meeting Date** 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Dividends	Management	For
5.	Ratification of Board Acts	Management	For
6.	Ratification of Auditor's Acts	Management	For
7.	Remuneration Report	Management	Against
8.	Directors' Fees	Management	For
9.	Elect Aude Thibaut de Maisières to the Board of Directors	Management	For
10.	Appointment of Auditor for Sustainability Reporting	Management	For
11.	Change in Control Clause	Management	For

NANOBIOTIX

Mix

ISIN FR0011341205 **Meeting Date** 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Reconstitution of the Company's Equity	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration of Laurent Levy, Management Board Chair	Management	Against
7	2023 Remuneration of Anne-Juliette Hermant, Management Board Member	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	2023 Remuneration of Bartholomeus van Rhijn, Management Board Member	Management	Against
9	2023 Remuneration of Gary Phillips, Supervisory Board Chair	Management	For
10	2023 Remuneration Report	Management	Against
11	2024 Directors' Fees	Management	Against
12	2024 Remuneration Policy (Supervisory Board Members)	Management	Against
13	2024 Remuneration Policy (Management Board Chair)	Management	Against
14	2024 Remuneration Policy (Management Board Member)	Management	Against
15	2024 Remuneration Policy (Management Board Member)	Management	Against
16	2024 Remuneration Policy (Management Board Member)	Management	Against
17	Appointment of Auditor (Grant Thornton)	Management	For
18	Appointment of Auditor (KPMG)	Management	For
19	2023 Stock Option Plan	Management	Against
20	Authority to Repurchase and Reissue Shares	Management	Against
21	Elect Anne-Marie Graffin	Management	Against
22	Elect Alain Herrera	Management	For
23	Amendments to Articles (Age Limits)	Management	For
24	Amendments to Articles (Supervisory Board)	Management	For
25	Amendments to Articles (Share Capital)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
29	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
30	Authority to Set Offering Price of Shares	Management	For
31	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Equity Line)	Management	Against
32	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Equity Financing Management		Against
33	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Investment Fund Management		Against
34	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Health or Biotech Management		Against
35	Greenshoe	Management	For
36	Authority to Increase Capital in Case of Exchange Offers	Management	Against
37	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
38	Global Ceiling on Capital Increases and Debt Issuances	Management	For
39	Authority to Increase Capital Through Capitalisations	Management	Against
40	Authority to Grant Stock Options	Management	Against
41	Authority to Issue Performance Shares	Management	Against
42	Authority to Grant Warrants	Management	For
43	Global Ceiling on Capital Increases	Management	For
44	Employee Stock Purchase Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

IPSEN

Mix

ISIN FR0010259150 **Meeting Date** 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
6	Elect Beech Tree S.A. (Philippe Bonhomme)	Management	For
7	Elect Carol Xueref	Management	Against
8	Ratification of the Co-option of Pascal Touchon	Management	Against
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO and Other Executives)	Management	Against
12	2023 Remuneration Report	Management	Against
13	2023 Remuneration of Marc de Garidel, Chair	Management	For
14	2023 Remuneration of David Loew, CEO	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Performance Shares	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17 Authorisation of Legal Formalities Management For

IPSEN

Mix

ISIN FR0010259150 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
6	Elect Beech Tree S.A. (Philippe Bonhomme)	Management	For
7	Elect Carol Xueref	Management	Against
8	Ratification of the Co-option of Pascal Touchon	Management	Against
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO and Other Executives)	Management	Against
12	2023 Remuneration Report	Management	Against
13	2023 Remuneration of Marc de Garidel, Chair	Management	For
14	2023 Remuneration of David Loew, CEO	Management	Against
15	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authority to Issue Performance Shares	Management	Against
17	Authorisation of Legal Formalities	Management	For

BNP PARIBAS ASSET MANAGEMENT LUXEMBOURG

Special

ISIN LU1291102447 Meeting Date 28-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding Restrictions on Holding of Shares	Management	Abstain
2	Amendments to Articles Regarding Annual Fees	Management	Abstain
3	Amendments to Articles Regarding Dilution Effect of Capital Activity	Management	Abstain
4	Amendments to Articles Regarding Company Investments	Management	Abstain
5	Amendments to Articles Regarding Conflicts of Interest	Management	Abstain
6	Amendments to Articles Regarding the Date of the Annual General Meeting	Management	Abstain
7	Authority to Coordinate Articles	Management	Abstain
8	Amendments to Articles (General Improvement and/or Clarification of Terms or Sentence Management		Abstain
9	Transaction of Other Business	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

EXXON MOBIL CORP.

Annual

ISIN US30231G1022 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Michael J. Angelakis	Management	For
1b.	Elect Angela F. Braly	Management	For
1c.	Elect Gregory J. Goff	Management	For
1d.	Elect John D. Harris II	Management	For
1e.	Elect Kaisa Hietala	Management	For
1f.	Elect Joseph L. Hooley	Management	Against
1g.	Elect Steven A. Kandarian	Management	For
1h.	Elect Alexander A. Karsner	Management	For
1i.	Elect Lawrence W. Kellner	Management	For
1j.	Elect Dina Powell McCormick	Management	For
1k.	Elect Jeffrey W. Ubben	Management	For
1l.	Elect Darren W. Woods	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Revisiting Pay Incentives for GHG Emissions Reduction	Shareholder	Against
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
6.	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7. Shareholder Proposal Regarding Just Transition Reporting Shareholder For

CHEVRON CORP.

Annual

ISIN US1667641005 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Wanda M. Austin	Management	For
1b.	Elect John B. Frank	Management	Against
1c.	Elect Alice P. Gast	Management	For
1d.	Elect Enrique Hernandez, Jr.	Management	For
1e.	Elect Marilyn A. Hewson	Management	For
1f.	Elect Jon M. Huntsman Jr.	Management	For
1g.	Elect Charles W. Moorman	Management	Against
1h.	Elect Dambisa F. Moyo	Management	For
1i.	Elect Debra L. Reed-Klages	Management	For
1j.	Elect D. James Umpleby III	Management	Against
1k.	Elect Cynthia J. Warner	Management	For
1l.	Elect Michael K. Wirth	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	For
6.	Shareholder Proposal Regarding Report on Human Rights Risks	Shareholder	For
7.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	For

CHEVRON CORP.

Annual

ISIN US1667641005 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Wanda M. Austin	Management	For
1b.	Elect John B. Frank	Management	Against
1c.	Elect Alice P. Gast	Management	For
1d.	Elect Enrique Hernandez, Jr.	Management	For
1e.	Elect Marilyn A. Hewson	Management	For
1f.	Elect Jon M. Huntsman Jr.	Management	For
1g.	Elect Charles W. Moorman	Management	Against
1h.	Elect Dambisa F. Moyo	Management	For
1i.	Elect Debra L. Reed-Klages	Management	For
1j.	Elect D. James Umpleby III	Management	Against
1k.	Elect Cynthia J. Warner	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.	Elect Michael K. Wirth	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against
5.	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	For
6.	Shareholder Proposal Regarding Report on Human Rights Risks	Shareholder	For
7.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	For

ROYAL CARIBBEAN GROUP

Annual

ISIN LR0008862868 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect John F. Brock	Management	Against
1b.	Elect Richard D. Fain	Management	For
1c.	Elect Stephen R. Howe, Jr	Management	For
1d.	Elect William L. Kimsey	Management	For
1e.	Elect Michael O. Leavitt	Management	For
1f.	Elect Jason T. Liberty	Management	For
1g.	Elect Amy McPherson	Management	For
1h.	Elect Maritza Gomez Montiel	Management	For
1i.	Elect Ann S. Moore	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Eyal M. Ofer	Management	For
1k.	Elect Vagn Sørensen	Management	Against
1l.	Elect Donald Thompson	Management	For
1m.	Elect Arne Alexander Wilhelmsen	Management	For
1n.	Elect Rebecca Yeung	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

ROYAL CARIBBEAN GROUP

Annual

ISIN LR0008862868 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect John F. Brock	Management	Against
1b.	Elect Richard D. Fain	Management	For
1c.	Elect Stephen R. Howe, Jr	Management	For
1d.	Elect William L. Kimsey	Management	For
1e.	Elect Michael O. Leavitt	Management	For
1f.	Elect Jason T. Liberty	Management	For
1g.	Elect Amy McPherson	Management	For
1h.	Elect Maritza Gomez Montiel	Management	For
1i.	Elect Ann S. Moore	Management	For
1j.	Elect Eyal M. Ofer	Management	For
1k.	Elect Vagn Sørensen	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1l.	Elect Donald Thompson	Management	For
1m.	Elect Arne Alexander Wilhelmsen	Management	For
1n.	Elect Rebecca Yeung	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

BIC

Mix

ISIN FR0000120966 **Meeting Date** 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Elect Société M.B.D (Edouard Bich)	Management	For
7	Elect Marie-Aimée Bich-Dufour	Management	For
8	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Gonzalve Bich, CEO	Management	Against
11	2024 Remuneration Policy (Executives)	Management	For
12	2023 Remuneration of Nikos Koumettis, Chair	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Directors' Fees	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Issue Performance Shares	Management	Against
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Authorisation of Legal Formalities	Management	For

PUBLICIS GROUPE SA

Mix

ISIN FR0000130577 **Meeting Date** 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
6	2023 Remuneration Report	Management	Against
7	2023 Remuneration of Maurice Lévy, Supervisory Board Chair	Management	Against
8	2023 Remuneration of Arthur Sadoun, Management Board Chair	Management	Against
9	2023 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	2023 Remuneration of Michel-Alain Proch, Management Board Member	Management	For
11	2024 Remuneration Policy (Supervisory Board Chair)	Management	Against
12	2024 Remuneration Policy (Supervisory Board Members)	Management	For
13	2024 Remuneration Policy (Management Board Chair)	Management	For
14	2024 Remuneration Policy (Management Board Members)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
19	Greenshoe	Management	For
20	Authority to Set Offering Price of Shares	Management	For
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
24	Authority to issue performance shares	Management	For
25	Employee Stock Purchase Plan (Domestic and Overseas)	Management	For
26	Employee Stock Purchase Plan (Specific Categories)	Management	For
27	Amendment to Articles Regarding the Corporate Purpose	Management	For
28	Amendment Regarding the Company's Duration	Management	For
29	Amendment to Governing Structure (Two-tier to One-tier) and Adoption of New Articles	Management	For
30	Elect Arthur Sadoun	Management	Against
31	Elect Elisabeth Badinter	Management	Against
32	Elect Simon Badinter	Management	For
33	Elect Jean Charest	Management	Against
34	Elect Sophie Dulac	Management	For
35	Elect Thomas H. Glocer	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

36	Elect Marie-Josée Kravis	Management	For
37	Elect André Kudelski	Management	Against
38	Elect Suzan LeVine	Management	For
39	Elect Antonella Mei-Pochtler	Management	For
40	Elect Tidjane Thiam	Management	For
41	2024 Remuneration Policy (Chair and CEO)	Management	For
42	2024 Remuneration Policy (Board of Directors)	Management	For
43	Elect Sophie Dulac	Management	For
44	Elect Thomas H. Glocer	Management	For
45	Elect Marie-Josée Kravis	Management	For
46	Elect André Kudelski	Management	Against
47	Authorisation of Legal Formalities	Management	For

PUBLICIS GROUPE SA

Mix

ISIN FR0000130577 **Meeting Date** 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
6	2023 Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	2023 Remuneration of Maurice Lévy, Supervisory Board Chair	Management	Against
8	2023 Remuneration of Arthur Sadoun, Management Board Chair	Management	Against
9	2023 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Management	For
10	2023 Remuneration of Michel-Alain Proch, Management Board Member	Management	For
11	2024 Remuneration Policy (Supervisory Board Chair)	Management	Against
12	2024 Remuneration Policy (Supervisory Board Members)	Management	For
13	2024 Remuneration Policy (Management Board Chair)	Management	For
14	2024 Remuneration Policy (Management Board Members)	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
19	Greenshoe	Management	For
20	Authority to Set Offering Price of Shares	Management	For
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
24	Authority to issue performance shares	Management	For
25	Employee Stock Purchase Plan (Domestic and Overseas)	Management	For
26	Employee Stock Purchase Plan (Specific Categories)	Management	For
27	Amendment to Articles Regarding the Corporate Purpose	Management	For
28	Amendment Regarding the Company's Duration	Management	For
29	Amendment to Governing Structure (Two-tier to One-tier) and Adoption of New Articles	Management	For
30	Elect Arthur Sadoun	Management	Against
31	Elect Elisabeth Badinter	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

KION GROUP AG

Annual

ISIN DE000KGX8881 **Meeting Date** 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	For
7	Management Board Remuneration Policy	Management	For
8	Amendments to Articles (Record Date)	Management	For
9	Amendment to Previously-Approved Control Agreement	Management	For

ASR NEDERLAND NV

Annual

ISIN NL0011872643 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
2.d.	Remuneration Report	Management	Against
3.a.	Accounts and Reports	Management	For
3.c.	Allocation of Dividends	Management	For
4.b.	Appointment of Auditor	Management	For
5.a.	Ratification of Management Board Acts	Management	Abstain
5.b.	Ratification of Supervisory Board Acts	Management	Abstain
6.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
6.b.	Authority to Suppress Preemptive Rights	Management	For
6.c.	Authority to Repurchase Shares	Management	For
7.b.	Opportunity to Make Recommendations on the Supervisory Board	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.d.	Elect Bob Elfring to the Supervisory Board	Management	For
7.e.	Elect Joop Wijn to the Supervisory Board	Management	For

LEGRAND SA

Mix

ISIN FR0010307819 Meeting Date 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
6	2023 Remuneration Report	Management	For
7	2023 Remuneration of Angeles Garcia-Poveda, Chair	Management	For
8	2023 Remuneration of Benoît Coquart, CEO	Management	For
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2024 Directors' Fees	Management	For
13	Elect Rekha Mehrotra Menon	Management	For
14	Elect Jean-Marc Chéry	Management	For
15	Authority to Repurchase and Reissue Shares	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Issue Performance Shares	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
21	Greenshoe	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For
26	Amendments to Articles Regarding Staggered Board	Management	For
27	Amendments to Articles	Management	For
28	Authorisation of Legal Formalities	Management	For

FNAC DARTY

Mix

ISIN FR0011476928 **Meeting Date** 29-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Non Tax-Deductible Expenses	Management	For
4	Allocation of Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
7	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
8	Elect Laure Hauseux	Management	For
9	Elect Brigitte Taitinger-Jouyet	Management	Against
10	Elect Stefanie Meyer	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (CEO)	Management	For
14	2023 Remuneration Report	Management	For
15	2023 Remuneration of Jacques Veyrat, Chair	Management	For
16	2023 Remuneration of Enrique Martinez, CEO	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authorisation of Legal Formalities	Management	For

FERGUSON PLC.

Special

ISIN JE00BJVNSS43 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
S1	Reincorporation Merger	Management	For
O2a	Requirements to Amend Charter and Bylaws	Management	For
O2b	Authorize the Board to Amend Bylaws	Management	For
O2c	Board Vacancies	Management	Against
O2d	Right to Call a Special Meeting	Management	Against
O2e	Indemnification of Directors and Officers	Management	Against
O2f	Approval of Exclusive Forum Provisions	Management	Against
O2g	Authorize Preferred Stock	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

O2h Authority to Issue Shares w/o Preemptive Rights

Management

For

FERGUSON PLC.

Special

ISIN JE00BJVNSS43 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
S1	Reincorporation Merger	Management	For
O2a	Requirements to Amend Charter and Bylaws	Management	For
O2b	Authorize the Board to Amend Bylaws	Management	For
O2c	Board Vacancies	Management	Against
O2d	Right to Call a Special Meeting	Management	Against
O2e	Indemnification of Directors and Officers	Management	Against
O2f	Approval of Exclusive Forum Provisions	Management	Against
O2g	Authorize Preferred Stock	Management	Against
O2h	Authority to Issue Shares w/o Preemptive Rights	Management	For

ABIVAX

Mix

ISIN FR0012333284 **Meeting Date** 30-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against
5	Ratification of Co-Option of Troy Ignelzi	Management	For
6	Ratification of Co-Option of June Lee	Management	For
7	Ratification of Co-Option of Camilla Soenderby	Management	For
8	2023 Remuneration Report	Management	Against
9	2023 Remuneration of Corinna zur Bosen-Thomas, interim Chair (until May 5, 2023)	Management	For
10	2023 Remuneration of Marc de Garidel, Chair and CEO (from May 5, 2023)	Management	Against
11	2023 Remuneration of Hartmut Ehrlich, Former CEO (until May 5, 2023)	Management	Against
12	2024 Remuneration Policy (Corporate Officers)	Management	Against
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	Against
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
22	Authority to Set Offering Price of Shares	Management	For
23	Authority to Issue Shares In the Form of ADS without Preemptive Rights (ATM Program)	Management	Against
24	Greenshoe	Management	For
25	Authority to Increase Capital Through Capitalisations	Management	Against
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
27	Authority to Increase Capital in Case of Exchange Offers	Management	Against
28	Global Ceiling on Capital Increases	Management	For
29	Authority to Grant Stock Options	Management	Against
30	Authority to Grant Warrants	Management	Against
31	Authority to Issue Restricted Shares	Management	Against
32	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
33	Employee Stock Purchase Plan	Management	For
34	Authorisation of Legal Formalities	Management	For

FORVIA SE

Mix

ISIN FR0000121147

Meeting Date 30-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
6	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
7	Elect Michel de Rosen	Management	For
8	Elect Jean-Bernard Lévy	Management	For
9	Elect Judith M. Curran	Management	For
10	Elect Christel Bories	Management	Against
11	Ratification of the Co-option of Nicolas Peter	Management	For
12	2024 Directors' Fees	Management	For
13	2023 Remuneration Report	Management	For
14	2023 Remuneration of Michel de Rosen, Chair	Management	For
15	2023 Remuneration of Patrick Koller, CEO	Management	For
16	2024 Remuneration Policy (Board of Directors)	Management	For
17	2024 Remuneration Policy (Chair)	Management	For
18	2024 Remuneration Policy (CEO)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase C Management	Management	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified In	Management	For
23	Greenshoe	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
25	Authority to Increase Capital Through Capitalisations	Management	For
26	Authority to Issue Performance Shares	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Stock Purchase Plan for Overseas Employees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

29	Authority to Cancel Shares and Reduce Capital	Management	For
30	Authorisation of Legal Formalities	Management	For

TOTALENERGIES EP GABON

Annual

ISIN GA0000121459 Meeting Date 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Special Auditors Report on Regulated Agreements	Management	Abstain
2	Allocation of Profits/Dividends	Management	For
3	Ratification of Co-Option of Mike Sangster	Management	For
4	Ratification of Co-Option of Xavier Rouzeaud	Management	For
5	Ratification of Co-Option of Thomas Mareel	Management	Against
6	Ratification of Co-Option of Renée Estelle Nsi Bengone	Management	For
7	Ratification of Co-Option of Brice de Léon Renteno Ndiaye	Management	For
8	Ratification of Co-Option of Stéphanie Mpemba Mbadinga	Management	For
9	Elect Michel Antseleve	Management	For
10	Elect Karim Chaouche	Management	For
11	Elect Georges-Eric N'koma	Management	For
12	Elect Xavier Rouzeaud	Management	For
13	Appointment of Auditor (Ernst & Young)	Management	Against
14	Appointment of Auditor (Yves Fumanal)	Management	For
15	Non-Renewal of Alternate Auditor (Christelle Tatiana Onanga Bouyou)	Management	For
16	Non-Renewal of Alternate Auditor (CECA)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authority to Set Auditor's Fees	Management	Against
18	Authorisation of Legal Formalities	Management	For

ID LOGISTICS

Mix

ISIN FR0010929125 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Gérard Lavinay	Management	For
6	Elect Eléonore Ladreit de Lacharrière	Management	For
7	Elect Malgorzata Hornig	Management	For
8	Elect Hervé Montjotin	Management	For
9	2024 Remuneration Policy (CEO)	Management	Against
10	2024 Remuneration Policy (Deputy CEO)	Management	Against
11	2024 Directors' Fees	Management	For
12	2023 Remuneration Report	Management	Against
13	2023 Remuneration of Eric Hemar, CEO	Management	Against
14	2023 Remuneration of Christophe Satin, Deputy CEO	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Appointment of Auditor for Sustainability Reporting (Alce Expertise)	Management	For
16	Authority to Repurchase and Reissue Shares	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Against
19	Greenshoe	Management	Against
20	Employee Stock Purchase Plan	Management	For
21	Authority to Grant Warrants	Management	Against
22	Amendments to Articles Regarding Staggered Board	Management	For
23	Textual References Applicable in Case of Regulation Updates	Management	For
24	Authorisation of Legal Formalities	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Addendum to the Loan Contract Regarding the Drawdown Period	Management	For
2	Presentation of Related Party Transactions	Management	For
3	Authorization of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

HKT TRUST

Annual

ISIN HK0000093390 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3A	Elect TANG Yongbo	Management	For
3B	Elect CHANG Hsin Kang	Management	Against
3C	Elect Sunil VARMA	Management	Against
3D	Elect Frances WONG Waikwun	Management	For
3E	Elect Charlene Dawes	Management	For
3F	Directors' Fees	Management	For
4	Appointment of Auditor and Authority to Set Fees	Management	For
5	Authority to Issue Share Stapled Units w/o Preemptive Rights	Management	Against
6	Authority to Repurchase Share Stapled Units	Management	For
7	Authority to Issue Repurchased Share Stapled Units	Management	Against
8	Amendments to Articles of Association and to the Trust Deed	Management	For
9	Approval of the New Share Stapled Unit Award Scheme	Management	Against
10	Termination of Existing Share Stapled Unit Option Scheme and Adoption of New Share S Management		Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

HKT TRUST

Annual

ISIN HK0000093390 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3A	Elect TANG Yongbo	Management	For
3B	Elect CHANG Hsin Kang	Management	Against
3C	Elect Sunil VARMA	Management	Against
3D	Elect Frances WONG Waikwun	Management	For
3E	Elect Charlene Dawes	Management	For
3F	Directors' Fees	Management	For
4	Appointment of Auditor and Authority to Set Fees	Management	For
5	Authority to Issue Share Stapled Units w/o Preemptive Rights	Management	Against
6	Authority to Repurchase Share Stapled Units	Management	For
7	Authority to Issue Repurchased Share Stapled Units	Management	Against
8	Amendments to Articles of Association and to the Trust Deed	Management	For
9	Approval of the New Share Stapled Unit Award Scheme	Management	Against
10	Termination of Existing Share Stapled Unit Option Scheme and Adoption of New Share S Management		Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ENDEAVOUR MINING PLC

Annual

ISIN GB00BL6K5J42 **Meeting Date** 30-May-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Elect Alison Baker	Management	For
03	Elect Patrick Bouisset	Management	For
04	Elect Ian D. Cockerill	Management	For
05	Elect Livia Mahler	Management	For
06	Elect Sakhila Mirza	Management	For
07	Elect Naguib S. Sawiris	Management	For
08	Elect Srinivasan Venkatakrishnan	Management	For
09	Elect Cathia Lawson-Hall	Management	For
10	Elect John Munro	Management	For
11	Appointment of Auditor	Management	For
12	Authority to Set Auditor's Fees	Management	For
13	Remuneration Report	Management	For
14	Incentive Plans Renewal	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For

FERGUSON PLC.

Special

ISIN JE00BJVNSS43 **Meeting Date** 30-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Reincorporation Merger	Management	For
02A	Requirements to Amend Charter and Bylaws	Management	For
02B	Authorize the Board to Amend Bylaws	Management	For
02C	Board Vacancies	Management	Against
02D	Right to Call a Special Meeting	Management	Against
02E	Indemnification of Directors and Officers	Management	Against
02F	Approval of Exclusive Forum Provisions	Management	Against
02G	Authorize Preferred Stock	Management	Against
02H	Authority to Issue Shares w/o Preemptive Rights	Management	For

LOWE'S COS., INC.

Annual

ISIN US5486611073 **Meeting Date** 31-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Raul Alvarez	Management	Withhold
1.2	Elect David H. Batchelder	Management	For
1.3	Elect Scott H. Baxter	Management	Withhold

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.4	Elect Sandra B. Cochran	Management	For
1.5	Elect Laurie Z. Douglas	Management	For
1.6	Elect Richard W. Dreiling	Management	Withhold
1.7	Elect Marvin R. Ellison	Management	For
1.8	Elect Navdeep Gupta	Management	For
1.9	Elect Brian C. Rogers	Management	For
1.10	Elect Bertram L. Scott	Management	For
1.11	Elect Lawrence Simkins	Management	For
1.12	Elect Colleen Taylor	Management	For
1.13	Elect Mary Elizabeth West	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

LOWE`S COS., INC.

Annual

ISIN US5486611073 Meeting Date 31-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Raul Alvarez	Management	Withhold
1.2	Elect David H. Batchelder	Management	For
1.3	Elect Scott H. Baxter	Management	Withhold
1.4	Elect Sandra B. Cochran	Management	For
1.5	Elect Laurie Z. Douglas	Management	For
1.6	Elect Richard W. Dreiling	Management	Withhold

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.7	Elect Marvin R. Ellison	Management	For
1.8	Elect Navdeep Gupta	Management	For
1.9	Elect Brian C. Rogers	Management	For
1.10	Elect Bertram L. Scott	Management	For
1.11	Elect Lawrence Simkins	Management	For
1.12	Elect Colleen Taylor	Management	For
1.13	Elect Mary Elizabeth West	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

AMGEN INC.

Annual

ISIN US0311622098 Meeting Date 31-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Wanda M. Austin	Management	For
1b.	Elect Robert A. Bradway	Management	For
1c.	Elect Michael V. Drake	Management	For
1d.	Elect Brian J. Druker	Management	For
1e.	Elect Robert A. Eckert	Management	Against
1f.	Elect Greg C. Garland	Management	Against
1g.	Elect Charles M. Holley, Jr.	Management	For
1h.	Elect S. Omar Ishrak	Management	For
1i.	Elect Tyler Jacks	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Mary E. Klotman	Management	For
1k.	Elect Ellen J. Kullman	Management	For
1l.	Elect Amy E. Miles	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Amendment to the 2009 Equity Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For

ACCOR

Mix

ISIN FR0000120404 Meeting Date 31-May-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
5	2024 Directors' Fees	Management	For
6	2023 Remuneration Report	Management	For
7	2023 Remuneration of Sébastien Bazin, Chair and CEO	Management	Against
8	2024 Remuneration Policy (Chair and CEO)	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	For
10	Related Party Transactions (Rubyrock Capital Co. Ltd)	Management	For
11	Authority to Repurchase and Reissue Shares	Management	For
12	Internal Spin-off (Accor Luxury & Lifestyle)	Management	For
13	Authority to Issue Warrants as a Takeover Defense	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14 Authorisation of Legal Formalities

Management

For

POSTE ITALIANE S.P.A

Mix

ISIN IT0003796171 **Meeting Date** 31-May-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	Adoption of Equity Incentive Plans	Management	For
0060	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For
0070	Amendments to Article 4 (Corporate Purpose)	Management	For
0080	Amendments to Article 11 (Closed-Door Meetings)	Management	Against
0090	Amendments to Article 12 (Secretary of General Meetings)	Management	For
0100	Amendments to Article 14 (Board Committees)	Management	For
0110	Amendments to Article 16 (Board Meetings)	Management	For
0120	Amendments to Article 20 (Appointment of Control Functions)	Management	For

POSTE ITALIANE S.P.A

Mix

ISIN IT0003796171 **Meeting Date** 31-May-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	Adoption of Equity Incentive Plans	Management	For
0060	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For
0070	Amendments to Article 4 (Corporate Purpose)	Management	For
0080	Amendments to Article 11 (Closed-Door Meetings)	Management	Against
0090	Amendments to Article 12 (Secretary of General Meetings)	Management	For
0100	Amendments to Article 14 (Board Committees)	Management	For
0110	Amendments to Article 16 (Board Meetings)	Management	For
0120	Amendments to Article 20 (Appointment of Control Functions)	Management	For

VOYAGEURS DU MONDE

Mix

ISIN FR0004045847 Meeting Date 03-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Profits	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Directors' Fees	Management	For
7	Elect Alain Capestan	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Elect Annie Contra Fertou	Management	Against
9	Elect Gérard Bremond as Censor	Management	Against
10	Elect Jacques Maillot as Censor	Management	Against
11	Elect Montefiore Investment SAS (Téodora Alavoidov) as Censor	Management	Against
12	Elect BPI France Investissement SAS (Serge Mesguich) as Censor	Management	Against
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authorisation of Legal Formalities	Management	For
15	Authorise Public Share Buyback Offer	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authorisation of Legal Formalities	Management	For

REDEIA CORPORACION S.A.

Ordinary

ISIN ES0173093024 Meeting Date 03-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Individual Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Report on Non-Financial Information	Management	For
5	Ratification of Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.1	Elect Beatriz Corredor Sierra	Management	For
6.2	Elect Roberto García Merino	Management	For
6.3	Elect Guadalupe de la Mata Muñoz	Management	For
7	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
8	Authority to Issue Debt Instruments	Management	For
9.1	Authority to Repurchase and Reissue Shares	Management	For
9.2	Employee Share Purchase Plan	Management	For
9.3	Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan	Management	For
10.1	Remuneration Report	Management	Against
10.2	Directors' Fees	Management	For
10.3	Remuneration Policy	Management	Against
11	Authorisation of Legal Formalities	Management	For

FORTIVE CORP

Annual

ISIN US34959J1088 **Meeting Date** 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Eric Branderiz	Management	For
1b.	Elect Daniel L. Comas	Management	For
1c.	Elect Sharmistha Dubey	Management	For
1d.	Elect Reiji P. Hayes	Management	For
1e.	Elect Wright L. Lassiter III	Management	For
1f.	Elect James A. Lico	Management	For
1g.	Elect Kate D. Mitchell	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Jeannine P. Sargent	Management	For
1i.	Elect Alan G. Spoon	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Abstain

CLOUDFLARE INC

Annual

ISIN US18915M1071 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Maria S. Eitel	Management	For
1.2	Elect Matthew Prince	Management	For
1.3	Elect Katrin Suder	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

COGNIZANT TECHNOLOGY SOLUTIONS CORP.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US1924461023

Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Zein Abdalla	Management	Against
1b.	Elect Vinita K. Bali	Management	For
1c.	Elect Eric Branderiz	Management	For
1d.	Elect Archana Deskus	Management	For
1e.	Elect John M. Dineen	Management	For
1f.	Elect Ravi Kumar Singiseti	Management	For
1g.	Elect Leo S. Mackay, Jr.	Management	Against
1h.	Elect Michael Patsalos-Fox	Management	For
1i.	Elect Stephen J. Rohleder	Management	For
1j.	Elect Abraham Schot	Management	For
1k.	Elect Joseph M. Velli	Management	For
1l.	Elect Sandra S. Wijnberg	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to Articles to Limit the Liability of Certain Officers	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Equitable Treatment of Shareholder-Nominated Directo Shareholder		Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US1924461023

Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Zein Abdalla	Management	Against
1b.	Elect Vinita K. Bali	Management	For
1c.	Elect Eric Branderiz	Management	For
1d.	Elect Archana Deskus	Management	For
1e.	Elect John M. Dineen	Management	For
1f.	Elect Ravi Kumar Singiseti	Management	For
1g.	Elect Leo S. Mackay, Jr.	Management	Against
1h.	Elect Michael Patsalos-Fox	Management	For
1i.	Elect Stephen J. Rohleder	Management	For
1j.	Elect Abraham Schot	Management	For
1k.	Elect Joseph M. Velli	Management	For
1l.	Elect Sandra S. Wijnberg	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Amendment to Articles to Limit the Liability of Certain Officers	Management	Against
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Equitable Treatment of Shareholder-Nominated Directo Shareholder		Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US8725401090 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect José B. Alvarez	Management	For
1b.	Elect Alan M. Bennett	Management	For
1c.	Elect Rosemary T. Berkery	Management	For
1d.	Elect David T. Ching	Management	For
1e.	Elect C. Kim Goodwin	Management	For
1f.	Elect Ernie Herrman	Management	For
1g.	Elect Amy B. Lane	Management	Against
1h.	Elect Carol Meyrowitz	Management	For
1i.	Elect Jackwyn L. Nemerov	Management	For
1j.	Elect Charles F. Wagner, Jr.	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Supply Chain Due Diligence	Shareholder	For

TJX COMPANIES, INC.

Annual

ISIN US8725401090 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect José B. Alvarez	Management	For
1b.	Elect Alan M. Bennett	Management	For
1c.	Elect Rosemary T. Berkery	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1d.	Elect David T. Ching	Management	For
1e.	Elect C. Kim Goodwin	Management	For
1f.	Elect Ernie Herrman	Management	For
1g.	Elect Amy B. Lane	Management	Against
1h.	Elect Carol Meyrowitz	Management	For
1i.	Elect Jackwyn L. Nemerov	Management	For
1j.	Elect Charles F. Wagner, Jr.	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Supply Chain Due Diligence	Shareholder	For

BOOKING HOLDINGS INC

Annual

ISIN US09857L1089 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Glenn D. Fogel	Management	For
1.2	Elect Mirian M. Graddick-Weir	Management	For
1.3	Elect Kelly J. Grier	Management	For
1.4	Elect Wei Hopeman	Management	For
1.5	Elect Robert J. Mylod Jr.	Management	Withhold
1.6	Elect Charles H. Noski	Management	For
1.7	Elect Joseph Quinlan	Management	For
1.8	Elect Nicholas J. Read	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.9	Elect Thomas E. Rothman	Management	For
1.10	Elect Sumit Singh	Management	Withhold
1.11	Elect Lynn M. Vojvodich Radakovich	Management	For
1.12	Elect Vanessa A. Wittman	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	For
5.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Req Shareholder		For

BOOKING HOLDINGS INC

Annual

ISIN US09857L1089 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Glenn D. Fogel	Management	For
1.2	Elect Mirian M. Graddick-Weir	Management	For
1.3	Elect Kelly J. Grier	Management	For
1.4	Elect Wei Hopeman	Management	For
1.5	Elect Robert J. Mylod Jr.	Management	Withhold
1.6	Elect Charles H. Noski	Management	For
1.7	Elect Joseph Quinlan	Management	For
1.8	Elect Nicholas J. Read	Management	For
1.9	Elect Thomas E. Rothman	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.10	Elect Sumit Singh	Management	Withhold
1.11	Elect Lynn M. Vojvodich Radakovich	Management	For
1.12	Elect Vanessa A. Wittman	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	For
5.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Req Shareholder		For

ORGANON & CO.

Annual

ISIN US68622V1061 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kevin Ali	Management	For
1b.	Elect Martha E. McGarry	Management	For
1c.	Elect Philip O. Ozuah	Management	For
1d.	Elect Shalini Sharp	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

GENERAL MOTORS COMPANY

Annual

ISIN US37045V1008 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mary T. Barra	Management	For
1b.	Elect Wesley G. Bush	Management	For
1c.	Elect Joanne C. Crevoiserat	Management	Against
1d.	Elect Linda R. Gooden	Management	For
1e.	Elect Joseph Jimenez	Management	For
1f.	Elect Jonathan McNeill	Management	For
1g.	Elect Judith A. Miscik	Management	For
1h.	Elect Patricia F. Russo	Management	Against
1i.	Elect Thomas M. Schoewe	Management	Against
1j.	Elect Mark A. Tatum	Management	For
1k.	Elect Jan E. Tighe	Management	For
1l.	Elect Devin N. Wenig	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Child Labor Linked To Electric Vehicles	Shareholder	For
5.	Shareholder Proposal Regarding Revisiting Pay Incentives for EV Production Metrics	Shareholder	Abstain
6.	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Shareholder	For
7.	Shareholder Proposal Regarding Additional Disclosure on Sustainability Risks Within the Shareholder		For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

RIOCAN REAL ESTATE INVESTMENT TRUST

Annual

ISIN CA7669101031 **Meeting Date** 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Bonnie R. Brooks	Management	For
1B	Elect Richard Dansereau	Management	For
1C	Elect Janice Fukakusa	Management	For
1D	Elect Jonathan Gitlin	Management	For
1E	Elect Marie Josée Lamothe	Management	For
1F	Elect Dale H. Lastman	Management	For
1G	Elect Jane Marshall	Management	Withhold
1H	Elect Guy Metcalfe	Management	For
1I	Elect Edward Sonshine	Management	For
1J	Elect Siim A. Vanaselja	Management	For
1K	Elect Charles M. Winograd	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Advisory Vote on Executive Compensation	Management	Against

RIOCAN REAL ESTATE INVESTMENT TRUST

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN CA7669101031 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Bonnie R. Brooks	Management	For
1B	Elect Richard Dansereau	Management	For
1C	Elect Janice Fukakusa	Management	For
1D	Elect Jonathan Gitlin	Management	For
1E	Elect Marie Josée Lamothe	Management	For
1F	Elect Dale H. Lastman	Management	For
1G	Elect Jane Marshall	Management	Withhold
1H	Elect Guy Metcalfe	Management	For
1I	Elect Edward Sonshine	Management	For
1J	Elect Siim A. Vanaselja	Management	For
1K	Elect Charles M. Winograd	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Advisory Vote on Executive Compensation	Management	Against

SHOPIFY INC

Annual

ISIN CA82509L1076 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Tobias Lütke	Management	For
1B	Elect Robert G. Ashe	Management	For
1C	Elect Gail Goodman	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1D	Elect Colleen M. Johnston	Management	For
1E	Elect Jeremy Levine	Management	For
1F	Elect Prashanth Mahendra-Rajah	Management	For
1G	Elect Lulu Cheng Meservey	Management	For
1H	Elect Toby Shannan	Management	For
1I	Elect Fidji Simo	Management	Against
02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Renewal of Stock Option Plan	Management	Against
04	Renewal of Long Term Incentive Plan	Management	Against
05	Advisory Vote on Executive Compensation	Management	Against

SHOPIFY INC

Annual

ISIN CA82509L1076 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Tobias Lütke	Management	For
1B	Elect Robert G. Ashe	Management	For
1C	Elect Gail Goodman	Management	For
1D	Elect Colleen M. Johnston	Management	For
1E	Elect Jeremy Levine	Management	For
1F	Elect Prashanth Mahendra-Rajah	Management	For
1G	Elect Lulu Cheng Meservey	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1H	Elect Toby Shannan	Management	For
1I	Elect Fidji Simo	Management	Against
02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Renewal of Stock Option Plan	Management	Against
04	Renewal of Long Term Incentive Plan	Management	Against
05	Advisory Vote on Executive Compensation	Management	Against

EVONIK INDUSTRIES AG

Annual

ISIN DE000EVNK013 **Meeting Date** 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	Against
7	Authority to Repurchase and Reissue Shares	Management	For
8	Supervisory Board Remuneration Policy	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

EVONIK INDUSTRIES AG

Annual

ISIN DE000EVNK013 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	Against
7	Authority to Repurchase and Reissue Shares	Management	For
8	Supervisory Board Remuneration Policy	Management	For

VALERIO THERAPEUTICS

Mix

ISIN FR0010095596 Meeting Date 04-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Abstain
5	Elect Shefali Agarwal	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Elect Bryan Giraudo	Management	For
7	Approval of the 2023 Stock Option Plan	Management	Against
8	Authority to Repurchase and Reissue Shares	Management	For
9	Non-Liquidation of the Company	Management	For
10	Authority to Reduce Share Capital Through Reduction of Par Value	Management	For
11	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
12	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
13	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
14	Greenshoe	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Against
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Biotechnology ar	Management	Against
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Financing Lines)	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Global Ceiling on Capital Increases and Debt Issuances	Management	For
20	Reverse Stock Split	Management	For
21	Authority to Grant Stock Options	Management	Against
22	Authority to Grant Warrants	Management	For
23	Authority to Issue Restricted Shares	Management	Against
24	Authority to Issue Performance Shares	Management	For
25	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DATADOG INC

Annual

ISIN BRD1DGBDR001 **Meeting Date** 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Alexis Lê-Quôc	Management	For
1b.	Elect Michael Callahan	Management	Withhold
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

WALMART INC

Annual

ISIN US9311421039 **Meeting Date** 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Cesar Conde	Management	For
1b.	Elect Timothy P. Flynn	Management	Against
1c.	Elect Sarah J. Friar	Management	For
1d.	Elect Carla A. Harris	Management	For
1e.	Elect Thomas W. Horton	Management	Against
1f.	Elect Marissa A. Mayer	Management	For
1g.	Elect C. Douglas McMillon	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Brian Niccol	Management	Against
1i.	Elect Gregory B. Penner	Management	For
1j.	Elect Randall L. Stephenson	Management	For
1k.	Elect Steuart L. Walton	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Gestation Crates	Shareholder	For
5.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	For
6.	Shareholder Proposal Regarding Report on Human Rights Impact Assessment	Shareholder	For
7.	Shareholder Proposal Regarding Living Wage Policy	Shareholder	For
8.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	For
9.	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and \	Shareholder	For
10.	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Commit	Shareholder	For

WALMART INC

Annual

ISIN US9311421039

Meeting Date 05-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Cesar Conde	Management	For
1b.	Elect Timothy P. Flynn	Management	Against
1c.	Elect Sarah J. Friar	Management	For
1d.	Elect Carla A. Harris	Management	For
1e.	Elect Thomas W. Horton	Management	Against
1f.	Elect Marissa A. Mayer	Management	For
1g.	Elect C. Douglas McMillon	Management	For
1h.	Elect Brian Niccol	Management	Against
1i.	Elect Gregory B. Penner	Management	For
1j.	Elect Randall L. Stephenson	Management	For
1k.	Elect Steuart L. Walton	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Gestation Crates	Shareholder	For
5.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	For
6.	Shareholder Proposal Regarding Report on Human Rights Impact Assessment	Shareholder	For
7.	Shareholder Proposal Regarding Living Wage Policy	Shareholder	For
8.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	For
9.	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and \	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

10. Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Commit Shareholder For

THOMSON-REUTERS CORP

Annual

ISIN CA8849038085 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect David K.R. Thomson	Management	For
1.2	Elect Steve Hasker	Management	For
1.3	Elect Kirk E. Arnold	Management	For
1.4	Elect W. Edmund Clark	Management	Withhold
1.5	Elect LaVerne Council	Management	For
1.6	Elect Michael E. Daniels	Management	For
1.7	Elect Kirk Koenigsbauer	Management	For
1.8	Elect Deanna W. Oppenheimer	Management	For
1.9	Elect Simon Paris	Management	For
1.10	Elect Kim M. Rivera	Management	For
1.11	Elect Barry Salzberg	Management	For
1.12	Elect Peter J. Thomson	Management	For
1.13	Elect Elizabeth D. Wilson	Management	For
02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Advisory Vote on Executive Compensation	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

THOMSON-REUTERS CORP

Annual

ISIN CA8849038085 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect David K.R. Thomson	Management	For
1.2	Elect Steve Hasker	Management	For
1.3	Elect Kirk E. Arnold	Management	For
1.4	Elect W. Edmund Clark	Management	Withhold
1.5	Elect LaVerne Council	Management	For
1.6	Elect Michael E. Daniels	Management	For
1.7	Elect Kirk Koenigsbauer	Management	For
1.8	Elect Deanna W. Oppenheimer	Management	For
1.9	Elect Simon Paris	Management	For
1.10	Elect Kim M. Rivera	Management	For
1.11	Elect Barry Salzberg	Management	For
1.12	Elect Peter J. Thomson	Management	For
1.13	Elect Elizabeth D. Wilson	Management	For
02	Appointment of Auditor and Authority to Set Fees	Management	For
03	Advisory Vote on Executive Compensation	Management	Against

HEXAOM

Mix

ISIN FR0004159473 Meeting Date 05-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Directors' Fees	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Cancel Shares and Reduce Capital	Management	For
8	Authority to Increase Capital Through Capitalisations	Management	For
9	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
10	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
11	Authority to Issue Shares Through Private Placement	Management	Against
12	Greenshoe	Management	Against
13	Employee Stock Purchase Plan	Management	For
14	Amendments to Articles Regarding the Introduction of Double Voting Rights	Management	Against
15	Authorisation of Legal Formalities	Management	For

SCOUT24 SE

Annual

ISIN DE000A12DM80 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7.1	Elect Hans-Holger Albrecht	Management	For
7.2	Elect Andrea Euenheim	Management	For
7.3	Elect Frank H. Lutz	Management	For
7.4	Elect Maya Miteva	Management	For
7.5	Elect Sohalia Ouffata	Management	For
7.6	Elect André Schwämmlein	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For

SCOUT24 SE

Annual

ISIN DE000A12DM80 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7.1	Elect Hans-Holger Albrecht	Management	For
7.2	Elect Andrea Euenheim	Management	For
7.3	Elect Frank H. Lutz	Management	For
7.4	Elect Maya Miteva	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.5	Elect Sohalia Ouffata	Management	For
7.6	Elect André Schwämmlein	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For

GERRESHEIMER AG

Annual

ISIN DE000A0LD6E6 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7.1	Elect Sidonie Golombowski-Daffner	Management	For
7.2	Elect Ilse Dorothea Wenzel	Management	For
7.3	Elect Christoph Zindel	Management	For

CENTRICA PLC

Annual

ISIN GB00B033F229 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Philippe Boisseau	Management	For
05	Elect Jo Harlow	Management	For
06	Elect Sue Whalley	Management	For
07	Elect Carol Arrowsmith	Management	For
08	Elect Nathan Bostock	Management	For
09	Elect Chanderepreet Duggal	Management	For
10	Elect Heidi Mottram	Management	For
11	Elect Russell O' Brien	Management	For
12	Elect Kevin O'Byrne	Management	For
13	Elect Chris O'Shea	Management	For
14	Elect Amber Rudd	Management	For
15	Elect Scott Wheway	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

CENTRICA PLC

Annual

ISIN GB00B033F229

Meeting Date 05-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Philippe Boisseau	Management	For
05	Elect Jo Harlow	Management	For
06	Elect Sue Whalley	Management	For
07	Elect Carol Arrowsmith	Management	For
08	Elect Nathan Bostock	Management	For
09	Elect Chanderepreet Duggal	Management	For
10	Elect Heidi Mottram	Management	For
11	Elect Russell O' Brien	Management	For
12	Elect Kevin O'Byrne	Management	For
13	Elect Chris O'Shea	Management	For
14	Elect Amber Rudd	Management	For
15	Elect Scott Wheway	Management	For
16	Appointment of Auditor	Management	For
17	Authority to Set Auditor's Fees	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN ES0109067019 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Report on Non-Financial Information	Management	For
3	Remuneration Report	Management	Against
4	Allocation of Profits/Dividends	Management	For
5	Ratification of Board Acts	Management	For
6.1	Elect William Connelly	Management	Against
6.2	Elect Luis Maroto Camino	Management	For
6.3	Elect Pilar García Ceballos-Zúñiga	Management	For
6.4	Elect Stephan Gemkow	Management	For
6.5	Elect Peter Kürpick	Management	For
6.6	Elect Xiaoqun Clever-Steg	Management	For
6.7	Elect Amanda Mesler	Management	For
6.8	Elect Jana Eggers	Management	For
7	Directors' Fees	Management	For
8	Remuneration Policy	Management	For
9	Approval of the Executive Share Plan	Management	For
10	Authorisation of Legal Formalities	Management	For

AMADEUS IT GROUP S.A.

Ordinary

ISIN ES0109067019 Meeting Date 05-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Report on Non-Financial Information	Management	For
3	Remuneration Report	Management	Against
4	Allocation of Profits/Dividends	Management	For
5	Ratification of Board Acts	Management	For
6.1	Elect William Connelly	Management	Against
6.2	Elect Luis Maroto Camino	Management	For
6.3	Elect Pilar García Ceballos-Zúñiga	Management	For
6.4	Elect Stephan Gemkow	Management	For
6.5	Elect Peter Kürpick	Management	For
6.6	Elect Xiaoqun Clever-Steg	Management	For
6.7	Elect Amanda Mesler	Management	For
6.8	Elect Jana Eggers	Management	For
7	Directors' Fees	Management	For
8	Remuneration Policy	Management	For
9	Approval of the Executive Share Plan	Management	For
10	Authorisation of Legal Formalities	Management	For

COFINIMMO

Special

ISIN BE0003593044 Meeting Date 05-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.2.1	Increase in Authorised Capital (w/ Preemptive Rights)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.2.2	Additional Increase in Authorised Capital (Optional Dividend)	Management	For
1.2.3	Additional Increase in Authorised Capital (Contributions in Kind)	Management	For
1.3	Authority to Coordinate Articles	Management	For
2.1	Authority to Repurchase and Reissue Shares	Management	For
3.1	Profit Sharing Scheme	Management	For
4	Amendments to Articles Regarding Powers of the Board	Management	For
5	Amendments to Articles Regarding the Executive Committee	Management	For
6	Amendments to Articles Regarding Representation	Management	For
7	Authority to Coordinate Articles	Management	For
8	Authorisation of Legal Formalities	Management	For

NETFLIX INC.

Annual

ISIN US64110L1061 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Richard N. Barton	Management	Against
1b.	Elect Mathias Döpfner	Management	For
1c.	Elect Reed Hastings	Management	For
1d.	Elect Jay Hoag	Management	Against
1e.	Elect Greg Peters	Management	For
1f.	Elect Susan Rice	Management	For
1g.	Elect Theodore A. Sarandos	Management	For
1h.	Elect Bradford L. Smith	Management	For
1i.	Elect Anne M. Sweeney	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	For
5.	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	Shareholder	Abstain
6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For
7.	Shareholder Proposal Regarding Amending Code of Ethics and Reporting	Shareholder	For
8.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

TRANE TECHNOLOGIES PLC

Annual

ISIN IE00BK9ZQ967 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kirk E. Arnold	Management	For
1b.	Elect Ana P. Assis	Management	For
1c.	Elect Ann C. Berzin	Management	For
1d.	Elect April Miller Boise	Management	For
1e.	Elect Gary D. Forsee	Management	Against
1f.	Elect Mark R. George	Management	For
1g.	Elect John A. Hayes	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Linda P. Hudson	Management	For
1i.	Elect Myles P. Lee	Management	For
1j.	Elect David S. Regnery	Management	For
1k.	Elect Melissa N. Schaeffer	Management	For
1l.	Elect John P. Surma	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For
6.	Set the Price Range at which the Company can Re-Allot Treasury Shares	Management	For

TRANE TECHNOLOGIES PLC

Annual

ISIN IE00BK9ZQ967 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Kirk E. Arnold	Management	For
1b.	Elect Ana P. Assis	Management	For
1c.	Elect Ann C. Berzin	Management	For
1d.	Elect April Miller Boise	Management	For
1e.	Elect Gary D. Forsee	Management	Against
1f.	Elect Mark R. George	Management	For
1g.	Elect John A. Hayes	Management	For
1h.	Elect Linda P. Hudson	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Myles P. Lee	Management	For
1j.	Elect David S. Regnery	Management	For
1k.	Elect Melissa N. Schaeffer	Management	For
1l.	Elect John P. Surma	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For
6.	Set the Price Range at which the Company can Re-Allot Treasury Shares	Management	For

CHIPOTLE MEXICAN GRILL

Annual

ISIN US1696561059 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Albert S. Baldocchi	Management	For
1b.	Elect Matthew Carey	Management	For
1c.	Elect Gregg L. Engles	Management	For
1d.	Elect Patricia D. Fili-Krushel	Management	For
1e.	Elect Laura Fuentes	Management	For
1f.	Elect Mauricio Gutierrez	Management	For
1g.	Elect Robin Hickenlooper	Management	For
1h.	Elect Scott H. Maw	Management	For
1i.	Elect Brian Niccol	Management	For
1j.	Elect Mary A. Winston	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Increase in Authorized Common Stock	Management	For
5.	Amendments to Certificate of Incorporation Regarding The Board's Authority to Make Fut Management		For
6.	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety	Shareholder	For
7.	Shareholder Proposal Regarding Policy on Freedom of Association	Shareholder	For
8.	Shareholder Proposal Regarding Report on Workforce Impacts from AI and Automation /	Shareholder	For
9.	Shareholder Proposal Regarding Report on Harassment and Discrimination	Shareholder	For

CHIPOTLE MEXICAN GRILL

Annual

ISIN US1696561059 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Albert S. Baldocchi	Management	For
1b.	Elect Matthew Carey	Management	For
1c.	Elect Gregg L. Engles	Management	For
1d.	Elect Patricia D. Fili-Krushel	Management	For
1e.	Elect Laura Fuentes	Management	For
1f.	Elect Mauricio Gutierrez	Management	For
1g.	Elect Robin Hickenlooper	Management	For
1h.	Elect Scott H. Maw	Management	For
1i.	Elect Brian Niccol	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Mary A. Winston	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Increase in Authorized Common Stock	Management	For
5.	Amendments to Certificate of Incorporation Regarding The Board's Authority to Make Full	Management	For
6.	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety	Shareholder	For
7.	Shareholder Proposal Regarding Policy on Freedom of Association	Shareholder	For
8.	Shareholder Proposal Regarding Report on Workforce Impacts from AI and Automation /	Shareholder	For
9.	Shareholder Proposal Regarding Report on Harassment and Discrimination	Shareholder	For

LULULEMON ATHLETICA INC.

Annual

ISIN US5500211090 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Calvin R. McDonald	Management	For
1b.	Elect Isabel Ge Mahe	Management	For
1c.	Elect Martha A. Morfitt	Management	For
1d.	Elect Emily White	Management	Against
1e.	Elect Shane Grant	Management	For
1f.	Elect Teri L. List	Management	For
2.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Animal-Derived Materials	Shareholder	For

LULULEMON ATHLETICA INC.

Annual

ISIN US5500211090 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Calvin R. McDonald	Management	For
1b.	Elect Isabel Ge Mahe	Management	For
1c.	Elect Martha A. Morfitt	Management	For
1d.	Elect Emily White	Management	Against
1e.	Elect Shane Grant	Management	For
1f.	Elect Teri L. List	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Animal-Derived Materials	Shareholder	For

REWORLD MEDIA

Mix

ISIN FR0010820274 Meeting Date 06-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Allocation of Profits	Management	For
5	Elect Pascal Chevalier	Management	Against
6	Authority to Repurchase and Reissue Shares	Management	Against
7	Authority to Cancel Shares and Reduce Capital	Management	For
8	Amendments to Articles Regarding the Corporate Purpose	Management	For
9	Employee Stock Purchase Plan	Management	For
10	Authorisation of Legal Formalities	Management	For

ENOGIA S.A

Mix

ISIN FR0014004974 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Allocation of Losses	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Ratification of Co-Option of Eric Blanc-Garin	Management	For
5	Ratification of Co-Option of Yazid Sabeg	Management	For
6	Elect Eric Blanc-Garin	Management	For
7	Elect Yazid Sabeg	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Elect Arthur Leroux	Management	Against
9	Elect Antonin Pauchet	Management	For
10	Elect Guy Fleury	Management	For
11	Elect Laurence Fontaine	Management	For
12	Elect Laurence Bricteux	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Repurchase and Reissue Shares	Management	Against
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
19	Global Ceiling on Capital Increases	Management	For
20	Authority to Issue Restricted Shares	Management	Against
21	Authority to Grant Warrants	Management	Against
22	Authority to Grant Stock Options	Management	Against
23	Employee Stock Purchase Plan	Management	For
24	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0013214145 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration of Christophe Cuvillier, Chair	Management	For
6	2023 Remuneration of Isabelle Guichot, CEO	Management	For
7	2023 Remuneration of Évelyne Chétrite, Deputy CEO	Management	For
8	2023 Remuneration of Judith Milgrom, Deputy CEO	Management	For
9	2023 Remuneration of Ilan Chétrite, Deputy CEO	Management	For
10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO)	Management	For
12	2024 Remuneration Policy (Évelyne Chétrite, Deputy CEO)	Management	For
13	2024 Remuneration Policy (Judith Milgrom, Deputy CEO)	Management	For
14	2024 Remuneration Policy (Ilan Chétrite, Deputy CEO)	Management	For
15	2023 Remuneration Report	Management	For
16	2024 Remuneration Policy (Board of Directors)	Management	For
17	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
24	Authority to Set Offering Price of Shares	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
26	Employee Stock Purchase Plan	Management	For
27	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

28	Authority to Issue Performance Shares	Management	For
29	Authorisation of Legal Formalities	Management	For

11 BIT STUDIOS SA

Annual

ISIN PL11BTS00015 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5.A	Presentation of Supervisory Board Reports (Company Standing)	Management	For
5.B	Presentation of Supervisory Board Reports (Activities)	Management	For
6	Supervisory Board Report	Management	For
7	Accounts and Reports	Management	For
8	Allocation of Profits	Management	For
9	Ratification of Management Acts	Management	Abstain
10	Ratification of Supervisory Board Acts	Management	Abstain
11	Remuneration Report	Management	Against
12	Remuneration Policy	Management	For
13	Dissolution of Capital Reserve	Management	For
14	Amendments to Articles	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

EXCLUSIVE NETWORKS SA

Mix

ISIN FR0014005DA7 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor (KPMG); Non-Renewal of Auditor (Deloitte)	Management	For
6	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
7	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
8	2023 Remuneration Report	Management	Against
9	2023 Remuneration of Jesper Trolle, CEO	Management	Against
10	2023 Remuneration of Barbara Thoralfsson, Chair	Management	For
11	2024 Remuneration Policy (CEO)	Management	For
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (Board)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Issue Performance Shares	Management	For
16	Authorisation of Legal Formalities	Management	For

COMPAGNIE DE SAINT-GOBAIN S.A.

Mix

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000125007 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Jean-François Cirelli	Management	For
6	Elect Sophie Brochu	Management	For
7	Elect H�el�ene de Tissot	Management	For
8	Elect Geoffroy Roux de B�ezieux	Management	For
9	2023 Remuneration of Pierre-Andr� de Chalendar, Chair	Management	Against
10	2023 Remuneration of Benoit Bazin, CEO	Management	For
11	2023 Remuneration Report	Management	For
12	2024 Remuneration Policy (Chair, until June 6, 2024)	Management	For
13	2024 Remuneration Policy (CEO, until June 6, 2024)	Management	For
14	2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2024 Directors' Fees	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Amendments to Article Regarding the Lead Independent Director	Management	For
21	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

COMPAGNIE DE SAINT-GOBAIN S.A.

Mix

ISIN FR0000125007 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Jean-François Cirelli	Management	For
6	Elect Sophie Brochu	Management	For
7	Elect Hélène de Tissot	Management	For
8	Elect Geoffroy Roux de Bézieux	Management	For
9	2023 Remuneration of Pierre-André de Chalendar, Chair	Management	Against
10	2023 Remuneration of Benoit Bazin, CEO	Management	For
11	2023 Remuneration Report	Management	For
12	2024 Remuneration Policy (Chair, until June 6, 2024)	Management	For
13	2024 Remuneration Policy (CEO, until June 6, 2024)	Management	For
14	2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2024 Directors' Fees	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Amendments to Article Regarding the Lead Independent Director	Management	For
21	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

COMPAGNIE DE SAINT-GOBAIN S.A.

Mix

ISIN FR0000125007 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Jean-François Cirelli	Management	For
6	Elect Sophie Brochu	Management	For
7	Elect Hélène de Tissot	Management	For
8	Elect Geoffroy Roux de Bézieux	Management	For
9	2023 Remuneration of Pierre-André de Chalendar, Chair	Management	Against
10	2023 Remuneration of Benoit Bazin, CEO	Management	For
11	2023 Remuneration Report	Management	For
12	2024 Remuneration Policy (Chair, until June 6, 2024)	Management	For
13	2024 Remuneration Policy (CEO, until June 6, 2024)	Management	For
14	2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2024 Directors' Fees	Management	For
17	Appointment of Auditor (KPMG)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Amendments to Article Regarding the Lead Independent Director	Management	For
21	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

WALLIX GROUP

Mix

ISIN FR0010131409 Meeting Date 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	Against
6	Authority to Cancel Shares and Reduce Capital	Management	For
7	Authority to Increase Capital Through Capitalisations	Management	Against
8	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
10	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
11	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
12	Greenshoe	Management	Against
13	Employee Stock Purchase Plan	Management	For
14	Authority to Grant Warrants (BSA, BSAANE, BSAAR)	Management	Against
15	Authority to Grant Stock Options	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authority to Issue Restricted Shares	Management	Against
17	Textual References Applicable in Case of Regulation Updates	Management	For
18	Authorisation of Legal Formalities	Management	For

PEPCO GROUP N.V.

Special

ISIN NL0015000AU7 **Meeting Date** 06-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2.A	Elect Stephan Borchert to the Board of Directors	Management	For
2.B	Elect Frederick Arnold to the Board of Directors	Management	For
3	Remuneration Policy	Management	Against
4	Approval of the Share Matching Plan	Management	Against

ANSYS INC.

Annual

ISIN US03662Q1058 **Meeting Date** 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Jim Frankola	Management	For
1B.	Elect Alec D. Gallimore	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1C.	Elect Ronald W. Hovsepian	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

ANSYS INC.

Annual

ISIN US03662Q1058 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A.	Elect Jim Frankola	Management	For
1B.	Elect Alec D. Gallimore	Management	For
1C.	Elect Ronald W. Hovsepian	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

ARISTA NETWORKS INC

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US0404131064 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Kelly Battles	Management	For
1.2	Elect Kenneth Duda	Management	For
1.3	Elect Jayshree V. Ullal	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2014 Equity Incentive Plan	Management	For

ARISTA NETWORKS INC

Annual

ISIN US0404131064 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Kelly Battles	Management	For
1.2	Elect Kenneth Duda	Management	For
1.3	Elect Jayshree V. Ullal	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2014 Equity Incentive Plan	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ARISTA NETWORKS INC

Annual

ISIN US0404131064 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Kelly Battles	Management	For
1.2	Elect Kenneth Duda	Management	For
1.3	Elect Jayshree V. Ullal	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2014 Equity Incentive Plan	Management	For

ALPHABET INC

Annual

ISIN US02079K3059 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Larry Page	Management	For
1b.	Elect Sergey Brin	Management	For
1c.	Elect Sundar Pichai	Management	For
1d.	Elect John L. Hennessy	Management	Against
1e.	Elect Frances H. Arnold	Management	For
1f.	Elect R. Martin Chavez	Management	For
1g.	Elect L. John Doerr	Management	For
1h.	Elect Roger W. Ferguson, Jr.	Management	For
1i.	Elect K. Ram Shriram	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Robin L. Washington	Management	For
2.	Ratification of Auditor	Management	For
3.	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Abstain
4.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Abstain
5.	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technol	Shareholder	For
6.	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Abstain
7.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Optior	Shareholder	For
8.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
9.	Shareholder Proposal Regarding Recapitalization	Shareholder	For
10.	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproducti	Shareholder	For
11.	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight	Shareholder	For
12.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	For
13.	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Target	Shareholder	For
14.	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ALPHABET INC

Annual

ISIN US02079K3059 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Larry Page	Management	For
1b.	Elect Sergey Brin	Management	For
1c.	Elect Sundar Pichai	Management	For
1d.	Elect John L. Hennessy	Management	Against
1e.	Elect Frances H. Arnold	Management	For
1f.	Elect R. Martin Chavez	Management	For
1g.	Elect L. John Doerr	Management	For
1h.	Elect Roger W. Ferguson, Jr.	Management	For
1i.	Elect K. Ram Shriram	Management	For
1j.	Elect Robin L. Washington	Management	For
2.	Ratification of Auditor	Management	For
3.	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Abstain
4.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Abstain
5.	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Tech	Shareholder	For
6.	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Abstain
7.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Optior	Shareholder	For
8.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
9.	Shareholder Proposal Regarding Recapitalization	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10.	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproducti	Shareholder	For
11.	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight	Shareholder	For
12.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	For
13.	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Target	Shareholder	For
14.	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	For

BROOKFIELD CORPORATION

Annual

ISIN CA11271J1075 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect M. Elyse Allan	Management	For
1.2	Elect Angela F. Braly	Management	For
1.3	Elect Janice Fukakusa	Management	For
1.4	Elect Maureen Kempston Darkes	Management	For
1.5	Elect Frank J. McKenna	Management	Withhold
1.6	Elect Hutham S. Olayan	Management	For
1.7	Elect Diana L. Taylor	Management	Withhold
2	Appointment of Auditor and Authority to Set Fees	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Advisory Vote on Executive Compensation	Management	Against
4	BNRE Escrowed Stock Plan	Management	For

BROOKFIELD CORPORATION

Annual

ISIN CA11271J1075 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect M. Elyse Allan	Management	For
1.2	Elect Angela F. Braly	Management	For
1.3	Elect Janice Fukakusa	Management	For
1.4	Elect Maureen Kempston Darkes	Management	For
1.5	Elect Frank J. McKenna	Management	Withhold
1.6	Elect Hutham S. Olayan	Management	For
1.7	Elect Diana L. Taylor	Management	Withhold
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Advisory Vote on Executive Compensation	Management	Against
4	BNRE Escrowed Stock Plan	Management	For

GROUPE CRIT

Mix

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0000036675

Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Nathalie Jaoui, Chair and CEO	Management	For
7	2023 Remuneration of Karine Guedj, Deputy CEO	Management	For
8	2024 Remuneration Policy (Chair and CEO)	Management	For
9	2024 Remuneration Policy (Deputy CEO)	Management	For
10	2024 Directors' Fees	Management	For
11	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Cancel Shares and Reduce Capital	Management	For
14	Authority to Increase Capital Through Capitalisations	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
18	Greenshoe	Management	Against
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Authority to Issue Restricted Shares	Management	For
22	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

KGHM POLSKA MIEDZ S.A.

Annual

ISIN PLKGHM000017 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5.A	Presentation of Financial Statements	Management	For
5.B	Presentation of Financial Statements (Consolidated)	Management	For
5.C	Presentation of Management Board Report	Management	For
6	Presentation of Losses	Management	For
7	Presentation of Report on Expenses	Management	For
8	Presentation of Supervisory Board Report	Management	For
9	Presentation of Supervisory Board Report (Allocation of Profits/Dividends)	Management	For
10.A	Presentation of Supervisory Board Report (Company Standing)	Management	For
10.B	Presentation of Supervisory Board Report (Company Activities)	Management	For
10.C	Presentation of Supervisory Board Report (Remuneration)	Management	For
11.A	Financial Statements	Management	For
11.B	Financial Statements (Consolidated)	Management	For
11.C	Management Board Report	Management	For
11.D	Coverage of Losses	Management	For
11.E	Allocation of Dividends	Management	For
11.F	Supervisory Board Report	Management	For
11.G	Remuneration Report	Management	Against
12	Ratification of Management Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Ratification of Supervisory Board Acts	Management	Abstain
14	Remuneration Policy	Management	Against
15	Changes to the Supervisory Board Composition	Management	Abstain

TEAMVIEWER SE

Annual

ISIN DE000A2YN900 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Ratification of Management Board Acts	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4.1	Appointment of Auditor	Management	For
4.2	Appointment of Auditor for Sustainability Reporting	Management	For
5	Remuneration Report	Management	For
6	Approval of Profit-and-Loss Transfer Agreement	Management	For
7	Increase in Authorised Capital 2024/I	Management	For
8	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	Against
9	Increase in Authorised Capital 2024/II	Management	For
10	Elect Joachim Heel as Supervisory Board Member	Management	For
11	Authority to Repurchase and Reissue Shares	Management	For
12	Authority to Repurchase Shares Using Equity Derivatives	Management	For
13	Amendments to Articles (Record Date)	Management	For
14	Amendments to Articles (Editorial)	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

LYXOR ASSET MANAGEMENT LUXEMBOURG S.A.

Annual

ISIN LU1781541252 **Meeting Date** 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain
3	Allocation of Results	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5	Elect Mehdi Balafrej to the Board of Directors	Management	Abstain
6	Elect Lucien Caytan to the Board of Directors	Management	Abstain
7	Elect Gregory Berthier to the Board of Directors	Management	Abstain
10	Elect Pierre Jond to the Board of Directors	Management	Abstain
11	Appointment of Auditor	Management	Abstain

LYXOR INTERNATIONAL AM

Annual

ISIN LU1563454310 **Meeting Date** 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Results	Management	Abstain
4	Ratification of Board Acts	Management	Abstain
5	Elect Mehdi Balafrej to the Board of Directors	Management	Abstain
6	Elect Lucien Caytan to the Board of Directors	Management	Abstain
7	Elect Gregory Berthier to the Board of Directors	Management	Abstain
10	Elect Pierre Jond to the Board of Directors	Management	Abstain
11	Appointment of Auditor	Management	Abstain

ALCHIMIE

Mix

ISIN FR0014000JX7 Meeting Date 07-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Abstain
5	Ratification of Board Acts (Nicolas Hueppe)	Management	For
6	Ratification of Board Acts (Elisabeth Maugars)	Management	For
7	Ratification of Board Acts (Florence Lagrange)	Management	For
8	Ratification of Board Acts (Xavier Buck)	Management	For
9	Ratification of Board Acts (Gabriel Fossorier)	Management	For
10	Ratification of Board Acts (Henri Cedric Ponsot)	Management	For
11	Ratification of Board Acts (Jean-Philippe Hecketsweiler)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	Ratification of Board Acts (Pauline Grimaldi d'Esdra)	Management	For
13	2024 Directors' Fees	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Reconstitution of the Company's Equity	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
21	Greenshoe	Management	Against
22	Global Ceiling on Capital Increases	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For
24	Authority to Grant Stock Options	Management	Against
25	Authority to Issue Restricted Shares	Management	Against
26	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
27	Employee Stock Purchase Plan	Management	For
28	Cancellation of Authorities Previously Approved	Management	For
29	Authorisation of Legal Formalities	Management	For

COMCAST CORP

Annual

ISIN US20030N2009

Meeting Date 10-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Kenneth J. Bacon	Management	Withhold
1.2	Elect Thomas J. Baltimore, Jr.	Management	Withhold
1.3	Elect Madeline S. Bell	Management	For
1.4	Elect Louise F. Brady	Management	For
1.5	Elect Edward D. Breen	Management	Withhold
1.6	Elect Jeffrey A. Honickman	Management	Withhold
1.7	Elect Wonya Y. Lucas	Management	For
1.8	Elect Asuka Nakahara	Management	For
1.9	Elect David C. Novak	Management	For
1.10	Elect Brian L. Roberts	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruent Shareholder		For

COMCAST CORP

Annual

ISIN US20030N2009 Meeting Date 10-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.1	Elect Kenneth J. Bacon	Management	Withhold
1.2	Elect Thomas J. Baltimore, Jr.	Management	Withhold
1.3	Elect Madeline S. Bell	Management	For
1.4	Elect Louise F. Brady	Management	For
1.5	Elect Edward D. Breen	Management	Withhold
1.6	Elect Jeffrey A. Honickman	Management	Withhold
1.7	Elect Wonya Y. Lucas	Management	For
1.8	Elect Asuka Nakahara	Management	For
1.9	Elect David C. Novak	Management	For
1.10	Elect Brian L. Roberts	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruent Shareholder		For

ULTA SALON COSMETICS & FRAGRANCE INC

Annual

ISIN US90384S3031 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Michelle L. Collins	Management	For
1b.	Elect Catherine Halligan	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect David C. Kimbell	Management	For
1d.	Elect Patricia Little	Management	For
1e.	Elect George R. Mrkonic, Jr.	Management	For
1f.	Elect Lorna E. Nagler	Management	For
1g.	Elect Heidi G. Petz	Management	Against
1h.	Elect Michael C. Smith	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

ULTA SALON COSMETICS & FRAGRANCE INC

Annual

ISIN US90384S3031 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Michelle L. Collins	Management	For
1b.	Elect Catherine Halligan	Management	Against
1c.	Elect David C. Kimbell	Management	For
1d.	Elect Patricia Little	Management	For
1e.	Elect George R. Mrkonic, Jr.	Management	For
1f.	Elect Lorna E. Nagler	Management	For
1g.	Elect Heidi G. Petz	Management	Against
1h.	Elect Michael C. Smith	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

HUBSPOT INC

Annual

ISIN US4435731009 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Brian Halligan	Management	For
1b.	Elect Ron Gill	Management	Against
1c.	Elect Jill Ward	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Approval of the 2024 Stock Option and Incentive Plan	Management	For
5.	Amendment Regarding Officer Exculpation	Management	Against

HUBSPOT INC

Annual

ISIN US4435731009 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Brian Halligan	Management	For
1b.	Elect Ron Gill	Management	Against
1c.	Elect Jill Ward	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Approval of the 2024 Stock Option and Incentive Plan	Management	For
5.	Amendment Regarding Officer Exculpation	Management	Against

ECOSLOPS

Mix

ISIN FR0011490648 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Jean-Claude Company	Management	Against
6	Elect Mark Inch	Management	Against
7	Resignation of Director Pierre-Etienne Binschedler; Board Size	Management	For
8	Authority to Repurchase and Reissue Shares	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Relocation of Corporate Headquarters	Management	For
10	Authority to Increase Capital Through Capitalisations	Management	Against
11	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
12	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
13	Greenshoe	Management	Against
14	Employee Stock Purchase Plan	Management	For
15	Authorisation of Legal Formalities	Management	For

DONTNOD ENTERTAINMENT SA

Mix

ISIN FR0013331212 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Directors' Fees	Management	For
6	Authority to Repurchase and Reissue Shares	Management	Against
7	Authority to Cancel Shares and Reduce Capital	Management	For
8	Authority to Increase Capital Through Capitalisations	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
10	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
11	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
12	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
13	Greenshoe	Management	Against
14	Global Ceiling on Capital Increases	Management	For
15	Employee Stock Purchase Plan	Management	For
16	Authority to Issue Restricted Shares	Management	Against
17	Authority to Grant Stock Options	Management	Against
18	Authority to Grant Warrants (BSA 2024)	Management	Against
19	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
20	Amendments to Articles (Disclosure Thresholds)	Management	Against
21	Authorisation of Legal Formalities	Management	For

FERMENTALG

Mix

ISIN FR0011271600

Meeting Date 11-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Losses	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	For
6	2023 Remuneration of Philippe Lavielle, Chair and CEO (until June 12, 2023)	Management	For
7	2023 Remuneration of Philippe Lavielle, Chair (since June 13, 2023)	Management	For
8	2023 Remuneration of Pierre Josselin, CEO (since June 13, 2023)	Management	For
9	2024 Remuneration Policy (Chair)	Management	For
10	2024 Remuneration Policy (CEO)	Management	For
11	2024 Remuneration Policy (Board of Directors)	Management	For
12	2024 Directors' Fees	Management	For
13	Appointment of Auditor (Mazars)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Strategic Partner Management		Against
20	Greenshoe	Management	For
21	Global Ceiling on Capital Increases and Debt Issuances	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Authority to Issue Restricted Shares	Management	For
24	Employee Stock Purchase Plan	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

25	Amendments to Articles Regarding Directors' Term Length	Management	For
26	Elect Nathalie Vallier	Management	For
27	Authorisation of Legal Formalities	Management	For

RUBIS

Annual

ISIN FR0013269123 Meeting Date 11-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Nils Christian Bergene	Management	For
5	Elect Laure Grimonpret-Tahon	Management	For
6	Elect Michel Delville	Management	For
7	Elect Benoît Luc	Management	For
8	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Gilles Gobin, Managing Partner	Management	Against
11	2023 Remuneration of Sorgema SARL, Managing Partner	Management	Against
12	2023 Remuneration of Agena SAS, Managing Partner	Management	Against
13	2023 Remuneration of Olivier Heckenroth, Supervisory Board Chair (until July 27, 2023)	Management	For
14	2023 Remuneration of Nils Christian Bergene, Supervisory Board Chair (since July 27, 2023)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	2024 Remuneration Policy (Managing Partners)	Management	Against
16	2024 Remuneration Policy (Supervisory Board)	Management	For
17	2024 Supervisory Board Members' Fees	Management	For
18	Special Auditors Report on Regulated Agreements	Management	For
19	Related Party Transactions (Rubis Photosol SAS)	Management	For
20	Related Party Transactions ((Rubis Photosol SAS)	Management	For
21	Related Party Transactions (RT Invest SA)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Elect Isabelle Muller	Management	For
24	Authorisation of Legal Formalities	Management	For
A	SHP Regarding Removal of Olivier Heckenroth as Supervisory Board Member	Shareholder	Against
B	SHP Regarding Removal of Chantal Mazzacurati as Supervisory Board Member	Shareholder	Against
C	SHP Regarding Removal of Alberto Pedrosa as Supervisory Board Member	Shareholder	Against
D	SHP Regarding Election of Patrick Molis as Supervisory Board Member	Shareholder	Abstain
E	SHP Regarding Election of Philippe Berterottière as Supervisory Board Member	Shareholder	Abstain
F	SHP Regarding Election of Pierre d'Harcourt as Supervisory Board Member	Shareholder	Abstain
G	SHP Regarding Election of Natalie Laverne as Supervisory Board Member	Shareholder	Abstain
H	SHP Regarding Election of Ronald Sämman as Supervisory Board Member	Shareholder	For

RUBIS

Annual

ISIN FR0013269123

Meeting Date 11-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Nils Christian Bergene	Management	For
5	Elect Laure Grimonpret-Tahon	Management	For
6	Elect Michel Delville	Management	For
7	Elect Benoît Luc	Management	For
8	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Gilles Gobin, Managing Partner	Management	Against
11	2023 Remuneration of Sorgema SARL, Managing Partner	Management	Against
12	2023 Remuneration of Agena SAS, Managing Partner	Management	Against
13	2023 Remuneration of Olivier Heckenroth, Supervisory Board Chair (until July 27, 2023)	Management	For
14	2023 Remuneration of Nils Christian Bergene, Supervisory Board Chair (since July 27, 2023)	Management	For
15	2024 Remuneration Policy (Managing Partners)	Management	Against
16	2024 Remuneration Policy (Supervisory Board)	Management	For
17	2024 Supervisory Board Members' Fees	Management	For
18	Special Auditors Report on Regulated Agreements	Management	For
19	Related Party Transactions (Rubis Photosol SAS)	Management	For
20	Related Party Transactions ((Rubis Photosol SAS)	Management	For
21	Related Party Transactions (RT Invest SA)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Elect Isabelle Muller	Management	For
24	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

A	SHP Regarding Removal of Olivier Heckenroth as Supervisory Board Member	Shareholder	Against
B	SHP Regarding Removal of Chantal Mazzacurati as Supervisory Board Member	Shareholder	Against
C	SHP Regarding Removal of Alberto Pedrosa as Supervisory Board Member	Shareholder	Against
D	SHP Regarding Election of Patrick Molis as Supervisory Board Member	Shareholder	Abstain
E	SHP Regarding Election of Philippe Berterottière as Supervisory Board Member	Shareholder	Abstain
F	SHP Regarding Election of Pierre d'Harcourt as Supervisory Board Member	Shareholder	Abstain
G	SHP Regarding Election of Natalie Laverne as Supervisory Board Member	Shareholder	Abstain
H	SHP Regarding Election of Ronald Sämman as Supervisory Board Member	Shareholder	For

VEEVA SYSTEMS INC

Annual

ISIN US9224751084 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Tim Cabral	Management	For
1b.	Elect Mark Carges	Management	For
1c.	Elect Peter P. Gassner	Management	For
1d.	Elect Mary Lynne Hedley	Management	For
1e.	Elect Priscilla Hung	Management	For
1f.	Elect Tina Hunt	Management	For
1g.	Elect Marshall Mohr	Management	For
1h.	Elect Gordon Ritter	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Paul Sekhri	Management	Against
1j.	Elect Matthew J. Wallach	Management	For
2.	Ratification of Auditor	Management	For
3.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
4.	Advisory Vote on Executive Compensation	Management	Against

VEEVA SYSTEMS INC

Annual

ISIN US9224751084 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Tim Cabral	Management	For
1b.	Elect Mark Carges	Management	For
1c.	Elect Peter P. Gassner	Management	For
1d.	Elect Mary Lynne Hedley	Management	For
1e.	Elect Priscilla Hung	Management	For
1f.	Elect Tina Hunt	Management	For
1g.	Elect Marshall Mohr	Management	For
1h.	Elect Gordon Ritter	Management	Against
1i.	Elect Paul Sekhri	Management	Against
1j.	Elect Matthew J. Wallach	Management	For
2.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
4.	Advisory Vote on Executive Compensation	Management	Against

CATERPILLAR INC.

Annual

ISIN US1491231015 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Daniel M. Dickinson	Management	Against
1b.	Elect James C. Fish, Jr.	Management	Against
1c.	Elect Gerald Johnson	Management	For
1d.	Elect David W. MacLennan	Management	For
1e.	Elect Judith F. Marks	Management	Against
1f.	Elect Debra L. Reed-Klages	Management	For
1g.	Elect Susan C. Schwab	Management	For
1h.	Elect D. James Umpleby III	Management	For
1i.	Elect Rayford Wilkins Jr.	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain
5.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

6. Shareholder Proposal Regarding Company Directors Serving on Multiple Boards Shareholder Abstain

INCYTE CORP.

Annual

ISIN US45337C1027 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Julian C. Baker	Management	Against
1.2	Elect Jean-Jacques Bienaimé	Management	For
1.3	Elect Otis W. Brawley	Management	For
1.4	Elect Paul J. Clancy	Management	For
1.5	Elect Jacquelyn A. Fouse	Management	For
1.6	Elect Edmund P. Harrigan	Management	For
1.7	Elect Katherine A. High	Management	For
1.8	Elect Hervé Hoppenot	Management	For
1.9	Elect Susanne Schaffert	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

INCYTE CORP.

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US45337C1027 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Julian C. Baker	Management	Against
1.2	Elect Jean-Jacques Bienaimé	Management	For
1.3	Elect Otis W. Brawley	Management	For
1.4	Elect Paul J. Clancy	Management	For
1.5	Elect Jacquelyn A. Fouse	Management	For
1.6	Elect Edmund P. Harrigan	Management	For
1.7	Elect Katherine A. High	Management	For
1.8	Elect Hervé Hoppenot	Management	For
1.9	Elect Susanne Schaffert	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

TARGET CORP

Annual

ISIN US87612E1064 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect David P. Abney	Management	For
1b.	Elect Douglas M. Baker, Jr.	Management	For
1c.	Elect George S. Barrett	Management	For
1d.	Elect Gail K. Boudreaux	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Brian C. Cornell	Management	For
1f.	Elect Robert L. Edwards	Management	For
1g.	Elect Donald R. Knauss	Management	For
1h.	Elect Christine A. Leahy	Management	Against
1i.	Elect Monica C. Lozano	Management	For
1j.	Elect Grace Puma	Management	For
1k.	Elect Derica W. Rice	Management	For
1l.	Elect Dmitri L. Stockton	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain
5.	Shareholder Proposal Regarding Progress on Animal Pain Management Commitment	Shareholder	For
6.	Shareholder Proposal Regarding Living Wage Policy	Shareholder	For
7.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruence	Shareholder	For
8.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Abstain

TARGET CORP

Annual

ISIN US87612E1064 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect David P. Abney	Management	For
1b.	Elect Douglas M. Baker, Jr.	Management	For
1c.	Elect George S. Barrett	Management	For
1d.	Elect Gail K. Boudreaux	Management	Against
1e.	Elect Brian C. Cornell	Management	For
1f.	Elect Robert L. Edwards	Management	For
1g.	Elect Donald R. Knauss	Management	For
1h.	Elect Christine A. Leahy	Management	Against
1i.	Elect Monica C. Lozano	Management	For
1j.	Elect Grace Puma	Management	For
1k.	Elect Derica W. Rice	Management	For
1l.	Elect Dmitri L. Stockton	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain
5.	Shareholder Proposal Regarding Progress on Animal Pain Management Commitment	Shareholder	For
6.	Shareholder Proposal Regarding Living Wage Policy	Shareholder	For
7.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruence	Shareholder	For
8.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BEST BUY CO. INC.

Annual

ISIN US0865161014 **Meeting Date** 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Corie S. Barry	Management	For
1b.	Elect Lisa M. Caputo	Management	Against
1c.	Elect David W. Kenny	Management	For
1d.	Elect David C. Kimbell	Management	Against
1e.	Elect Mario J. Marte	Management	For
1f.	Elect Karen A. McLoughlin	Management	For
1g.	Elect Claudia Fan Munce	Management	For
1h.	Elect Richelle P. Parham	Management	For
1i.	Elect Steven E. Rendle	Management	For
1j.	Elect Sima D. Sistani	Management	Against
1k.	Elect Melinda D. Whittington	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

BEST BUY CO. INC.

Annual

ISIN US0865161014 **Meeting Date** 12-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Corie S. Barry	Management	For
1b.	Elect Lisa M. Caputo	Management	Against
1c.	Elect David W. Kenny	Management	For
1d.	Elect David C. Kimbell	Management	Against
1e.	Elect Mario J. Marte	Management	For
1f.	Elect Karen A. McLoughlin	Management	For
1g.	Elect Claudia Fan Munce	Management	For
1h.	Elect Richelle P. Parham	Management	For
1i.	Elect Steven E. Rendle	Management	For
1j.	Elect Sima D. Sistani	Management	Against
1k.	Elect Melinda D. Whittington	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Abstain

ROBERTET S.A.

Mix

ISIN FR0000039091 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Philippe Maubert	Management	For
6	Elect Christophe Maubert	Management	Against
7	Elect Catherine Canovas-Gutteriez	Management	Against
8	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Philippe Maubert, Chair	Management	For
11	2023 Remuneration of Jérôme Bruhat, CEO	Management	Against
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (CEO)	Management	Against
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Directors' Fees	Management	For
16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Special Report on Authority to Issue Restricted Shares (Proposal 23.00 of the 2022 AGM Management		Against
18	Authorisation of Legal Formalities	Management	For

ATEME

Mix

ISIN FR0011992700

Meeting Date 12-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Ratification of Board Acts	Management	For
3	Allocation of Losses	Management	For
4	Consolidated Accounts and Reports	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Board Report on Authority to Grant Stock Options	Management	Against
7	Elect Benoît Fouchard	Management	For
8	Board Report on Authority to Issue Restricted Shares	Management	Against
9	2023 Remuneration of Michel Artières, Chair and CEO	Management	For
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Remuneration Policy (Chair and CEO)	Management	For
12	2024 Directors' Fees	Management	For
13	Authority to Repurchase and Reissue Shares	Management	Against
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Greenshoe	Management	For
16	Global Ceiling on Capital Increases and Debt Issuances	Management	For
17	Authority to Grant Warrants	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Authority to Issue Restricted Shares	Management	Against
20	Authority to Grant Stock Options	Management	Against
21	Amendments to Articles Regarding Directors' Term Length	Management	For
22	Authorisation of Legal Formalities	Management	For
23	Elect Positano (Pierre Jousse)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

24	Appointment of Auditor (Axen & Gu)	Management	For
25	Appointment of Alternate Auditor (Sarl Afyneo Audit & Expertise)	Management	For

BROADPEAK S.A.

Mix

ISIN FR001400AJZ7 **Meeting Date** 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Eutelsat SA (Jean-Hubert Lenotte)	Management	For
6	Elect Vantiva Technologies (François Allain)	Management	For
7	Appointment of Geirec	Management	For
8	Relocation of Corporate Headquarters	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	Authorisation of Legal Formalities	Management	For
11	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Against
12	Greenshoe	Management	Against
13	Global Ceiling on Capital Increases	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Grant Warrants (BSA, BSAANE ANDBSAAR)	Management	For
16	Authority to Issue Performance Shares	Management	Against
17	Authority to Grant Stock Options	Management	Against
18	Authority to Grant Warrants (BSPCE)	Management	Against
19	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Employee Stock Purchase Plan	Management	Against
21	Authorisation of Legal Formalities	Management	For

AEGON LTD.

Annual

ISIN BMG0112X1056 **Meeting Date** 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2.3.	Remuneration Report	Management	Against
2.4.	Allocation of Dividends	Management	For
3.1.	Remuneration Policy	Management	For
4.1.	Appointment of Auditor	Management	For
5.1.	Amendments to Bye-Laws Regarding Capital Proposals, Dividends	Management	For
6.1.	Elect Lard Friese to the Board of Directors	Management	For
6.2.	Elect Corien M. Wortmann-Kool to the Board of Directors	Management	For
6.3.	Elect Caroline Ramsay to the Board of Directors	Management	For
6.4.	Elect Thomas Wellauer to the Board of Directors	Management	For
6.5.	Elect Albert A. Benchimol to the Board of Directors	Management	For
7.1.	Authority to Suppress Preemptive Rights	Management	For
7.2.	Authority to Suppress Preemptive Rights (Rights Issue)	Management	Against
7.3.	Authority to Repurchase Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

UNIBAIL-RODAMCO-WESTFIELD

Annual

ISIN FR0013326246 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Remuneration Report	Management	For
2	Remuneration Policy	Management	For
3	Accounts and Reports	Management	For
4	Ratification of Management Board Acts	Management	Abstain
5	Ratification of Supervisory Board Acts	Management	Abstain
6	Appointment of Auditor	Management	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For
8	Additional Authority to Issue Shares w/ Preemptive Rights	Management	For
9	Authority to Suppress Preemptive Rights	Management	For
10	Additional Authority to Suppress Preemptive Rights	Management	For
11	Authority to Repurchase Shares	Management	For
12	Amendments to Articles	Management	For
13	Authority to Issue Class B Shares	Management	For
14	Cancellation of Shares	Management	For

GREENVOLT - ENERGIAS RENOVAVEIS S.A

Annual

ISIN PTGNV0AM0001 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles	Management	Against
2	Board Size	Management	Against
3	Election of Directors; Sureties	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Election of Supervisory Council; Sureties	Management	For
5	Election of Remuneration Committee Members; Fees	Management	For

GREENVOLT - ENERGIAS RENOVAVEIS S.A

Annual

ISIN PTGNV0AM0001 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles	Management	Against
2	Board Size	Management	Against
3	Election of Directors; Sureties	Management	Against
4	Election of Supervisory Council; Sureties	Management	For
5	Election of Remuneration Committee Members; Fees	Management	For

GAZTRANSPORT ET TECHNIGAZ

Mix

ISIN FR0011726835 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Carolle Foissaud	Management	For
6	Ratification of the Co-option of Domitille Doat-Le Bigot	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Philippe Berterottière, Chair and CEO	Management	For
10	2024 Remuneration Policy (Chair and CEO, until June 12, 2024)	Management	For
11	2024 Remuneration Policy (CEO, from June 12, 2024)	Management	For
12	2024 Remuneration Policy (Chair, from June 12, 2024)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authorisation of Legal Formalities	Management	For

GAZTRANSPORT ET TECHNIGAZ

Mix

ISIN FR0011726835 Meeting Date 12-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Carolle Foissaud	Management	For
6	Ratification of the Co-option of Domitille Doat-Le Bigot	Management	Against
7	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Philippe Berterottière, Chair and CEO	Management	For
10	2024 Remuneration Policy (Chair and CEO, until June 12, 2024)	Management	For
11	2024 Remuneration Policy (CEO, from June 12, 2024)	Management	For
12	2024 Remuneration Policy (Chair, from June 12, 2024)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authorisation of Legal Formalities	Management	For

ZOOM VIDEO COMMUNICATIONS INC

Annual

ISIN US98980L1017 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Jonathan C. Chadwick	Management	For
1.2	Elect Cindy Hoots	Management	For
1.3	Elect Daniel Scheinman	Management	Withhold
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ZOOM VIDEO COMMUNICATIONS INC

Annual

ISIN US98980L1017 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Jonathan C. Chadwick	Management	For
1.2	Elect Cindy Hoots	Management	For
1.3	Elect Daniel Scheinman	Management	Withhold
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

TESLA INC

Annual

ISIN US88160R1014 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect James Murdoch	Management	For
1b.	Elect Kimbal Musk	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Redomestication from Delaware to Texas	Management	For
4.	Approval of Stock Option Award to Elon Musk	Management	Against
5.	Ratification of Auditor	Management	For
6.	Shareholder Proposal Regarding Board Declassification	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For
8.	Shareholder Proposal Regarding Report on Effectiveness of Workplace Harassment and Shareholder		For
9.	Shareholder Proposal Regarding Freedom of Association Policy	Shareholder	For
10.	Shareholder Proposal Regarding Report on Electromagnetic Radiation	Shareholder	For
11.	Shareholder Proposal Regarding Linking Executive Compensation to Sustainability Metrics	Shareholder	For
12.	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Shareholder	For

TESLA INC

Annual

ISIN US88160R1014 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect James Murdoch	Management	For
1b.	Elect Kimbal Musk	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Redomestication from Delaware to Texas	Management	For
4.	Approval of Stock Option Award to Elon Musk	Management	Against
5.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.	Shareholder Proposal Regarding Board Declassification	Shareholder	For
7.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For
8.	Shareholder Proposal Regarding Report on Effectiveness of Workplace Harassment and Shareholder		For
9.	Shareholder Proposal Regarding Freedom of Association Policy	Shareholder	For
10.	Shareholder Proposal Regarding Report on Electromagnetic Radiation	Shareholder	For
11.	Shareholder Proposal Regarding Linking Executive Compensation to Sustainability Metrics	Shareholder	For
12.	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Shareholder	For

DESCARTES SYSTEMS GROUP INC

Annual

ISIN CA2499061083 **Meeting Date** 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Deepak Chopra	Management	For
1B	Elect Deborah Close	Management	For
1C	Elect Eric Demirian	Management	For
1D	Elect Sandra L. Hanington	Management	For
1E	Elect Kelley Irwin	Management	For
1F	Elect Dennis Maple	Management	For
1G	Elect Chris E. Muntwyler	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

1H	Elect Jane O'Hagan	Management	For
1I	Elect Edward J. Ryan	Management	For
1J	Elect John J. Walker	Management	Against
2	Appointment of Auditor	Management	For
3	Amendment to the Performance and Restricted Share Unit Plan	Management	For
4	Advisory Vote on Executive Compensation	Management	For

DESCARTES SYSTEMS GROUP INC

Annual

ISIN CA2499061083 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1A	Elect Deepak Chopra	Management	For
1B	Elect Deborah Close	Management	For
1C	Elect Eric Demirian	Management	For
1D	Elect Sandra L. Hanington	Management	For
1E	Elect Kelley Irwin	Management	For
1F	Elect Dennis Maple	Management	For
1G	Elect Chris E. Muntwyler	Management	For
1H	Elect Jane O'Hagan	Management	For
1I	Elect Edward J. Ryan	Management	For
1J	Elect John J. Walker	Management	Against
2	Appointment of Auditor	Management	For
3	Amendment to the Performance and Restricted Share Unit Plan	Management	For
4	Advisory Vote on Executive Compensation	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ROCHE BOBOIS SA

Annual

ISIN FR0013344173 **Meeting Date** 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Corporate Officers)	Management	Against
6	2023 Remuneration Report	Management	Against
7	2023 Remuneration of Jean-Eric Chouchan, Supervisory Board Chair	Management	For
8	2023 Remuneration of Guillaume Demulier, Management Board Chair and CEO	Management	Against
9	2023 Remuneration of Eric Amourdedieu, Management Board Member and Managing Director	Management	Against
10	2023 Remuneration of Antonin Roche, Management Board Member	Management	Against
11	2023 Remuneration of Martin Gleize, Management Board Member	Management	Against
12	Elect Jean-Eric Chouchan	Management	For
13	Elect Nicolas Roche	Management	For
14	Elect Giovanni Tamburi	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Elect Emmanuel Masset	Management	For
16	Elect Mercedes Erra	Management	For
17	Elect Annalisa Loustau Elia	Management	For
18	Renew Marie-Claude Chouchan as Censor	Management	Against
19	Co-option of Lucie Roche-Henman as Censor	Management	Against
20	2024 Supervisory Board Members' Fees	Management	For
21	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authorisation of Legal Formalities	Management	For

MANITOU BF

Mix

ISIN FR0000038606 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
6	2024 Directors' Fees	Management	For
7	2023 Remuneration Report	Management	Against
8	2023 Remuneration of Jacqueline Himsworth, Chair	Management	For
9	2023 Remuneration of Michel Denis, CEO	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	2024 Remuneration Policy (Chair)	Management	For
11	2024 Remuneration Policy (CEO)	Management	Against
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
18	Authority to Set Offering Price of Shares	Management	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
20	Greenshoe	Management	Against
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
23	Authority to Issue Restricted Shares	Management	Against
24	Employee Stock Purchase Plan	Management	For
25	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN IE00BFZPF322 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	Abstain
2	Appointment of Auditor	Management	Abstain
3	Authority to Set Auditor's Fees	Management	Abstain

INVESCO MARKETS II PLC

Annual

ISIN IE00BFZPF322 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	Abstain
2	Appointment of Auditor	Management	Abstain
3	Authority to Set Auditor's Fees	Management	Abstain

SMURFIT KAPPA GROUP PLC

Court

ISIN IE00B1RR8406 Meeting Date 13-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Scheme of Arrangement	Management	For

SMURFIT KAPPA GROUP PLC

Court

ISIN IE00B1RR8406 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Scheme of Arrangement	Management	For

SMURFIT KAPPA GROUP PLC

Special

ISIN IE00B1RR8406 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Scheme of Arrangement	Management	For
2	Board Authority to Give Effect to the Scheme	Management	For
3	Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listi Management	Management	For
4	Amendments to Articles	Management	For
5	Reduction in Share Premium Account	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SMURFIT KAPPA GROUP PLC

Special

ISIN IE00B1RR8406 **Meeting Date** 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Scheme of Arrangement	Management	For
2	Board Authority to Give Effect to the Scheme	Management	For
3	Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listi	Management	For
4	Amendments to Articles	Management	For
5	Reduction in Share Premium Account	Management	For

AZELIS GROUP NV

Annual

ISIN BE0974400328 **Meeting Date** 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
4.	Accounts and Reports; Allocation of Dividends	Management	For
5.	Remuneration Report	Management	Against
6.	Ratification of Board Acts	Management	For
7.	Ratification of Auditor's Acts	Management	For
8.a	Ratification of Co-Option of Anna Bertona to the Board of Directors	Management	For
8.b	Elect Kåre Schultz to the Board of Directors	Management	Against
8.c	Ratification of Independence of Kåre Schultz	Management	For
8.d	Elect Melanie Maas-Brunner to the Board of Directors	Management	For
8.e	Ratify Melanie Maas-Brunner as Independent Director	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8.f	Non-Executive Directors' Fees	Management	For
9.a	Authority to Set Auditor's Fees	Management	For
9.b	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For
10.	Authorization of Legal Formalities	Management	For

AZELIS GROUP NV

Special

ISIN BE0974400328 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles	Management	For

GRIFOLS SA

Ordinary

ISIN ES0171996087 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Individual Accounts and Reports; Allocation of Losses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Ratification of Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Appointment of Auditor for Sustainability Reporting	Management	For
7.2.	Ratify Co-Option and Elect José Ignacio Abia Buenache	Management	For
7.3.	Ratify Co-Option and Elect Albert Grifols Coma-Cros	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.4.	Elect Claire Giraut	Management	For
7.5.	Elect Anne Catherine Berner	Management	For
7.6.	Board Size	Management	For
8	Amendments to Article 3 (Registered Office)	Management	For
10	Remuneration Report	Management	Against
11	Amendment to Remuneration Policy	Management	Against
12	Authority to Set General Meeting Notice Period at 15 days	Management	Against
13	Authorisation of Legal Formalities	Management	For

WORLDLINE

Mix

ISIN FR0011981968 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Nazan Somer Özelgin	Management	For
6	Elect Daniel Schmucki	Management	For
7	Ratification of the Co-option of Wilfried Verstraete	Management	For
8	Elect Wilfried Verstraete	Management	For
9	Elect Agnès Park	Management	For
10	Elect Sylvia Steinmann	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Olivier Gavalda	Management	For
12	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For
13	2023 Remuneration Report	Management	Against
14	2023 Remuneration of Bernard Bourigeaud, Chair (Until December 14, 2023)	Management	For
15	2023 Remuneration of Georges Pauget, Chair (Since December 15, 2023)	Management	For
16	2023 Remuneration of Gilles Grapinet, CEO	Management	Against
17	2023 Remuneration of Marc-Henri Desportes, Deputy CEO	Management	Against
18	2024 Remuneration Policy (Chair)	Management	For
19	2024 Remuneration Policy (CEO)	Management	For
20	2024 Remuneration Policy (Deputy CEO)	Management	For
21	2024 Remuneration Policy (Board of Directors)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authority to Cancel Shares and Reduce Capital	Management	For
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
26	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
27	Greenshoe	Management	For
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
29	Authority to Increase Capital Through Capitalisations	Management	For
30	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Specified Catego	Management	For
31	Employee Stock Purchase Plan	Management	For
32	Stock Purchase Plan for Overseas Employees	Management	For
33	Authority to Issue Performance Shares	Management	For
34	Amendments to Articles Regarding Staggered Board	Management	For
35	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

LYXOR ASSET MANAGEMENT LUXEMBOURG S.A.

Special

ISIN LU1781541252 Meeting Date 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding Registered Office	Management	Abstain
2	Amendments to Articles Regarding Sub-Fund Creation	Management	Abstain
3	Amendments to Articles Regarding Share Class Creation	Management	Abstain
4	Amendments to Articles Regarding Bearer Shares	Management	Abstain
5	Amendments to Articles Regarding Definitions	Management	Abstain
6	Amendments to Articles Regarding Discounts	Management	Abstain
7	Amendments to Articles Regarding Subscriptions	Management	Abstain
8	Amendments to Articles Regarding Subscription Postponements	Management	Abstain
9	Amendments to Articles Regarding Meeting Conditions	Management	Abstain
10	Amendments to Articles Regarding Representation	Management	Abstain
11	Amendments to Articles Regarding Meeting Convention	Management	Abstain
12	Amendments to Articles Regarding Director Duration	Management	Abstain
13	Amendments to Articles Regarding Chair Appointment I	Management	Abstain
14	Amendments to Articles Regarding Chair Appointment II	Management	Abstain
15	Amendments to Articles Regarding Minutes Validation	Management	Abstain
16	Amendments to Articles Regarding Director Representation	Management	Abstain
17	Amendments to Articles Regarding Net Asset Value	Management	Abstain
18	Amendments to Articles Regarding Conflict of Interests	Management	Abstain
19	Amendments to Articles Regarding Fiscal Year	Management	Abstain
20	Amendments to Articles Regarding Unclaimed Dividends	Management	Abstain
21	Amendments to Articles Regarding Sub-Funds	Management	Abstain
22	Amendments to Articles Regarding Division of Share Classes	Management	Abstain
23	Amendments to Articles Regarding Amalgamation	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

24 Amendments to Articles Regarding Typographical Errors

Management

Abstain

LYXOR INTERNATIONAL AM

Special

ISIN LU1563454310 **Meeting Date** 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendments to Articles Regarding Registered Office	Management	Abstain
2	Amendments to Articles Regarding Sub-Fund Creation	Management	Abstain
3	Amendments to Articles Regarding Share Class Creation	Management	Abstain
4	Amendments to Articles Regarding Bearer Shares	Management	Abstain
5	Amendments to Articles Regarding Definitions	Management	Abstain
6	Amendments to Articles Regarding Discounts	Management	Abstain
7	Amendments to Articles Regarding Subscriptions	Management	Abstain
8	Amendments to Articles Regarding Subscription Postponements	Management	Abstain
9	Amendments to Articles Regarding Meeting Conditions	Management	Abstain
10	Amendments to Articles Regarding Representation	Management	Abstain
11	Amendments to Articles Regarding Meeting Convention	Management	Abstain
12	Amendments to Articles Regarding Director Duration	Management	Abstain
13	Amendments to Articles Regarding Chair Appointment I	Management	Abstain
14	Amendments to Articles Regarding Chair Appointment II	Management	Abstain
15	Amendments to Articles Regarding Minutes Validation	Management	Abstain
16	Amendments to Articles Regarding Director Representation	Management	Abstain
17	Amendments to Articles Regarding Net Asset Value	Management	Abstain
18	Amendments to Articles Regarding Conflict of Interests	Management	Abstain
19	Amendments to Articles Regarding Fiscal Year	Management	Abstain
20	Amendments to Articles Regarding Unclaimed Dividends	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

21	Amendments to Articles Regarding Sub-Funds	Management	Abstain
22	Amendments to Articles Regarding Division of Share Classes	Management	Abstain
23	Amendments to Articles Regarding Amalgamation	Management	Abstain
24	Amendments to Articles Regarding Typographical Errors	Management	Abstain

ANTIN INFRASTRUCTURE PARTNERS

Mix

ISIN FR0014005AL0 **Meeting Date** 13-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Alain Rauscher	Management	Against
6	Elect Mark Crosbie	Management	For
7	Elect Mélanie Biessy	Management	For
8	Elect Ramon de Oliveira	Management	For
9	2023 Remuneration Report	Management	For
10	2023 Remuneration of Alain Rauscher, Chair and CEO	Management	For
11	2023 Remuneration of Mark Crosbie, Former Deputy CEO (until November 7, 2023)	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Restricted Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Employee Stock Purchase Plan	Management	For
18	Stock Purchase Plan for Overseas Employees	Management	For
19	Authorisation of Legal Formalities	Management	For

REGENERON PHARMACEUTICALS, INC.

Annual

ISIN US75886F1075 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect N. Anthony Coles	Management	For
1b.	Elect Kathryn Guarini	Management	For
1c.	Elect Arthur F. Ryan	Management	Against
1d.	Elect David P. Schenkein	Management	For
1e.	Elect George L. Sing	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

REGENERON PHARMACEUTICALS, INC.

Annual

ISIN US75886F1075 Meeting Date 14-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect N. Anthony Coles	Management	For
1b.	Elect Kathryn Guarini	Management	For
1c.	Elect Arthur F. Ryan	Management	Against
1d.	Elect David P. Schenkein	Management	For
1e.	Elect George L. Sing	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

DELTA PLUS GROUP

Mix

ISIN FR0013283108 **Meeting Date** 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration of Jérôme Benoit, Chair and CEO	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	2023 Remuneration of Ivo Boscardin, Deputy CEO	Management	For
8	Authority to Issue Bonds	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	Authority to Cancel Shares and Reduce Capital	Management	For
11	Authority to Issue Shares Through Private Placement	Management	Against
12	Employee Stock Purchase Plan	Management	For
13	Authority to Suppress Preemptive Rights (Proposal 12.00)	Management	For

CD PROJEKT S.A.

Annual

ISIN PLOPTTC00011 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Presentation of Accounts and Reports	Management	For
6	Financial Statements	Management	For
7	Financial Statements (Consolidated)	Management	For
8	Management Board Report	Management	For
9	Allocation of Dividends	Management	For
10	Ratify Adam Kicinski	Management	Abstain
11	Ratify Piotr Nielubowicz	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	Ratify Adam Badowski	Management	Abstain
13	Ratify Michal Nowakowski	Management	Abstain
14	Ratify Piotr Karwowski	Management	Abstain
15	Ratify Pawel Zawodny	Management	Abstain
16	Ratify Jeremiah Cohn	Management	Abstain
17	Ratify Marcin Iwinski	Management	Abstain
18	Ratify Katarzyna Szwarc	Management	Abstain
19	Ratify Michal Bien	Management	Abstain
20	Ratify Maciej Nielubowicz	Management	Abstain
21	Ratify Jan Lukasz Wejchert	Management	Abstain
22	Remuneration Report	Management	For
23	Supervisory Board Report	Management	For
24	Remuneration Policy	Management	For
25	Ratify Michal Nowakowski (CD Projekt Red Store Sp. z o.o.)	Management	Abstain
26	Ratify Adam Badowski (Spokko Sp. z o.o.)	Management	Abstain
27	Ratify Marta Gutowska (Spokko Sp. z o.o.)	Management	Abstain
28	Ratify Maciej Weiss (Spokko Sp. z o.o.)	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

29 Ratify Mateusz Janczewski (Spokko Sp. z o.o.)

Management

Abstain

AURES TECHNOLOGIES

Special

ISIN FR0013183589 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Issuance of Convertible Bonds w/o Preemptive Rights (Adventech Co., Ltd)	Management	For
2	Suppression of Preemptive Rights (Adventech Co., Ltd)	Management	For
3	Employee Stock Purchase Plan	Management	For
4	Authorisation of Legal Formalities	Management	For

EISAI CO LTD

Annual

ISIN JP3160400002 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Haruo Naito	Management	For
1.2	Elect Yumiko Miwa @ Yumiko Shibata	Management	For
1.3	Elect Fumihiko Ike	Management	For
1.4	Elect Yoshiteru Kato	Management	For
1.5	Elect Ryota Miura	Management	For
1.6	Elect Hiroyuki Kato	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.7	Elect Richard Thornley	Management	For
1.8	Elect Toru Moriyama	Management	Against
1.9	Elect Yuko Yasuda	Management	For
1.10	Elect Takuji Kanai	Management	Against
1.11	Elect Kenta Takahashi	Management	For

EISAI CO LTD

Annual

ISIN JP3160400002 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Haruo Naito	Management	For
1.2	Elect Yumiko Miwa @ Yumiko Shibata	Management	For
1.3	Elect Fumihiko Ike	Management	For
1.4	Elect Yoshiteru Kato	Management	For
1.5	Elect Ryota Miura	Management	For
1.6	Elect Hiroyuki Kato	Management	For
1.7	Elect Richard Thornley	Management	For
1.8	Elect Toru Moriyama	Management	Against
1.9	Elect Yuko Yasuda	Management	For
1.10	Elect Takuji Kanai	Management	Against
1.11	Elect Kenta Takahashi	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

TESCO PLC

Annual

ISIN GB00BLGZ9862 **Meeting Date** 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Final Dividend	Management	For
4	Elect Dame Carolyn Fairbairn	Management	For
5	Elect Gerry M. Murphy	Management	For
6	Elect Melissa Bethell	Management	For
7	Elect Bertrand Bodson	Management	Against
8	Elect Thierry Garnier	Management	Against
9	Elect Stewart Gilliland	Management	For
10	Elect Ken Murphy	Management	For
11	Elect Imran Nawaz	Management	For
12	Elect Alison Platt	Management	For
13	Elect Caroline L. Silver	Management	For
14	Elect Karen Whitworth	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authorisation of Political Donations	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For

TESCO PLC

Annual

ISIN GB00BLGZ9862 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Final Dividend	Management	For
4	Elect Dame Carolyn Fairbairn	Management	For
5	Elect Gerry M. Murphy	Management	For
6	Elect Melissa Bethell	Management	For
7	Elect Bertrand Bodson	Management	Against
8	Elect Thierry Garnier	Management	Against
9	Elect Stewart Gilliland	Management	For
10	Elect Ken Murphy	Management	For
11	Elect Imran Nawaz	Management	For
12	Elect Alison Platt	Management	For
13	Elect Caroline L. Silver	Management	For
14	Elect Karen Whitworth	Management	For
15	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authority to Set Auditor's Fees	Management	For
17	Authorisation of Political Donations	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For

QUADIENT S.A

Mix

ISIN FR0000120560 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Didier Lamouche, Chair	Management	For
7	2023 Remuneration of Geoffrey Godet, CEO	Management	Against
8	2024 Remuneration Policy (Chair)	Management	For
9	2024 Remuneration Policy (CEO)	Management	For
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	Elect Geoffrey Godet	Management	For
12	Elect H�el�ene Boulet Supau	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Elect Vincent Mercier	Management	For
14	Elect Richard Troksa	Management	For
15	Ratification of Co-Option of Bpifrance Investissement (Emmanuel Blot)	Management	For
16	Elect Bpifrance Investissement (Emmanuel Blot)	Management	For
17	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
18	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For
22	Authority to Issue Shares Through Private Placement	Management	For
23	Authority to Issue Convertible Debt w/o Preemptive Rights	Management	For
24	Authority to Issue Convertible Debt Through Private Placement	Management	For
25	Greenshoe	Management	For
26	Authority to Increase Capital Through Capitalisations	Management	For
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
28	Authority to Increase Capital in Case of Exchange Offers	Management	For
29	Employee Stock Purchase Plan	Management	For
30	Stock Purchase Plan for Overseas Employees	Management	For
31	Authority to Issue Restricted Shares	Management	For
32	Authority to Cancel Shares and Reduce Capital	Management	For
33	Authorisation of Legal Formalities	Management	For

BILENDI

Mix

ISIN FR0004174233 Meeting Date 14-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Allocation of Profits	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Special Auditors Report on Regulated Agreements	Management	For
4	Board Report on Share Options, Warrants and Restricted Shares	Management	For
5	Non Tax-Deductible Expenses	Management	For
6	Ratification of Board Acts	Management	For
7	2024 Directors' Fees	Management	For
8	Authority to Repurchase and Reissue Shares	Management	Against
9	Appointment of Deloitte	Management	For
10	Elect Eric Petco	Management	For
11	Acknowledge the Departure of a Director	Management	For
12	Amendments to Articles: Censor	Management	Against
13	Authority to Issue Performance Shares	Management	Against
14	Authority to Issue Stock Options	Management	Against
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Repurchase Shares and Reduce Capital	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	Against
18	Authority to Issue Shares Through Private Placement	Management	Against
19	Greenshoe	Management	Against
20	Authority to Increase Capital Through Capitalisations	Management	Against
21	Global Ceiling on Capital Increases	Management	For
22	Employee Stock Purchase Plan	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

23	Authority to Issue Warrants as a Takeover Defense	Management	Against
24	Authorisation of Legal Formalities	Management	For

CONSTRUCCIONES Y AUXILIAR DE FERROCARRILES, S.A.

Annual

ISIN ES0121975009 Meeting Date 15-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Ratification of Board Acts	Management	For
3	Report on Non-Financial Information	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Idoia Zenarrutzabeitia Beldarrain	Management	Against
6.2	Elect Marta Baztarrica Lizarbe	Management	For
6.3	Elect Carmen María Allo Pérez	Management	For
6.4	Elect Manuel Domínguez de la Maza	Management	Against
6.5	Board Size	Management	For
7	Amendments to Article 39 (Remuneration)	Management	For
8	Remuneration Policy	Management	For
9	Remuneration Report	Management	Against
10	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CONSTRUCCIONES Y AUXILIAR DE FERROCARRILES, S.A.

Annual

ISIN ES0121975009 Meeting Date 15-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Ratification of Board Acts	Management	For
3	Report on Non-Financial Information	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Idoia Zenarrutzabeitia Beldarrain	Management	Against
6.2	Elect Marta Baztarrica Lizarbe	Management	For
6.3	Elect Carmen María Allo Pérez	Management	For
6.4	Elect Manuel Domínguez de la Maza	Management	Against
6.5	Board Size	Management	For
7	Amendments to Article 39 (Remuneration)	Management	For
8	Remuneration Policy	Management	For
9	Remuneration Report	Management	Against
10	Authorisation of Legal Formalities	Management	For

MGI DIGITAL GRAPHIC TECHNOLOGY

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0010353888 Meeting Date 17-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Abstain
5	Ratification of Board Acts	Management	For
6	Authority to Repurchase and Reissue Shares	Management	Against
7	Authorisation of Legal Formalities	Management	For

XTRACKERS ARTIFICIAL INTELLIGENCE & BIG DATA UCITS ETF SHARE CLS 1C

Annual

ISIN IE00BGV5VN51 Meeting Date 17-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Appointment of Auditor	Management	For
2	Authority to Set Auditor's Fees	Management	For

XTRACKERS ARTIFICIAL INTELLIGENCE & BIG DATA UCITS ETF SHARE CLS 1C

Annual

ISIN IE00BGV5VN51 Meeting Date 17-Jun-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Appointment of Auditor	Management	For
2	Authority to Set Auditor's Fees	Management	For

XTRACKERS (IE) PLC - XTRACKERS MSCI GLOBAL SDG 11

Annual

ISIN IE000V0GDVU7 Meeting Date 17-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Appointment of Auditor	Management	For
2	Authority to Set Auditor's Fees	Management	For

MASTERCARD INCORPORATED

Annual

ISIN US57636Q1040 Meeting Date 18-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Merit E. Janow	Management	For
1b.	Elect Candido Botelho Bracher	Management	For
1c.	Elect Richard K. Davis	Management	For
1d.	Elect Julius Genachowski	Management	For
1e.	Elect Goh Choon Phong	Management	Against
1f.	Elect Oki Matsumoto	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Michael Miebach	Management	For
1h.	Elect Youngme E. Moon	Management	For
1i.	Elect Rima Qureshi	Management	For
1j.	Elect Gabrielle Sulzberger	Management	For
1k.	Elect Harit Talwar	Management	For
1l.	Elect Lance Uggla	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For
6.	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Abstain
7.	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruenc	Shareholder	Abstain
8.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related	Shareholder	Abstain

MASTERCARD INCORPORATED

Annual

ISIN US57636Q1040 **Meeting Date** 18-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Merit E. Janow	Management	For
1b.	Elect Candido Botelho Bracher	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Richard K. Davis	Management	For
1d.	Elect Julius Genachowski	Management	For
1e.	Elect Goh Choon Phong	Management	Against
1f.	Elect Oki Matsumoto	Management	Against
1g.	Elect Michael Miebach	Management	For
1h.	Elect Youngme E. Moon	Management	For
1i.	Elect Rima Qureshi	Management	For
1j.	Elect Gabrielle Sulzberger	Management	For
1k.	Elect Harit Talwar	Management	For
1l.	Elect Lance Uggl	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	For
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For
6.	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Abstain
7.	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruenc	Shareholder	Abstain
8.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related	Shareholder	Abstain

WORKDAY INC

Annual

ISIN US98138H1014

Meeting Date 18-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Aneel Bhusri	Management	For
1b.	Elect Thomas F. Bogan	Management	For
1c.	Elect Lynne M. Doughtie	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against

WORKDAY INC

Annual

ISIN US98138H1014 Meeting Date 18-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Aneel Bhusri	Management	For
1b.	Elect Thomas F. Bogan	Management	For
1c.	Elect Lynne M. Doughtie	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CROWDSTRIKE HOLDINGS INC

Annual

ISIN US22788C1053 **Meeting Date** 18-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Roxanne S. Austin	Management	For
1.2	Elect Sameer K. Gandhi	Management	Withhold
1.3	Elect Gerhard Watzinger	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

POWSZECHNY ZAKLAD UBEZPIECZEN SA

Annual

ISIN PLPZU0000011 **Meeting Date** 18-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Presentation of Financial Statements	Management	For
6	Presentation of Financial Statements (Consolidated)	Management	For
7	Presentation of Management Board Report and Report on Non-Financial Information	Management	For
8	Presentation of Supervisory Board Report	Management	For
9	Presentation of Management Board Report on Expenditures	Management	For
10	Financial Statements	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Financial Statements (Consolidated)	Management	For
12	Management Board Report	Management	For
13	Supervisory Board Report	Management	For
14	Allocation of Dividends	Management	For
15	Ratification of Management Acts	Management	Abstain
16	Ratification of Supervisory Board Acts	Management	Abstain
17	Ratification of Management and Supervisory Board Acts (2015)	Management	Against
18	Assessment of Individual Suitability of the Supervisory Board	Management	For
19	Amendments to Policy on Assessment of Suitability of Supervisory Board and Audit Com	Management	For
20	Changes to Supervisory Board Composition	Management	Against
21	Approval of Collective Suitability of Supervisory Board	Management	Against
22	Remuneration Report	Management	Against

PRODWAYS GROUP

Mix

ISIN FR0012613610 **Meeting Date** 18-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Raphaël Gorgé	Management	For
6	Appointment of Auditor for Sustainability Reporting (RSM Paris)	Management	For
7	2023 Remuneration Report	Management	Against
8	2023 Remuneration of Michaël Ohana, CEO	Management	Against
9	2023 Remuneration of Raphaël Gorgé, Chair	Management	Against
10	2024 Remuneration Policy (CEO)	Management	Against
11	2024 Remuneration Policy (Chair)	Management	Against
12	2024 Directors' Fees	Management	For
13	Authority to Repurchase and Reissue Shares	Management	Against
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Increase Capital Through Capitalisations	Management	Against
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
19	Authority to Set Offering Price of Shares	Management	Against
20	Greenshoe	Management	Against
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

22	Authority to Grant Stock Options	Management	Against
23	Authority to Issue Restricted Shares	Management	Against
24	Employee Stock Purchase Plan	Management	For
25	Authorisation of Legal Formalities	Management	For

A.F.Y.R.E.N.

Mix

ISIN FR0014005AC9 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Losses	Management	For
3	Special Auditors Report on Regulated Agreements	Management	Abstain
4	Non Tax-Deductible Expenses	Management	For
5	Ratification of the Co-option of Caroline Lebel	Management	Against
6	Elect Stefan Borgas	Management	Against
7	Elect Nicolas Sordet	Management	Against
8	Elect Michael Krel	Management	Against
9	Elect Christophe Calice	Management	Against
10	Elect Walid Sfeir	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Appointment of Auditor (RSM Rhône-Alpes)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	Against
13	Global Ceiling on Capital Increases and Debt Issuances	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
18	Greenshoe	Management	Against
19	Authority to Increase Capital Through Capitalisations	Management	Against
20	Employee Stock Purchase Plan	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authority to Grant Warrants (BSA 2024)	Management	For
23	Authority to Issue Performance Shares (AGA 2024)	Management	Against
24	Authority to Grant Stock Options (Options 2024)	Management	Against
25	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0011289040 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Ratification of Board Acts	Management	For
3	Allocation of Profits	Management	For
4	Non Tax-Deductible Expenses	Management	For
5	Consolidated Accounts and Reports	Management	For
6	Special Auditors Report on Regulated Agreements	Management	For
7	2024 Directors' Fees	Management	For
8	2024 Remuneration Policy (Chair and CEO)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Philippe Donche-Gay, CEO	Management	Against
11	2023 Remuneration of Philippe Donche-Gay, Chair	Management	For
12	2024 Remuneration Policy (Board of Directors)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Appointment of Auditor (EY)	Management	For
15	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
16	Relocation of Corporate Headquarters	Management	For
17	Authority to Cancel Shares and Reduce Capital	Management	For
18	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN DE000A2E4K43 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Ratification of Management Board Acts	Management	For
3.1	Ratify Martin Enderle	Management	For
3.2	Ratify Patrick Kolek	Management	For
3.3	Ratify Jeanette L. Gorgas	Management	For
3.4	Ratify Nils Engvall	Management	For
3.5	Ratify Gabriella Ardbo Engarås	Management	For
3.6	Ratify Dimitrios Tsousis	Management	For
4.1	Elect Kristin Skogen Lund	Management	For
4.2	Elect Roger Rabalais	Management	Against
4.3	Elect Martin Enderle	Management	For
4.4	Elect Gabriella Ardbo Engarås	Management	For
4.5	Elect Nils Engvall	Management	For
4.6	Elect Isabel Poscherstnikov	Management	For
4.7	Election of Camila Wik as Substitute Supervisory Board Member	Management	For
4.8	Election of Jonathan Hegbrant as Substitute Supervisory Board Member	Management	For
4.9	Election of Sachka Stefanova-Behlert as Substitute Supervisory Board Member	Management	For
5.1	Appointment of Auditor	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For
6	Remuneration Report	Management	Against
7	Increase in Authorised Capital 2024/I	Management	For
8	Increase in Authorised Capital 2024/II	Management	For
9	Cancellation of Authorised Capital	Management	For
10	Amendments to Articles	Management	For
11.1	Approval of Profit-and-Loss Transfer Agreement with Delivery Hero Stores Holding GmbH	Management	For
11.2	Approval of Profit-and-Loss Transfer Agreement with DH Financial Services Holding GmbH	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11.3	Approval of Profit-and-Loss Transfer Agreement with Delivery Hero Kitchens Holding Gr Management		For
11.4	Approval of Profit-and-Loss Transfer Agreements	Management	For
12.1	Approval of Intra-Company Control Agreement with Delivery Hero Stores Holding GmbH Management		For
12.2	Approval of Intra-Company Control Agreement with H Financial Services Holding GmbH Management		For
12.3	Approval of Intra-Company Control Agreement with Delivery Hero Kitchens Holding Gmb Management		For
12.4	Approval of Intra-Company Control Agreement with Delivery Hero Innovations Hub Gmb Management		For
13	Supervisory Board Remuneration Policy	Management	For
14	Supervisory Board Size	Management	For
15	Elect Scott Ferguson as Supervisory Board Member	Management	For

NIPPON YUSEN KABUSHIKI KAISHA

Annual

ISIN JP3753000003 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Hitoshi Nagasawa	Management	For
2.2	Elect Takaya Soga	Management	For
2.3	Elect Akira Kono	Management	For
2.4	Elect Yutaka Higurashi	Management	For
2.5	Elect Eiichi Tanabe	Management	For
2.6	Elect Nobukatsu Kanehara	Management	For
2.7	Elect Satoko Shisai	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

NIPPON YUSEN KABUSHIKI KAISHA

Annual

ISIN JP3753000003 **Meeting Date** 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Hitoshi Nagasawa	Management	For
2.2	Elect Takaya Soga	Management	For
2.3	Elect Akira Kono	Management	For
2.4	Elect Yutaka Higurashi	Management	For
2.5	Elect Eiichi Tanabe	Management	For
2.6	Elect Nobukatsu Kanehara	Management	For
2.7	Elect Satoko Shisai	Management	For

ARIMA REAL ESTATE SOCIMI SA

Ordinary

ISIN ES0105376000 **Meeting Date** 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Individual Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Ratification of Board Acts	Management	For
4	Consolidated Accounts and Reports	Management	For
5	Remuneration Report	Management	For
7.1	Amendments to Articles (Qualified Majority)	Management	For
8	Appointment of Auditor	Management	For
9.1	Elect Luis María Arredondo Malo	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9.2	Elect Luis Alfonso López de Herrera-Oria	Management	For
9.3	Elect Fernando Bautista Sagües	Management	For
9.4	Elect David Jiménez-Blanco Carrillo de Albornoz	Management	For
9.5	Elect Cato Henning Stonex	Management	For
10	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
11	Authorisation of Legal Formalities	Management	For

ARIMA REAL ESTATE SOCIMI SA

Ordinary

ISIN ES0105376000 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Individual Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3	Ratification of Board Acts	Management	For
4	Consolidated Accounts and Reports	Management	For
5	Remuneration Report	Management	For
7.1	Amendments to Articles (Qualified Majority)	Management	For
8	Appointment of Auditor	Management	For
9.1	Elect Luis María Arredondo Malo	Management	For
9.2	Elect Luis Alfonso López de Herrera-Oria	Management	For
9.3	Elect Fernando Bautista Sagües	Management	For
9.4	Elect David Jiménez-Blanco Carrillo de Albornoz	Management	For
9.5	Elect Cato Henning Stonex	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
11	Authorisation of Legal Formalities	Management	For

ESKER

Mix

ISIN FR0000035818 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2024 Supervisory Board's Fees	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Ameeta Soni	Management	For
7	Appointment of Auditor (Deloitte)	Management	For
8	2023 Remuneration of Management Board Members	Management	Against
9	Authority to Repurchase and Reissue Shares	Management	For
10	Authority to Cancel Shares and Reduce Capital	Management	For
11	Authority to Issue Restricted Shares	Management	For
12	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
13	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
14	Global Ceiling on Capital Increases and Debt Issuances	Management	For
15	Greenshoe	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Employee Stock Purchase Plan	Management	For
17	Authorisation of Legal Formalities	Management	For

ESKER

Mix

ISIN FR0000035818 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2024 Supervisory Board's Fees	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Ameeta Soni	Management	For
7	Appointment of Auditor (Deloitte)	Management	For
8	2023 Remuneration of Management Board Members	Management	Against
9	Authority to Repurchase and Reissue Shares	Management	For
10	Authority to Cancel Shares and Reduce Capital	Management	For
11	Authority to Issue Restricted Shares	Management	For
12	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
13	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
14	Global Ceiling on Capital Increases and Debt Issuances	Management	For
15	Greenshoe	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Employee Stock Purchase Plan	Management	For
17	Authorisation of Legal Formalities	Management	For

MEDIAN TECHNOLOGIES

Mix

ISIN FR0011049824 Meeting Date 19-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Ratification of Board Acts (Fredrik Brag)	Management	For
6	Ratification of Board Acts (Oran Muduroglu)	Management	For
7	Ratification of Board Acts (Tim Haines)	Management	For
8	Ratification of Board Acts (Kapil Dhingra)	Management	For
9	Ratification of Board Acts (Oern Stuge)	Management	For
10	Ratification of Board Acts (Benjamin McDonald)	Management	For
11	Elect Tim Haines	Management	For
12	2024 Directors' Fees	Management	For
13	Authority to Repurchase and Reissue Shares	Management	Against
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
19	Greenshoe	Management	For
20	Global Ceiling on Capital Increases	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Cancellation of authorities previously approved	Management	For
23	Issuance of Warrants w/o Preemptive Rights (BSA 2024)	Management	For
24	Suppression of Preemptive Rights For Warrants (BSA 2024)	Management	Against
25	Authorisation of Legal Formalities	Management	For

DOLLAR TREE INC

Annual

ISIN US2567461080 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Richard W. Dreiling	Management	For
1b.	Elect Cheryl W. Grisé	Management	For
1c.	Elect Daniel J. Heinrich	Management	For
1d.	Elect Paul C. Hilal	Management	For
1e.	Elect Edward J. Kelly, III	Management	For
1f.	Elect Mary A. Laschinger	Management	For
1g.	Elect Jeffrey G. Naylor	Management	For
1h.	Elect Winnie Y. Park	Management	For
1i.	Elect Diane Randolph	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Bertram L. Scott	Management	For
1k.	Elect Stephanie P. Stahl	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Abstain

DOLLAR TREE INC

Annual

ISIN US2567461080 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Richard W. Dreiling	Management	For
1b.	Elect Cheryl W. Gris�	Management	For
1c.	Elect Daniel J. Heinrich	Management	For
1d.	Elect Paul C. Hilal	Management	For
1e.	Elect Edward J. Kelly, III	Management	For
1f.	Elect Mary A. Laschinger	Management	For
1g.	Elect Jeffrey G. Naylor	Management	For
1h.	Elect Winnie Y. Park	Management	For
1i.	Elect Diane Randolph	Management	For
1j.	Elect Bertram L. Scott	Management	For
1k.	Elect Stephanie P. Stahl	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4. Shareholder Proposal Regarding Independent Chair Shareholder Abstain

BIOPEN INC

Annual

ISIN US09062X1037 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Caroline D. Dorsa	Management	Against
1b.	Elect Maria C. Freire	Management	For
1c.	Elect William A. Hawkins	Management	For
1d.	Elect Susan K. Langer	Management	For
1e.	Elect Jesus B. Mantas	Management	For
1f.	Elect Monish Patolawala	Management	For
1g.	Elect Eric K. Rowinsky	Management	For
1h.	Elect Stephen A. Sherwin	Management	For
1i.	Elect Christopher A. Viehbacher	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Approval of the 2024 Omnibus Equity Plan	Management	For
6.	Approval of the 2024 Employee Stock Purchase Plan	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BIOGEN INC

Annual

ISIN US09062X1037 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Caroline D. Dorsa	Management	Against
1b.	Elect Maria C. Freire	Management	For
1c.	Elect William A. Hawkins	Management	For
1d.	Elect Susan K. Langer	Management	For
1e.	Elect Jesus B. Mantas	Management	For
1f.	Elect Monish Patolawala	Management	For
1g.	Elect Eric K. Rowinsky	Management	For
1h.	Elect Stephen A. Sherwin	Management	For
1i.	Elect Christopher A. Viehbacher	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Amendment Regarding Officer Exculpation	Management	Against
5.	Approval of the 2024 Omnibus Equity Plan	Management	For
6.	Approval of the 2024 Employee Stock Purchase Plan	Management	For

EBAY INC.

Annual

ISIN US2786421030 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Adriane M. Brown	Management	For
1b.	Elect Aparna Chennapragda	Management	For
1c.	Elect Logan D. Green	Management	For
1d.	Elect E. Carol Hayles	Management	For
1e.	Elect Jamie Iannone	Management	For
1f.	Elect Shripriya Mahesh	Management	For
1g.	Elect Paul S. Pressler	Management	For
1h.	Elect Zane Rowe	Management	For
1i.	Elect Mohak Shroff	Management	For
1j.	Elect Perry M. Traquina	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

EBAY INC.

Annual

ISIN US2786421030 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Adriane M. Brown	Management	For
1b.	Elect Aparna Chennapragda	Management	For
1c.	Elect Logan D. Green	Management	For
1d.	Elect E. Carol Hayles	Management	For
1e.	Elect Jamie Iannone	Management	For
1f.	Elect Shripriya Mahesh	Management	For
1g.	Elect Paul S. Pressler	Management	For
1h.	Elect Zane Rowe	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Mohak Shroff	Management	For
1j.	Elect Perry M. Traquina	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

MARVELL TECHNOLOGY INC

Annual

ISIN US5738741041 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Sara C. Andrews	Management	For
1b.	Elect William Tudor Brown	Management	For
1c.	Elect Brad W. Buss	Management	Against
1d.	Elect Daniel Durn	Management	For
1e.	Elect Rebecca House	Management	For
1f.	Elect Marachel L. Knight	Management	For
1g.	Elect Matthew J. Murphy	Management	For
1h.	Elect Michael G. Strachan	Management	For
1i.	Elect Robert E. Switz	Management	For
1j.	Elect Ford Tamer	Management	For
1k.	Elect Richard P. Wallace	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALTEN

Mix

ISIN FR0000071946 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
6	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
7	Elect Maryvonne Labeille	Management	For
8	Elect Philippe Tribaudeau	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	Against
10	2024 Remuneration Policy (chair and CEO)	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Simon Azoulay, Chair and CEO	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Performance Shares and Restricted Shares	Management	For
15	Amendments to Articles Regarding Preference Shares	Management	For
16	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALTEN

Mix

ISIN FR0000071946 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
6	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For
7	Elect Maryvonne Labelle	Management	For
8	Elect Philippe Tribaudeau	Management	For
9	2024 Remuneration Policy (Board of Directors)	Management	Against
10	2024 Remuneration Policy (chair and CEO)	Management	For
11	2023 Remuneration Report	Management	For
12	2023 Remuneration of Simon Azoulay, Chair and CEO	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Performance Shares and Restricted Shares	Management	For
15	Amendments to Articles Regarding Preference Shares	Management	For
16	Authorisation of Legal Formalities	Management	For

SYNERGIE

Mix

ISIN FR0000032658 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2024 Remuneration Policy (Corporate Officers)	Management	Against
6	2024 Remuneration Policy (Chair and CEO)	Management	Against
7	2024 Remuneration Policy (Deputy CEOs)	Management	Against
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Victorien Vaney, Chair and CEO	Management	Against
11	Elect Julien Vaney	Management	For
12	Appointment of Auditor for Sustainability Reporting (Name)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Amendments to Articles Regarding Deliberations of the Board	Management	For
16	Authorisation of Legal Formalities	Management	For

BEFESA S.A.

Annual

ISIN LU1704650164 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Approval of Consolidated Financial Statements	Management	For
3	Approval of Standalone Financial Statements	Management	For
4	Allocation of Dividends	Management	For
5	Ratification of Board Acts	Management	Abstain
6	Non-Executive Directors' Fees	Management	For
7	Elect Soledad Luca de Tena García-Conde as Board Member	Management	For
8	Remuneration Report	Management	For
9	Appointment of Auditor	Management	For

SIDETRADE

Mix

ISIN FR0010202606 **Meeting Date** 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Allocation of Profits	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Directors' Fees	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Cancel Shares and Reduce Capital	Management	For
8	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
10	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
12	Greenshoe	Management	Against
13	Global Ceiling on Capital Increases and Debt Issuances	Management	For
14	Employee Stock Purchase Plan	Management	For
15	Authority to Increase Capital Through Capitalisations	Management	For
16	Authority to Grant Warrants (BSA)	Management	Against
17	Amendments to Article 15 (Board Term Length)	Management	For
18	Elect Olivier Novasque	Management	Against
19	Elect Christelle Dhrif	Management	For
20	Elect Pierre-Yves Dargaud	Management	For
21	Authorisation of Legal Formalities	Management	For

CYFROWY POLSAT SA

Annual

ISIN PLCFRPT00013 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Election of Voting Commission	Management	For
5	Agenda	Management	For
6.a	Presentation of Accounts and Reports	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.b	Presentation of Accounts and Reports (Consolidated)	Management	For
7.a	Presentation of Supervisory Board Report (Accounts and Reports; Profit Allocation)	Management	For
7.b	Presentation of Supervisory Board Report (Work of the Management Board)	Management	For
8	Management Board Report	Management	For
9	Financial Statements	Management	For
10	Management Board Report (Consolidated)	Management	For
11	Financial Statements (Consolidated)	Management	For
12	Supervisory Board Report	Management	For
13	Remuneration Report	Management	Against
14	Ratification of Management Board Acts	Management	Abstain
15	Ratification of Supervisory Board Acts	Management	Abstain
16	Allocation of Profits	Management	For
17	Changes to Supervisory Board Composition	Management	For
18	Remuneration Policy	Management	Against
19	Amendments to Articles	Management	For
20	Uniform Text of Articles	Management	For

SHIONOGI & CO. LTD.

Annual

ISIN JP3347200002 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.1	Elect Isao Teshirogi	Management	Against
2.2	Elect Takuko Sawada	Management	For
2.3	Elect Keiichi Ando	Management	For
2.4	Elect Hiroshi Ozaki	Management	For
2.5	Elect Fumi Takatsuki	Management	For
2.6	Elect Takaaki Fujiwara	Management	For
3.1	Elect Shuichi Okuhara	Management	For
3.2	Elect Noriyuki Kishida	Management	For

SHIONOGI & CO. LTD.

Annual

ISIN JP3347200002 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Isao Teshirogi	Management	Against
2.2	Elect Takuko Sawada	Management	For
2.3	Elect Keiichi Ando	Management	For
2.4	Elect Hiroshi Ozaki	Management	For
2.5	Elect Fumi Takatsuki	Management	For
2.6	Elect Takaaki Fujiwara	Management	For
3.1	Elect Shuichi Okuhara	Management	For
3.2	Elect Noriyuki Kishida	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SUMITOMO MITSUI TRUST HOLDINGS INC.

Annual

ISIN JP3892100003 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2	Amendments to Articles - Change of the Company Name	Management	For
3	Increase in Authorized Capital	Management	For
4.1	Elect Toru Takakura	Management	For
4.2	Elect Atsushi Kaibara	Management	For
4.3	Elect Yasuyuki Suzuki	Management	For
4.4	Elect Kazuya Oyama	Management	For
4.5	Elect Tetsuo Ohkubo	Management	For
4.6	Elect Masaru Hashimoto	Management	For
4.7	Elect Toshiaki Nakano	Management	For
4.8	Elect Koichi Kato	Management	For
4.9	Elect Isao Matsushita	Management	For
4.10	Elect Hiroko Kawamoto	Management	For
4.11	Elect Nobuaki Katoh	Management	For
4.12	Elect Kaoru Kashima @ Kaoru Taya	Management	For
4.13	Elect Tomonori Ito	Management	For
4.14	Elect Hajime Watanabe	Management	For
4.15	Elect Hirokazu Fujita	Management	For
4.16	Elect Kazuo Sakakibara	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SUMITOMO MITSUI TRUST HOLDINGS INC.

Annual

ISIN JP3892100003 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2	Amendments to Articles - Change of the Company Name	Management	For
3	Increase in Authorized Capital	Management	For
4.1	Elect Toru Takakura	Management	For
4.2	Elect Atsushi Kaibara	Management	For
4.3	Elect Yasuyuki Suzuki	Management	For
4.4	Elect Kazuya Oyama	Management	For
4.5	Elect Tetsuo Ohkubo	Management	For
4.6	Elect Masaru Hashimoto	Management	For
4.7	Elect Toshiaki Nakano	Management	For
4.8	Elect Koichi Kato	Management	For
4.9	Elect Isao Matsushita	Management	For
4.10	Elect Hiroko Kawamoto	Management	For
4.11	Elect Nobuaki Katoh	Management	For
4.12	Elect Kaoru Kashima @ Kaoru Taya	Management	For
4.13	Elect Tomonori Ito	Management	For
4.14	Elect Hajime Watanabe	Management	For
4.15	Elect Hirokazu Fujita	Management	For
4.16	Elect Kazuo Sakakibara	Management	For

RECRUIT HOLDINGS CO. LTD.

Annual

ISIN JP3970300004 Meeting Date 20-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Masumi Minegishi	Management	For
1.2	Elect Hisayuki Idekoba	Management	For
1.3	Elect Ayano Senaha	Management	For
1.4	Elect Rony Kahan	Management	For
1.5	Elect Naoki Izumiya	Management	For
1.6	Elect Hiroki Totoki	Management	Against
1.7	Elect Keiko Honda	Management	For
1.8	Elect Katrina Lake	Management	Against
2.1	Elect Yukiko Nagashima @ Yukiko Watanabe	Management	Against
2.2	Elect Yoichiro Ogawa	Management	For
2.3	Elect Katsuya Natori	Management	For
2.4	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	Management	For
3	Statutory Auditors' Fees	Management	For

RECRUIT HOLDINGS CO. LTD.

Annual

ISIN JP3970300004 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Masumi Minegishi	Management	For
1.2	Elect Hisayuki Idekoba	Management	For
1.3	Elect Ayano Senaha	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.4	Elect Rony Kahan	Management	For
1.5	Elect Naoki Izumiya	Management	For
1.6	Elect Hiroki Totoki	Management	Against
1.7	Elect Keiko Honda	Management	For
1.8	Elect Katrina Lake	Management	Against
2.1	Elect Yukiko Nagashima @ Yukiko Watanabe	Management	Against
2.2	Elect Yoichiro Ogawa	Management	For
2.3	Elect Katsuya Natori	Management	For
2.4	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	Management	For
3	Statutory Auditors' Fees	Management	For

ALSTOM

Mix

ISIN FR0010220475 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Caisse de Dépôt et Placement du Quebec (Kim Thomassin)	Management	For
6	Ratification of Co-option of Philippe Petitcolin	Management	For
7	Elect Philippe Petitcolin	Management	For
8	Elect Jay Walder	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
10	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
11	Amendment to the 2023 Remuneration Policy (Chair and CEO)	Management	For
12	Amendment to the 2023 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (CEO)	Management	For
14	2024 Remuneration Policy (Chair)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2023 Remuneration Report	Management	For
17	2023 Remuneration of Henri Poupart-Lafarge, Chair and CEO	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
24	Authority to Set Offering Price of Shares	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Stock Purchase Plan for Overseas Employees	Management	For
27	Greenshoe	Management	For
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
29	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued t	Management	For
30	Authority to Issue Performance Shares	Management	For
31	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For
32	Amendments to Articles Regarding Chair Age Limits	Management	For
33	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN FR0010220475 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Caisse de Dépôt et Placement du Quebec (Kim Thomassin)	Management	For
6	Ratification of Co-option of Philippe Petitcolin	Management	For
7	Elect Philippe Petitcolin	Management	For
8	Elect Jay Walder	Management	For
9	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For
10	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
11	Amendment to the 2023 Remuneration Policy (Chair and CEO)	Management	For
12	Amendment to the 2023 Remuneration Policy (Board of Directors)	Management	For
13	2024 Remuneration Policy (CEO)	Management	For
14	2024 Remuneration Policy (Chair)	Management	For
15	2024 Remuneration Policy (Board of Directors)	Management	For
16	2023 Remuneration Report	Management	For
17	2023 Remuneration of Henri Poupart-Lafarge, Chair and CEO	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
24	Authority to Set Offering Price of Shares	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Stock Purchase Plan for Overseas Employees	Management	For
27	Greenshoe	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
29	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued t	Management	For
30	Authority to Issue Performance Shares	Management	For
31	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For
32	Amendments to Articles Regarding Chair Age Limits	Management	For
33	Authorisation of Legal Formalities	Management	For

KINGFISHER PLC

Annual

ISIN GB0033195214 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Claudia Arney	Management	For
05	Elect Bernard L. Bot	Management	For
06	Elect Catherine Bradley	Management	For
07	Elect Jeff Carr	Management	For
08	Elect Thierry Garnier	Management	For
09	Elect Sophie Gasperment	Management	For
10	Elect Rakhi (Parekh) Goss-Custard	Management	For
11	Elect Bill Lennie	Management	For
12	Appointment of Auditor	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Authorisation of Political Donations	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For

KINGFISHER PLC

Annual

ISIN GB0033195214 Meeting Date 20-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Claudia Arney	Management	For
05	Elect Bernard L. Bot	Management	For
06	Elect Catherine Bradley	Management	For
07	Elect Jeff Carr	Management	For
08	Elect Thierry Garnier	Management	For
09	Elect Sophie Gasperment	Management	For
10	Elect Rakhi (Parekh) Goss-Custard	Management	For
11	Elect Bill Lennie	Management	For
12	Appointment of Auditor	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Authorisation of Political Donations	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For

VIRBAC SA

Mix

ISIN FR0000031577 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Marie-Hélène Dick	Management	Against
6	Elect Solène Madelpuech	Management	For
7	Ratification of the Co-option of Olivier Charmeil	Management	Against
8	Elect Rodolphe Durand as Censor	Management	Against
9	Appointment of Auditor for Sustainability Reporting (Y Nexia)	Management	For
10	2023 Remuneration Report (Board of Directors)	Management	For
11	2023 Remuneration Report (CEO and Deputy CEOs)	Management	Against
12	2023 Remuneration of Marie-Hélène Dick-Madelpuech, Chair	Management	For
13	2023 Remuneration of Sébastien Huron, CEO	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	2023 Remuneration of Habib Ramdani, Deputy CEO	Management	Against
15	2023 Remuneration of Marc Bistuer, Deputy CEO	Management	Against
16	2024 Remuneration Policy (Chair)	Management	For
17	2024 Remuneration Policy (Board of Directors)	Management	For
18	2024 Remuneration Policy (CEO)	Management	For
19	2024 Remuneration Policy (Habib Ramdani, Deputy CEO)	Management	For
20	2024 Remuneration Policy (Marc Bistuer, Deputy CEO)	Management	For
21	2024 Directors' Fees	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authority to Issue Performance Shares	Management	For
24	Amendments to Articles Regarding Deputy CEO	Management	For
25	Authorisation of Legal Formalities	Management	For

QIAGEN NV

Annual

ISIN NL0015001WM6 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Ratification of Management Acts	Management	Abstain
4	Ratification of Supervisory Board Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.a	Elect Metin Colpan	Management	For
5.b	Elect Toralf Haag	Management	For
5.c	Elect Ross L. Levine	Management	For
5.d	Elect Elaine Mardis	Management	For
5.e	Elect Eva Pisa	Management	For
5.f	Elect Lawrence A. Rosen	Management	For
5.g	Elect Stephen H. Rusckowski	Management	For
5.h	Elect Elizabeth E. Tallett	Management	For
5.i	Elect Bert van Meurs	Management	For
5.j	Elect Eva van Pelt	Management	For
6.a	Elect Thierry Bernard	Management	For
6.b	Elect Roland Sackers	Management	For
7.a	Supervisory board Remuneration Policy	Management	Against
7.b	Directors' Fees	Management	Against
8	Appointment of Auditor for 2024	Management	For
9	Appointment of Auditor for 2025	Management	For
10.a	Authority to Issue Shares w/ Preemptive Rights	Management	Against
10.b	Authority to Suppress Preemptive Rights	Management	For
11	Authority to Repurchase Shares	Management	For
12	Capitalisation of Reserves	Management	For
13	Cancellation of Fractional Shares	Management	For

DAIWA SECURITIES GROUP INC

Annual

ISIN JP3502200003

Meeting Date 21-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Seiji Nakata	Management	For
1.2	Elect Akihiko Ogino	Management	For
1.3	Elect Shinsuke Niizuma	Management	For
1.4	Elect Keiko Tashiro	Management	For
1.5	Elect Eiji Sato	Management	For
1.6	Elect Sachiko Hanaoka	Management	For
1.7	Elect Eriko Kawai	Management	For
1.8	Elect Katsuyuki Nishikawa	Management	For
1.9	Elect Toshio Iwamoto	Management	For
1.10	Elect Yumiko Murakami	Management	For
1.11	Elect Noriko Iki	Management	For
1.12	Elect Mami Yunoki @ Mami Kato	Management	For

DAIWA SECURITIES GROUP INC

Annual

ISIN JP3502200003 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Seiji Nakata	Management	For
1.2	Elect Akihiko Ogino	Management	For
1.3	Elect Shinsuke Niizuma	Management	For
1.4	Elect Keiko Tashiro	Management	For
1.5	Elect Eiji Sato	Management	For
1.6	Elect Sachiko Hanaoka	Management	For
1.7	Elect Eriko Kawai	Management	For

Proxy Voting records Quarterly Summary

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1.8	Elect Katsuyuki Nishikawa	Management	For
1.9	Elect Toshio Iwamoto	Management	For
1.10	Elect Yumiko Murakami	Management	For
1.11	Elect Noriko Iki	Management	For
1.12	Elect Mami Yunoki @ Mami Kato	Management	For

NITTO DENKO CORPORATION

Annual

ISIN JP3684000007 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Hideo Takasaki	Management	For
2.2	Elect Yosuke Miki	Management	For
2.3	Elect Yasuhiro Iseyama	Management	For
2.4	Elect Yasuhito Owaki	Management	For
2.5	Elect Tatsuya Akagi	Management	For
2.6	Elect Yoichiro Furuse	Management	For
2.7	Elect Lai Yong Wong	Management	For
2.8	Elect Michitaka Sawada	Management	For
2.9	Elect Yasuhiro Yamada	Management	For
2.10	Elect Mariko Eto @ Mariko Morokawa	Management	For
3.1	Elect Kiyoshi Sono	Management	For
3.2	Elect Tsuyoki Hattori	Management	For

**Proxy Voting records
Quarterly Summary**

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NITTO DENKO CORPORATION

Annual

ISIN JP3684000007 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Hideo Takasaki	Management	For
2.2	Elect Yosuke Miki	Management	For
2.3	Elect Yasuhiro Iseyama	Management	For
2.4	Elect Yasuhito Owaki	Management	For
2.5	Elect Tatsuya Akagi	Management	For
2.6	Elect Yoichiro Furuse	Management	For
2.7	Elect Lai Yong Wong	Management	For
2.8	Elect Michitaka Sawada	Management	For
2.9	Elect Yasuhiro Yamada	Management	For
2.10	Elect Mariko Eto @ Mariko Morokawa	Management	For
3.1	Elect Kiyoshi Sono	Management	For
3.2	Elect Tsuyoki Hattori	Management	For

HITACHI LTD.

Annual

ISIN JP3788600009 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Katsumi Ihara	Management	For
1.2	Elect Ravi Venkatesan	Management	For
1.3	Elect Ikuro Sugawara	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.4	Elect Isabelle Deschamps	Management	For
1.5	Elect Joe E. Harlan	Management	For
1.6	Elect Louise Pentland	Management	For
1.7	Elect Takatoshi Yamamoto	Management	For
1.8	Elect Hiroaki Yoshihara	Management	For
1.9	Elect Helmuth Ludwig	Management	For
1.10	Elect Keiji Kojima	Management	For
1.11	Elect Mitsuaki Nishiyama	Management	For
1.12	Elect Toshiaki Higashihara	Management	For

HITACHI LTD.

Annual

ISIN JP3788600009 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Katsumi Ihara	Management	For
1.2	Elect Ravi Venkatesan	Management	For
1.3	Elect Ikuro Sugawara	Management	For
1.4	Elect Isabelle Deschamps	Management	For
1.5	Elect Joe E. Harlan	Management	For
1.6	Elect Louise Pentland	Management	For
1.7	Elect Takatoshi Yamamoto	Management	For
1.8	Elect Hiroaki Yoshihara	Management	For
1.9	Elect Helmuth Ludwig	Management	For
1.10	Elect Keiji Kojima	Management	For
1.11	Elect Mitsuaki Nishiyama	Management	For
1.12	Elect Toshiaki Higashihara	Management	For

**Proxy Voting records
Quarterly Summary**

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INFORMA PLC

Annual

ISIN GB00BMJ6DW54 **Meeting Date** 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Elect John Rishton	Management	For
2	Elect Stephen A. Carter	Management	For
3	Elect Mary T. McDowell	Management	For
4	Elect Gareth Wright	Management	For
5	Elect Gill Whitehead	Management	For
6	Elect Louise Smalley	Management	For
7	Elect Patrick Martell	Management	For
8	Elect Joanne Wilson	Management	Against
9	Elect Zheng Yin	Management	For
10	Elect Andrew Ransom	Management	Against
11	Accounts and Reports	Management	For
12	Remuneration Report	Management	Against
13	Remuneration Policy	Management	For
14	Final Dividend	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authorisation of Political Donations	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For

INFORMA PLC

Annual

ISIN GB00BMJ6DW54 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Elect John Rishton	Management	For
2	Elect Stephen A. Carter	Management	For
3	Elect Mary T. McDowell	Management	For
4	Elect Gareth Wright	Management	For
5	Elect Gill Whitehead	Management	For
6	Elect Louise Smalley	Management	For
7	Elect Patrick Martell	Management	For
8	Elect Joanne Wilson	Management	Against
9	Elect Zheng Yin	Management	For
10	Elect Andrew Ransom	Management	Against
11	Accounts and Reports	Management	For
12	Remuneration Report	Management	Against
13	Remuneration Policy	Management	For
14	Final Dividend	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authorisation of Political Donations	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
21	Authority to Repurchase Shares	Management	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For

COMGEST GROWTH PLC - COMGEST GROWTH JAPAN

Annual

ISIN IE00BZ0RSN48 Meeting Date 21-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Authority to Set Auditor's Fees	Management	For

APOLLO GLOBAL MANAGEMENT INC

Annual

ISIN US03769M1062 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marc A. Beilinson	Management	For
1b.	Elect James R. Belardi	Management	For
1c.	Elect Jessica M. Bibliowicz	Management	For
1d.	Elect Walter J. Clayton III	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Michael E. Ducey	Management	For
1f.	Elect Kerry Murphy Healey	Management	For
1g.	Elect Mitra Hormozi	Management	For
1h.	Elect Pamela J. Joyner	Management	For
1i.	Elect Scott M. Kleinman	Management	For
1j.	Elect Alvin B. Krongard	Management	For
1k.	Elect Pauline D.E. Richards	Management	For
1l.	Elect Marc Rowan	Management	For
1m.	Elect David Simon	Management	Against
1n.	Elect Lynn C. Swann	Management	For
1o.	Elect Patrick Toomey	Management	For
1p.	Elect James C. Zelter	Management	For
2.	Ratification of Auditor	Management	For

APOLLO GLOBAL MANAGEMENT INC

Annual

ISIN US03769M1062 **Meeting Date** 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marc A. Beilinson	Management	For
1b.	Elect James R. Belardi	Management	For
1c.	Elect Jessica M. Bibliowicz	Management	For
1d.	Elect Walter J. Clayton III	Management	For
1e.	Elect Michael E. Ducey	Management	For
1f.	Elect Kerry Murphy Healey	Management	For
1g.	Elect Mitra Hormozi	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Pamela J. Joyner	Management	For
1i.	Elect Scott M. Kleinman	Management	For
1j.	Elect Alvin B. Krongard	Management	For
1k.	Elect Pauline D.E. Richards	Management	For
1l.	Elect Marc Rowan	Management	For
1m.	Elect David Simon	Management	Against
1n.	Elect Lynn C. Swann	Management	For
1o.	Elect Patrick Toomey	Management	For
1p.	Elect James C. Zelter	Management	For
2.	Ratification of Auditor	Management	For

CEZ, A.S.

Annual

ISIN CZ0005112300 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2.1	Financial Statements	Management	For
2.2	Financial Statements (Consolidated)	Management	For
3	Allocation of Dividends	Management	For
4.1	Appointment of Auditor	Management	For
4.2	Appointment of Auditor for Sustainability Reporting	Management	For
5	Donations Budget 2025	Management	For
6	Remuneration Report	Management	Against
7	Remuneration Policy	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Approval of Supervisory Board Members' Contracts	Management	Against
9	Changes to Supervisory Board Composition	Management	Against
10	Changes to Audit Committee Composition	Management	Against

YAMAHA CORPORATION

Annual

ISIN JP3942600002 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Takuya Nakata	Management	For
2.2	Elect Atsushi Yamaura	Management	For
2.3	Elect Yoshihiro Hidaka	Management	Against
2.4	Elect Mikio Fujitsuka	Management	For
2.5	Elect Paul Candland	Management	For
2.6	Elect Hiromichi Shinohara	Management	For
2.7	Elect Naoko Yoshizawa	Management	For
2.8	Elect Naho Ebata @ Naho Kida	Management	For

YAMAHA CORPORATION

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN JP3942600002 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Takuya Nakata	Management	For
2.2	Elect Atsushi Yamaura	Management	For
2.3	Elect Yoshihiro Hidaka	Management	Against
2.4	Elect Mikio Fujitsuka	Management	For
2.5	Elect Paul Candland	Management	For
2.6	Elect Hiromichi Shinohara	Management	For
2.7	Elect Naoko Yoshizawa	Management	For
2.8	Elect Naho Ebata @ Naho Kida	Management	For

FUJITSU LIMITED

Annual

ISIN JP3818000006 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Hidenori Furuta	Management	For
1.2	Elect Takahito Tokita	Management	For
1.3	Elect Takeshi Isobe	Management	For
1.4	Elect Hiroki Hiramatsu	Management	For
1.5	Elect Chiaki Mukai	Management	For
1.6	Elect Yoshiko Kojo	Management	For
1.7	Elect Kenichiro Sasae	Management	For
1.8	Elect Byron Gill	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.9	Elect Takuya Hirano	Management	For
2.1	Elect Yuichi Koseki	Management	For
2.2	Elect Hideo Makuta	Management	For
3	Amendment to the Equity Compensation Plan	Management	For
4	Amendment to the Restricted Share Unit Plan	Management	For

FUJITSU LIMITED

Annual

ISIN JP3818000006 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Hidenori Furuta	Management	For
1.2	Elect Takahito Tokita	Management	For
1.3	Elect Takeshi Isobe	Management	For
1.4	Elect Hiroki Hiramatsu	Management	For
1.5	Elect Chiaki Mukai	Management	For
1.6	Elect Yoshiko Kojo	Management	For
1.7	Elect Kenichiro Sasae	Management	For
1.8	Elect Byron Gill	Management	For
1.9	Elect Takuya Hirano	Management	For
2.1	Elect Yuichi Koseki	Management	For
2.2	Elect Hideo Makuta	Management	For
3	Amendment to the Equity Compensation Plan	Management	For
4	Amendment to the Restricted Share Unit Plan	Management	For

Proxy Voting records Quarterly Summary

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MO-BRUK SA

Annual

ISIN PLMOBRK00013 Meeting Date 24-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Presentation of Supervisory and Management Board Report	Management	For
6	Presentation of Accounts and Reports	Management	For
7	Presentation of Accounts and Reports (Consolidated)	Management	For
8.A	Supervisory Board Report	Management	Abstain
8.B	Accounts and Reports	Management	For
8.C	Accounts and Reports (Consolidated)	Management	For
8.D	Allocation of Dividends	Management	For
8.E	Ratification of Supervisory Board Acts	Management	Abstain
8.F	Ratification of Management Acts	Management	Abstain
8.G	Board Size	Management	For
8.H	Changes to the Supervisory Board Composition	Management	For
9	Remuneration Report	Management	Abstain
10	Transaction of Other Business	Management	Against

**Proxy Voting records
Quarterly Summary**

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SONY GROUP CORPORATION

Annual

ISIN JP3435000009 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Kenichiro Yoshida	Management	For
1.2	Elect Hiroki Totoki	Management	For
1.3	Elect Yoshihiko Hatanaka	Management	For
1.4	Elect Wendy Becker	Management	For
1.5	Elect Sakie Akiyama	Management	For
1.6	Elect Keiko Kishigami	Management	For
1.7	Elect Joseph A. Kraft Jr.	Management	For
1.8	Elect Neil Hunt	Management	For
1.9	Elect William Morrow	Management	For
1.10	Elect Shingo Konomoto	Management	For

SONY GROUP CORPORATION

Annual

ISIN JP3435000009 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Kenichiro Yoshida	Management	For
1.2	Elect Hiroki Totoki	Management	For
1.3	Elect Yoshihiko Hatanaka	Management	For
1.4	Elect Wendy Becker	Management	For
1.5	Elect Sakie Akiyama	Management	For
1.6	Elect Keiko Kishigami	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.7	Elect Joseph A. Kraft Jr.	Management	For
1.8	Elect Neil Hunt	Management	For
1.9	Elect William Morrow	Management	For
1.10	Elect Shingo Konomoto	Management	For

ASAHI KASEI CORP

Annual

ISIN JP3111200006 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Hideki Kobori	Management	Against
1.2	Elect Koshiro Kudo	Management	For
1.3	Elect Kazushi Kuse	Management	For
1.4	Elect Toshiyasu Horie	Management	For
1.5	Elect Hiroki Ideguchi	Management	For
1.6	Elect Masatsugu Kawase	Management	For
1.7	Elect Tsuyoshi Okamoto	Management	For
1.8	Elect Yuko Maeda	Management	For
1.9	Elect Chieko Matsuda	Management	For
1.10	Elect Yoshinori Yamashita	Management	For

ASAHI KASEI CORP

Annual

ISIN JP3111200006 Meeting Date 25-Jun-24

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Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Hideki Kobori	Management	Against
1.2	Elect Koshiro Kudo	Management	For
1.3	Elect Kazushi Kuse	Management	For
1.4	Elect Toshiyasu Horie	Management	For
1.5	Elect Hiroki Ideguchi	Management	For
1.6	Elect Masatsugu Kawase	Management	For
1.7	Elect Tsuyoshi Okamoto	Management	For
1.8	Elect Yuko Maeda	Management	For
1.9	Elect Chieko Matsuda	Management	For
1.10	Elect Yoshinori Yamashita	Management	For

NOMURA HOLDINGS

Annual

ISIN JP3762600009 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Koji Nagai	Management	For
1.2	Elect Kentaro Okuda	Management	For
1.3	Elect Yutaka Nakajima	Management	For
1.4	Elect Shoji Ogawa	Management	For
1.5	Elect Laura Simone Unger	Management	For
1.6	Elect Victor Chu Lap Lik	Management	For
1.7	Elect J. Christopher Giancarlo	Management	For
1.8	Elect Patricia Mosser	Management	For

Proxy Voting records Quarterly Summary

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1.9	Elect Takahisa Takahara	Management	Against
1.10	Elect Miyuki Ishiguro	Management	For
1.11	Elect Masahiro Ishizuka	Management	For
1.12	Elect Taku Oshima	Management	For

NOMURA HOLDINGS

Annual

ISIN JP3762600009 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Koji Nagai	Management	For
1.2	Elect Kentaro Okuda	Management	For
1.3	Elect Yutaka Nakajima	Management	For
1.4	Elect Shoji Ogawa	Management	For
1.5	Elect Laura Simone Unger	Management	For
1.6	Elect Victor Chu Lap Lik	Management	For
1.7	Elect J. Christopher Giancarlo	Management	For
1.8	Elect Patricia Mosser	Management	For
1.9	Elect Takahisa Takahara	Management	Against
1.10	Elect Miyuki Ishiguro	Management	For
1.11	Elect Masahiro Ishizuka	Management	For
1.12	Elect Taku Oshima	Management	For

**Proxy Voting records
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TORAY INDUSTRIES INC

Annual

ISIN JP3621000003 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Akihiro Nikkaku	Management	Against
2.2	Elect Mitsuo Oya	Management	For
2.3	Elect Satoru Hagiwara	Management	For
2.4	Elect Kazuyuki Adachi	Management	For
2.5	Elect Kazuhiko Shuto	Management	For
2.6	Elect Tetsuya Tsunekawa	Management	For
2.7	Elect Masahiko Okamoto	Management	For
2.8	Elect Kunio Ito	Management	For
2.9	Elect Ryoji Noyori	Management	For
2.10	Elect Susumu Kaminaga	Management	For
2.11	Elect Kazuo Futagawa	Management	Against
2.12	Elect Yuko Harayama	Management	For
3	Bonus	Management	For

TORAY INDUSTRIES INC

Annual

ISIN JP3621000003 Meeting Date 25-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

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1	Allocation of Profits/Dividends	Management	For
2.1	Elect Akihiro Nikkaku	Management	Against
2.2	Elect Mitsuo Oya	Management	For
2.3	Elect Satoru Hagiwara	Management	For
2.4	Elect Kazuyuki Adachi	Management	For
2.5	Elect Kazuhiko Shuto	Management	For
2.6	Elect Tetsuya Tsunekawa	Management	For
2.7	Elect Masahiko Okamoto	Management	For
2.8	Elect Kunio Ito	Management	For
2.9	Elect Ryoji Noyori	Management	For
2.10	Elect Susumu Kaminaga	Management	For
2.11	Elect Kazuo Futagawa	Management	Against
2.12	Elect Yuko Harayama	Management	For
3	Bonus	Management	For

NVIDIA CORP

Annual

ISIN US67066G1040 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Robert K. Burgess	Management	For
1b.	Elect Tench Coxo	Management	For
1c.	Elect John O. Dabiri	Management	For
1d.	Elect Persis S. Drell	Management	For
1e.	Elect Jen-Hsun Huang	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Dawn Hudson	Management	Against
1g.	Elect Harvey C. Jones	Management	For
1h.	Elect Melissa B. Lora	Management	For
1i.	Elect Stephen C. Neal	Management	For
1j.	Elect A. Brooke Seawell	Management	Against
1k.	Elect Aarti Shah	Management	For
1l.	Elect Mark A. Stevens	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

NVIDIA CORP

Annual

ISIN US67066G1040 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Robert K. Burgess	Management	For
1b.	Elect Tench Coxé	Management	For
1c.	Elect John O. Dabiri	Management	For
1d.	Elect Persis S. Drell	Management	For
1e.	Elect Jen-Hsun Huang	Management	For
1f.	Elect Dawn Hudson	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Harvey C. Jones	Management	For
1h.	Elect Melissa B. Lora	Management	For
1i.	Elect Stephen C. Neal	Management	For
1j.	Elect A. Brooke Seawell	Management	Against
1k.	Elect Aarti Shah	Management	For
1l.	Elect Mark A. Stevens	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

NVIDIA CORP

Annual

ISIN US67066G1040 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Robert K. Burgess	Management	For
1b.	Elect Tench Coxe	Management	For
1c.	Elect John O. Dabiri	Management	For
1d.	Elect Persis S. Drell	Management	For
1e.	Elect Jen-Hsun Huang	Management	For
1f.	Elect Dawn Hudson	Management	Against
1g.	Elect Harvey C. Jones	Management	For
1h.	Elect Melissa B. Lora	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Stephen C. Neal	Management	For
1j.	Elect A. Brooke Seawell	Management	Against
1k.	Elect Aarti Shah	Management	For
1l.	Elect Mark A. Stevens	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For

OPENJOBMETIS

Annual

ISIN IT0003683528 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendment to Remuneration Policy	Management	Against
0020	Increase in Director's Fees	Management	For

DINO POLSKA SA

Annual

ISIN PLDINPL00011 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5.1	Presentation of Management Board Activity Report	Management	For
5.2	Presentation of Financial Statements	Management	For
5.3	Presentation of Financial Statements (Consolidated)	Management	For
5.4	Presentation of Allocation of Profits Proposal	Management	For
6.1	Presentation of Supervisory Board Activity Report	Management	For
6.2	Presentation of Supervisory Board Report (Company's Activity; Financial Statements; Allc	Management	For
7	Supervisory Board Report on its Activities	Management	For
8.1	Presentation of Motion to Approve Management Board Report	Management	For
8.2	Presentation of Motion to Approve Financial Statements	Management	For
8.3	Presentation of Motion to Approve Financial Statements (Consolidated)	Management	For
8.4	Presentation of Motion to Approve Allocation of Profits	Management	For
8.5	Presentation of Motion to Ratify Management and Supervisory Board Acts	Management	For
9.1	Management Board Report	Management	For
9.2	Financial Statements	Management	For
9.3	Financial Statements (Consolidated)	Management	For
10	Allocation of Dividends	Management	For
11	Ratification of Management Acts	Management	Abstain
12	Ratification of Supervisory Board Acts	Management	Abstain
13	Remuneration Report	Management	Against
14	Remuneration Policy	Management	For
15	Board Size	Management	Against
16	Changes to Supervisory Board Composition	Management	Against

**Proxy Voting records
Quarterly Summary**

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17 Supervisory Board Fees

Management

Abstain

T&D HOLDINGS INC.

Annual

ISIN JP3539220008 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Hirohisa Uehara	Management	For
2.2	Elect Masahiko Moriyama	Management	For
2.3	Elect Hotaka Nagai	Management	For
2.4	Elect Yoko Futami	Management	For
2.5	Elect Kensaku Watanabe	Management	For
2.6	Elect Masazumi Kato	Management	For
2.7	Elect Kenji Fuma	Management	For
2.8	Elect Naoki Soejima	Management	For
2.9	Elect Mutsuro Kitahara	Management	For
3.1	Elect Takasi Ikawa	Management	For
3.2	Elect Takashi Tojo	Management	For
3.3	Elect Shinnosuke Yamada	Management	For
3.4	Elect Atsuko Taishido	Management	For
3.5	Elect Koji Nitto	Management	For
4	Elect Yuichiro Shinma as Alternate Audit Committee Director	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

T&D HOLDINGS INC.

Annual

ISIN JP3539220008 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Hirohisa Uehara	Management	For
2.2	Elect Masahiko Moriyama	Management	For
2.3	Elect Hotaka Nagai	Management	For
2.4	Elect Yoko Futami	Management	For
2.5	Elect Kensaku Watanabe	Management	For
2.6	Elect Masazumi Kato	Management	For
2.7	Elect Kenji Fuma	Management	For
2.8	Elect Naoki Soejima	Management	For
2.9	Elect Mutsuro Kitahara	Management	For
3.1	Elect Takasi Ikawa	Management	For
3.2	Elect Takashi Tojo	Management	For
3.3	Elect Shinnosuke Yamada	Management	For
3.4	Elect Atsuko Taishido	Management	For
3.5	Elect Koji Nitto	Management	For
4	Elect Yuichiro Shinma as Alternate Audit Committee Director	Management	For

TAKEDA PHARMACEUTICAL CO

Annual

ISIN JP3463000004 Meeting Date 26-Jun-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Christophe Weber	Management	For
2.2	Elect Andrew Plump	Management	For
2.3	Elect Milano Furuta	Management	For
2.4	Elect Masami Iijima	Management	For
2.5	Elect Ian T. Clark	Management	For
2.6	Elect Steven Gillis	Management	For
2.7	Elect John M. Maraganore	Management	For
2.8	Elect Michel Orsinger	Management	For
2.9	Elect Miki Tsusaka	Management	For
2.10	Elect Emiko Higashi	Management	For
3.1	Elect Koji Hatsukawa	Management	For
3.2	Elect Yoshiaki Fujimori	Management	For
3.3	Elect Kimberly A. Reed	Management	For
3.4	Elect Jean-Luc Butel	Management	For
4	Bonus	Management	For

TAKEDA PHARMACEUTICAL CO

Annual

ISIN JP3463000004 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Christophe Weber	Management	For
2.2	Elect Andrew Plump	Management	For
2.3	Elect Milano Furuta	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.4	Elect Masami Iijima	Management	For
2.5	Elect Ian T. Clark	Management	For
2.6	Elect Steven Gillis	Management	For
2.7	Elect John M. Maraganore	Management	For
2.8	Elect Michel Orsinger	Management	For
2.9	Elect Miki Tsusaka	Management	For
2.10	Elect Emiko Higashi	Management	For
3.1	Elect Koji Hatsukawa	Management	For
3.2	Elect Yoshiaki Fujimori	Management	For
3.3	Elect Kimberly A. Reed	Management	For
3.4	Elect Jean-Luc Butel	Management	For
4	Bonus	Management	For

SG HOLDINGS CO. LTD.

Annual

ISIN JP3162770006 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Eiichi Kuriwada	Management	For
1.2	Elect Hidekazu Matsumoto	Management	For
1.3	Elect Masahide Motomura	Management	For
1.4	Elect Katsuhiko Kawanago	Management	For
1.5	Elect Kimiaki Sasamori	Management	For
1.6	Elect Mika Takaoka	Management	For
1.7	Elect Osami Sagisaka	Management	For
1.8	Elect Masato Akiyama	Management	For

**Proxy Voting records
Quarterly Summary**

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SG HOLDINGS CO. LTD.

Annual

ISIN JP3162770006 **Meeting Date** 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Eiichi Kuriwada	Management	For
1.2	Elect Hidekazu Matsumoto	Management	For
1.3	Elect Masahide Motomura	Management	For
1.4	Elect Katsuhiko Kawanago	Management	For
1.5	Elect Kimiaki Sasamori	Management	For
1.6	Elect Mika Takaoka	Management	For
1.7	Elect Osami Sagisaka	Management	For
1.8	Elect Masato Akiyama	Management	For

ECONOCOM GROUP SE

Special

ISIN BE0974313455 **Meeting Date** 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Appointment of Auditor and Authority to Set Fees	Management	For
2.	Appointment of Auditor for Sustainability Reporting	Management	For
3.	Elect Sophie Guieysse to the Board of Directors	Management	For
4.	Authorisation of Legal Formalities	Management	For

Proxy Voting records Quarterly Summary

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ALLEGRO.EU SOCIETE ANONYME

Annual

ISIN LU2237380790 Meeting Date 26-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Accounts and Reports	Management	For
4	Accounts and Reports (Consolidated Accounts)	Management	For
5	Allocation of Profits	Management	For
6	Remuneration Policy	Management	Against
7	Remuneration Report	Management	Against
8	Ratify Roy Perticucci's Acts	Management	Abstain
9	Ratify Jonathan Easticks Acts	Management	Abstain
10	Ratify Darren Richard Hustons Acts	Management	Abstain
11	Ratify Pedro Arnt's Acts	Management	Abstain
12	Ratify David Barkers Acts	Management	Abstain
13	Ratify Clara Nustelings Acts	Management	Abstain
14	Ratify Pawel Padiusinski's Acts	Management	Abstain
15	Ratify Nancy Cruickshanks Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	Ratify Richard Sanders' Acts	Management	Abstain
17	Ratify Catherine Faiers' Acts	Management	Abstain
18	Ratify Tomasz Suchanski's Acts	Management	Abstain
19	Resignation of Pawel Padusinski	Management	For
20	Resignation of Darren Richard Huston	Management	For
21	Resignation of Clara Nusteling	Management	For
22	Elect Gary McGann to the board of Directors	Management	For
23	Elect Laurence Bourdon-Tracol to the board of Directors	Management	For
24	Ratification of Auditor's Acts	Management	Abstain
25	Appointment of Auditor	Management	For

KROGER CO.

Annual

ISIN US5010441013 **Meeting Date** 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Nora A. Aufreiter	Management	For
1b.	Elect Kevin M. Brown	Management	For
1c.	Elect Elaine L. Chao	Management	For
1d.	Elect Anne Gates	Management	For
1e.	Elect Karen M. Hoguet	Management	For
1f.	Elect W. Rodney McMullen	Management	For
1g.	Elect Clyde R. Moore	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1h.	Elect Ronald L. Sargent	Management	Against
1i.	Elect Judith Amanda Sourry Knox	Management	For
1j.	Elect Mark S. Sutton	Management	Against
1k.	Elect Ashok Vemuri	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding External Public Health Costs Created by the Sale of To Shareholder		For
5.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	For
6.	Shareholder Proposal Regarding Living Wage Policy	Shareholder	For
7.	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	For

KROGER CO.

Annual

ISIN US5010441013 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Nora A. Aufreiter	Management	For
1b.	Elect Kevin M. Brown	Management	For
1c.	Elect Elaine L. Chao	Management	For
1d.	Elect Anne Gates	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Karen M. Hoguet	Management	For
1f.	Elect W. Rodney McMullen	Management	For
1g.	Elect Clyde R. Moore	Management	Against
1h.	Elect Ronald L. Sargent	Management	Against
1i.	Elect Judith Amanda Sourry Knox	Management	For
1j.	Elect Mark S. Sutton	Management	Against
1k.	Elect Ashok Vemuri	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding External Public Health Costs Created by the Sale of To Shareholder		For
5.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	For
6.	Shareholder Proposal Regarding Living Wage Policy	Shareholder	For
7.	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	For

SALESFORCE INC

Annual

ISIN US79466L3024 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marc R. Benioff	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Laura Alber	Management	Against
1c.	Elect Craig A. Conway	Management	For
1d.	Elect Arnold W. Donald	Management	For
1e.	Elect Parker Harris	Management	For
1f.	Elect Neelie Kroes	Management	For
1g.	Elect Sachin Mehra	Management	For
1h.	Elect G. Mason Morfit	Management	For
1i.	Elect Oscar Munoz	Management	For
1j.	Elect John V. Roos	Management	Against
1k.	Elect Robin L. Washington	Management	Against
1l.	Elect Maynard G. Webb, Jr.	Management	For
1m.	Elect Susan D. Wojcicki	Management	For
2.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
3.	Amendment to the 2013 Equity Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Advisory Vote on Executive Compensation	Management	Against
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

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SALESFORCE INC

Annual

ISIN US79466L3024 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marc R. Benioff	Management	For
1b.	Elect Laura Alber	Management	Against
1c.	Elect Craig A. Conway	Management	For
1d.	Elect Arnold W. Donald	Management	For
1e.	Elect Parker Harris	Management	For
1f.	Elect Neelie Kroes	Management	For
1g.	Elect Sachin Mehra	Management	For
1h.	Elect G. Mason Morfit	Management	For
1i.	Elect Oscar Munoz	Management	For
1j.	Elect John V. Roos	Management	Against
1k.	Elect Robin L. Washington	Management	Against
1l.	Elect Maynard G. Webb, Jr.	Management	For
1m.	Elect Susan D. Wojcicki	Management	For
2.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
3.	Amendment to the 2013 Equity Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Advisory Vote on Executive Compensation	Management	Against
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain

SALESFORCE INC

Annual

ISIN US79466L3024 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Marc R. Benioff	Management	For
1b.	Elect Laura Alber	Management	Against
1c.	Elect Craig A. Conway	Management	For
1d.	Elect Arnold W. Donald	Management	For
1e.	Elect Parker Harris	Management	For
1f.	Elect Neelie Kroes	Management	For
1g.	Elect Sachin Mehra	Management	For
1h.	Elect G. Mason Morfit	Management	For
1i.	Elect Oscar Munoz	Management	For
1j.	Elect John V. Roos	Management	Against
1k.	Elect Robin L. Washington	Management	Against
1l.	Elect Maynard G. Webb, Jr.	Management	For
1m.	Elect Susan D. Wojcicki	Management	For
2.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Amendment to the 2013 Equity Incentive Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Advisory Vote on Executive Compensation	Management	Against
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	For
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Abstain

SHIN-ETSU CHEMICAL CO. LTD.

Annual

ISIN JP3371200001 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Fumio Akiya	Management	For
2.2	Elect Yasuhiko Saito	Management	For
2.3	Elect Susumu Ueno	Management	For
2.4	Elect Masahiko Todoroki	Management	For
2.5	Elect Hiroshi Komiyama	Management	For
2.6	Elect Kuniharu Nakamura	Management	For
2.7	Elect Michael H. McGarry	Management	For
2.8	Elect Mariko Hasegawa	Management	For
2.9	Elect Takashi Hibino	Management	For

**Proxy Voting records
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3 Equity Compensation Plan Management For

SHIN-ETSU CHEMICAL CO. LTD.

Annual

ISIN JP3371200001 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Fumio Akiya	Management	For
2.2	Elect Yasuhiko Saito	Management	For
2.3	Elect Susumu Ueno	Management	For
2.4	Elect Masahiko Todoroki	Management	For
2.5	Elect Hiroshi Komiyama	Management	For
2.6	Elect Kuniharu Nakamura	Management	For
2.7	Elect Michael H. McGarry	Management	For
2.8	Elect Mariko Hasegawa	Management	For
2.9	Elect Takashi Hibino	Management	For
3	Equity Compensation Plan	Management	For

NINTENDO CO. LTD

Annual

ISIN JP3756600007 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.1	Elect Shuntaro Furukawa	Management	For
2.2	Elect Shigeru Miyamoto	Management	For
2.3	Elect Shinya Takahashi	Management	For
2.4	Elect Satoru Shibata	Management	For
2.5	Elect Ko Shiota	Management	For
2.6	Elect Yusuke Beppu	Management	For
2.7	Elect Chris Meledandri	Management	For
2.8	Elect Miyoko Demay	Management	For
3.1	Elect Takuya Yoshimura	Management	Against
3.2	Elect Katsuhiko Umeyama	Management	For
3.3	Elect Asa Shinkawa	Management	For
3.4	Elect Eiko Osawa	Management	For
3.5	Elect Keiko Akashi	Management	For
4	Non-Audit Committee Directors' Fees	Management	For

NINTENDO CO. LTD

Annual

ISIN JP3756600007 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Shuntaro Furukawa	Management	For
2.2	Elect Shigeru Miyamoto	Management	For
2.3	Elect Shinya Takahashi	Management	For
2.4	Elect Satoru Shibata	Management	For
2.5	Elect Ko Shiota	Management	For

Proxy Voting records Quarterly Summary

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2.6	Elect Yusuke Beppu	Management	For
2.7	Elect Chris Meledandri	Management	For
2.8	Elect Miyoko Demay	Management	For
3.1	Elect Takuya Yoshimura	Management	Against
3.2	Elect Katsuhiko Umeyama	Management	For
3.3	Elect Asa Shinkawa	Management	For
3.4	Elect Eiko Osawa	Management	For
3.5	Elect Keiko Akashi	Management	For
4	Non-Audit Committee Directors' Fees	Management	For

MITSUBISHI UFJ FINANCIAL GROUP, INC.

Annual

ISIN JP3902900004 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Mariko Fujii	Management	For
2.2	Elect Keiko Honda	Management	For
2.3	Elect Kaoru Kato	Management	For
2.4	Elect Satoko Kuwabara @ Satoko Ota	Management	For
2.5	Elect Hirofumi Nomoto	Management	Against
2.6	Elect Mari Elka Pangestu	Management	For
2.7	Elect Hiroshi Shimizu	Management	For
2.8	Elect David Sneider	Management	For
2.9	Elect Koichi Tsuji	Management	For

Proxy Voting records Quarterly Summary

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2.10	Elect Kenichi Miyanaga	Management	For
2.11	Elect Ryoichi Shinke	Management	For
2.12	Elect Kanetsugu Mike	Management	For
2.13	Elect Hironori Kamezawa	Management	For
2.14	Elect Iwao Nagashima	Management	For
2.15	Elect Junichi Hanzawa	Management	For
2.16	Elect Makoto Kobayashi	Management	For
3	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	For
4	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	For

MITSUBISHI UFJ FINANCIAL GROUP, INC.

Annual

ISIN JP3902900004 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2.1	Elect Mariko Fujii	Management	For
2.2	Elect Keiko Honda	Management	For
2.3	Elect Kaoru Kato	Management	For
2.4	Elect Satoko Kuwabara @ Satoko Ota	Management	For
2.5	Elect Hirofumi Nomoto	Management	Against
2.6	Elect Mari Elka Pangestu	Management	For
2.7	Elect Hiroshi Shimizu	Management	For
2.8	Elect David Sneider	Management	For

Proxy Voting records Quarterly Summary

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2.9	Elect Koichi Tsuji	Management	For
2.10	Elect Kenichi Miyanaga	Management	For
2.11	Elect Ryoichi Shinke	Management	For
2.12	Elect Kanetsugu Mike	Management	For
2.13	Elect Hironori Kamezawa	Management	For
2.14	Elect Iwao Nagashima	Management	For
2.15	Elect Junichi Hanzawa	Management	For
2.16	Elect Makoto Kobayashi	Management	For
3	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	For
4	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	For

SUMITOMO MITSUI FINANCIAL GROUP INC

Annual

ISIN JP3890350006 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2	Amendments to Articles	Management	For
3.1	Elect Takeshi Kunibe	Management	For
3.2	Elect Toru Nakashima	Management	For
3.3	Elect Teiko Kudo	Management	For
3.4	Elect Fumihiko Ito	Management	For
3.5	Elect Toshihiro Isshiki	Management	For
3.6	Elect Yoshiyuki Gono	Management	For
3.7	Elect Shozo Yamazaki	Management	For

Proxy Voting records Quarterly Summary

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3.8	Elect Sonosuke Kadonaga	Management	For
3.9	Elect Yoshinobu Tsutsui	Management	For
3.10	Elect Katsuyoshi Shimbo	Management	For
3.11	Elect Eriko Sakurai	Management	For
3.12	Elect Charles D. Lake II	Management	For
3.13	Elect Jenifer S. Rogers	Management	For
4	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	For
5	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	For

SUMITOMO MITSUI FINANCIAL GROUP INC

Annual

ISIN JP3890350006 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Allocation of Profits/Dividends	Management	For
2	Amendments to Articles	Management	For
3.1	Elect Takeshi Kunibe	Management	For
3.2	Elect Toru Nakashima	Management	For
3.3	Elect Teiko Kudo	Management	For
3.4	Elect Fumihiko Ito	Management	For
3.5	Elect Toshihiro Isshiki	Management	For
3.6	Elect Yoshiyuki Gono	Management	For
3.7	Elect Shozo Yamazaki	Management	For
3.8	Elect Sonosuke Kadonaga	Management	For
3.9	Elect Yoshinobu Tsutsui	Management	For

Proxy Voting records Quarterly Summary

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3.10	Elect Katsuyoshi Shimbo	Management	For
3.11	Elect Eriko Sakurai	Management	For
3.12	Elect Charles D. Lake II	Management	For
3.13	Elect Jenifer S. Rogers	Management	For
4	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	For
5	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	For

HOYA CORPORATION

Annual

ISIN JP3837800006 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Hiroaki Yoshihara	Management	For
1.2	Elect Yasuyuki Abe	Management	For
1.3	Elect Takayo Hasegawa	Management	Against
1.4	Elect Mika Nishimura	Management	For
1.5	Elect Mototsugu Sato	Management	Against
1.6	Elect Eiichiro Ikeda	Management	For
1.7	Elect Ryo Hirooka	Management	For

**Proxy Voting records
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HOYA CORPORATION

Annual

ISIN JP3837800006 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Hiroaki Yoshihara	Management	For
1.2	Elect Yasuyuki Abe	Management	For
1.3	Elect Takayo Hasegawa	Management	Against
1.4	Elect Mika Nishimura	Management	For
1.5	Elect Mototsugu Sato	Management	Against
1.6	Elect Eiichiro Ikeda	Management	For
1.7	Elect Ryo Hirooka	Management	For

3I GROUP PLC

Annual

ISIN GB00B1YW4409 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Final Dividend	Management	For
04	Elect Simon A. Borrows	Management	For
05	Elect Stephen Daintith	Management	Against
06	Elect Jasi Halai	Management	For
07	Elect James Hatchley	Management	For

Proxy Voting records Quarterly Summary

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08	Elect David Hutchison	Management	Against
09	Elect Lesley Knox	Management	For
10	Elect Coline McConville	Management	For
11	Elect Peter McKellar	Management	For
12	Elect Alexandra Schaapveld	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authorisation of Political Donations	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

3I GROUP PLC

Annual

ISIN GB00B1YW4409 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	For
03	Final Dividend	Management	For
04	Elect Simon A. Borrows	Management	For
05	Elect Stephen Daintith	Management	Against
06	Elect Jasi Halai	Management	For

Proxy Voting records Quarterly Summary

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07	Elect James Hatchley	Management	For
08	Elect David Hutchison	Management	Against
09	Elect Lesley Knox	Management	For
10	Elect Coline McConville	Management	For
11	Elect Peter McKellar	Management	For
12	Elect Alexandra Schaapveld	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authorisation of Political Donations	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

IREN S.P.A.

Annual

ISIN IT0005315822 **Meeting Date** 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Elect Paola Girdinio	Management	For
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Remuneration Policy	Management	Against
0050	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0060	Increase in Directors' Fees (Directors with Executive Powers)	Management	For
007A	List Presented by FSU S.r.l., FCT Holding S.p.A. and Comune di Reggio Emilia	Management	Abstain
007B	List Presented by Group of Institutional Investors representing 3.04% of Share Capital	Management	For
0080	Statutory Auditors' Fees	Management	For

IREN S.P.A.

Annual

ISIN IT0003027817 **Meeting Date** 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Elect Paola Girdinio	Management	For
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Remuneration Policy	Management	Against
0050	Remuneration Report	Management	For
0060	Increase in Directors' Fees (Directors with Executive Powers)	Management	For
007A	List Presented by FSU S.r.l., FCT Holding S.p.A. and Comune di Reggio Emilia	Management	Abstain
007B	List Presented by Group of Institutional Investors representing 3.04% of Share Capital	Management	For
0080	Statutory Auditors' Fees	Management	For

IREN S.P.A.

Annual

ISIN IT0003027817 **Meeting Date** 27-Jun-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Elect Paola Girdinio	Management	For
0020	Accounts and Reports	Management	For
0030	Allocation of Dividends	Management	For
0040	Remuneration Policy	Management	Against
0050	Remuneration Report	Management	For
0060	Increase in Directors' Fees (Directors with Executive Powers)	Management	For
007A	List Presented by FSU S.r.l., FCT Holding S.p.A. and Comune di Reggio Emilia	Management	Abstain
007B	List Presented by Group of Institutional Investors representing 3.04% of Share Capital	Management	For
0080	Statutory Auditors' Fees	Management	For

BOC HONG KONG(HLDGS)

Annual

ISIN HK2388011192 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3A	Elect LIN Jingzhen	Management	Against
3B	Elect CHOI Koon Shum	Management	For
3C	Elect Quinn LAW Yee Kwan	Management	For
3D	Elect LIP Sai Wo	Management	For
3E	Elect Frederick MA Si-hang	Management	For
4A	Appointment of Auditor and Authority to Set Fees	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

6 Authority to Repurchase Shares

Management

For

BOC HONG KONG(HLDGS)

Annual

ISIN HK2388011192 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Allocation of Profits/Dividends	Management	For
3A	Elect LIN Jingzhen	Management	Against
3B	Elect CHOI Koon Shum	Management	For
3C	Elect Quinn LAW Yee Kwan	Management	For
3D	Elect LIP Sai Wo	Management	For
3E	Elect Frederick MA Si-hang	Management	For
4A	Appointment of Auditor and Authority to Set Fees	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Management	For
6	Authority to Repurchase Shares	Management	For

EQUASENS

Annual

ISIN FR0012882389 Meeting Date 27-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Ratification of Auditor's Acts	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Sophie Mayeux	Management	Against
7	Appointment of Auditor for Sustainability Reporting (BM&A)	Management	For
8	2023 Remuneration Report	Management	For
9	2023 Remuneration of Thierry Chapusot, Chair	Management	For
10	2023 Remuneration of Dominique Pautrat, former CEO (until April 22, 2022) and Directo	Management	For
11	2023 Remuneration of Denis Supplisson, CEO (since April 22, 2022)	Management	For
12	2023 Remuneration of Grégoire De Rotalier, Deputy CEO	Management	For
13	2024 Remuneration Policy (Chair)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	2024 Remuneration Policy (Grégoire De Rotalier, Deputy CEO)	Management	For
16	2024 Remuneration Policy (Damien Valicon, Deputy CEO since April 1, 2024)	Management	Against
17	2024 Remuneration Policy (Board of Directors)	Management	For
18	2024 Directors' Fees	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authorisation of Legal Formalities	Management	For

IHS HOLDING LTD

Annual

ISIN

Meeting Date 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1a.	Elect Frank E. Dangeard	Management	For
1b.	Elect Phuthuma F. Nhleko	Management	For
2a.	Elect Bashir El-Rufai	Management	For
2b.	Elect Nicholas Land	Management	Withhold
3.	Bundled Article Amendments	Management	For

JACQUET METALS.

Mix

ISIN FR0000033904 Meeting Date 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Éric Jacquet	Management	For
6	Elect Jean Jacquet	Management	For
7	Elect Gwendoline Arnaud	Management	For
8	Elect Séverine Besson-Thura	Management	For
9	Elect Jacques Leconte	Management	For
10	Elect Dominique Takizawa	Management	For
11	Elect Pierre Varnier	Management	For
12	Elect Alice Wengorz	Management	For
13	Elect JSA (Ernest Jacquet)	Management	For
14	2023 Remuneration Report	Management	For
15	2023 Remuneration of Eric Jacquet, Chair and CEO	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

16	2023 Remuneration of Philippe Goczol, Deputy CEO	Management	For
17	2024 Remuneration Policy (CEO)	Management	Against
18	2024 Remuneration Policy (Deputy CEO)	Management	Against
19	2024 Remuneration Policy (Board)	Management	For
20	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For
21	Appointment of Auditor for Sustainability Reporting (GRANT THORNTON)	Management	For
22	Authority to Repurchase and Reissue Shares	Management	For
23	Authority to Increase Capital Through Capitalisations	Management	For
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
26	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	Against
27	Authority to Set Offering Price of Shares	Management	Against
28	Greenshoe	Management	Against
29	Global Ceiling on Capital Increases and Debt Issuances	Management	For
30	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
31	Authority to Increase Capital in Case of Exchange Offers	Management	Against
32	Authority to Decide Mergers by Absorption	Management	Against
33	Authority to Increase Capital in Case of Mergers by Absorption	Management	Against
34	Authority to Decide Mergers by Spin-Offs	Management	Against
35	Authority to Increase Capital in Case of Mergers by Spin-offs	Management	Against
36	Authority to Decide Mergers by Partial Transfer of Assets	Management	Against
37	Authority to Increase Capital in Case of Partial Transfer of Assets	Management	Against
38	Authority to Issue Restricted Shares	Management	Against
39	Authority to Grant Stock Options	Management	Against
40	Employee Stock Purchase Plan	Management	For
41	Authority to Cancel Shares and Reduce Capital	Management	For
42	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA

Annual

ISIN PLPKO0000016 Meeting Date 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Presentation of Accounts and Reports and ProfitDistribution Proposal	Management	For
6	Presentation of Accounts and Reports (Consolidated)	Management	For
7	Presentation of Supervisory Board Report	Management	For
8	Presentation of Supervisory Board Report (RemunerationPolicy; Corporate Governance)	Management	For
9.A	Financial Statements	Management	For
9.B	Management Board Report	Management	For
9.C	Financial Statements (Consolidated)	Management	For
9.D	Supervisory Board Report	Management	For
9.E	Allocation of Dividends	Management	For
9.F	Allocation of Dividends	Management	For
10	Remuneration Report	Management	Against
11	Ratification of Management Board Acts	Management	Abstain
12	Ratification of Supervisory Board Acts	Management	Abstain
13	Adequacy Assessment of Supervisory Board Regulations	Management	For
14	Amendments to Articles	Management	For
15	Amendments to Resolution on Approval of Corporate Governance Rules for Supervised I	Management	For
16	Approval of Policy on Assessment of Suitability ofSupervisory Board Candidates	Management	For
17	Assessment of Individual Suitability of Supervisory Board Candidates and Members	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Amendments to Resolution on Remuneration Policy	Management	For
19	Changes to Supervisory Board Composition	Management	Abstain
20	Assessment of Collegial Suitability of the Supervisory Board	Management	Abstain

KOFOLA CESHOSLOVENSKO A.S.

Ordinary

ISIN CZ0009000121 Meeting Date 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
4.1	Financial Statements	Management	For
4.2	Financial Statements (Consolidated)	Management	For
5	Allocation of Dividends	Management	For
6	Remuneration Report	Management	For
7.1	Contract with Lenka Frostova	Management	For
7.2	Contract with Zuzana Prokopcova	Management	For
7.3	Contract with Zuzana Prokopcova	Management	For
7.4	Contract with Petr Sobotnik	Management	For
7.5	Contract with Petr Sobotnik	Management	For
9.1	Approval of Amendments and Restatement Agreements to Pledge Agreement	Management	For
9.2	Approval of Pledge Agreement	Management	For
9.3	Compliance with Legal and Governance Standards	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DATAWALK S.A.

Annual

ISIN PLPILAB00012 Meeting Date 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Election of Scrutiny Committee	Management	For
5	Agenda	Management	For
6	Presentation of Management Board Report	Management	For
7	Presentation of Supervisory Board Report	Management	For
8.A	Management Board Report	Management	For
8.B	Financial Statements	Management	For
8.C	Financial Statements (Consolidated)	Management	For
8.D	Supervisory Board Report	Management	For
8.E	Coverage of Losses	Management	For
8.F	Ratification of Management Acts	Management	Abstain
8.G	Ratification of Supervisory Board Acts	Management	Abstain
8.H	Remuneration Report	Management	For
8.I	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
8.J	Amendments to Articles	Management	For
8.K	Ratify Co-Option of Piotr Bindas	Management	For
8.L	Supervisory Board Term Length	Management	For
8.M	Changes to the Supervisory Board Composition	Management	Abstain

Proxy Voting records
Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

S.P.E.E.H. HIDROELECTRICA S.A.

Ordinary

ISIN RO4Q0Z5RO1B6 **Meeting Date** 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Revenue and Expenditure Budget	Management	For
2	Authorization of Legal Formalities	Management	For

S.P.E.E.H. HIDROELECTRICA S.A.

Special

ISIN RO4Q0Z5RO1B6 **Meeting Date** 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Approval of Documentation	Management	For
5	Approval of Procurement of Legal Services	Management	For
6	Authorization of Legal Formalities	Management	For

CELLECTIS

Mix

ISIN FR0010425595 **Meeting Date** 28-Jun-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Transfer of Reserves	Management	For
5	Related Party Transactions (Bpifrance, Assignment and Financing Contract)	Management	For
6	Related Party Transactions (Bpifrance, Subsidy and Advance Agreement)	Management	For
7	Elect André Choulika	Management	Against
8	Elect David J.D. Sourdive	Management	Against
9	Appointment of Auditor (J.M.H. Conseil)	Management	Against
10	Appointment of Auditor (KPMG)	Management	For
11	Authority to Repurchase and Reissue Shares	Management	Against
12	Authority to Cancel Shares and Reduce Capital	Management	For
13	Amendments to Articles Regarding Liquidation	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (European Investn Management		For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Underwriters)	Management	Against
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Biotechnology C	Management	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
19	Authority to Issue Shares w/o Preemptive Rights (Qualified Investors - American Financir Management		Against
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
23	Greenshoe	Management	For
24	Global Ceiling on Capital Increases and Debt Issuances	Management	For
25	Authority to Increase Capital Through Capitalisations	Management	Against
26	Authority to Grant Stock Options	Management	For
27	Authority to Issue Performance Shares	Management	For
28	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
29	Employee Stock Purchase Plan	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 01-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Authority to Issue Notes (Bucharest Stock Exchange)	Management	For
2	Authority to Issue Notes (Luxembourg Stock Exchange)	Management	For
3	Authorization of Legal Formalities (Company in connection with Proposals 1.00 and 2.00)	Management	For
4	Authorization of Legal Formalities (Board of Directors with connection to Proposals 1.00	Management	For
5	Authorization of Legal Formalities (CEO and CFO)	Management	For
6	Amendments to Articles	Management	For
7	Uniform Text of Articles	Management	For
8	Authorization of Legal Formalities (Legal Representative)	Management	For
9	Authorization of Legal Formalities (Chair and Secretary)	Management	For

SNGN ROMGAZ SA

Special

ISIN ROSNGNACNOR3 Meeting Date 01-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Authority to Issue Notes (Bucharest Stock Exchange)	Management	For
2	Authority to Issue Notes (Luxembourg Stock Exchange)	Management	For
3	Authorization of Legal Formalities (Company in connection with Proposals 1.00 and 2.00)	Management	For
4	Authorization of Legal Formalities (Board of Directors with connection to Proposals 1.00	Management	For
5	Authorization of Legal Formalities (CEO and CFO)	Management	For
6	Amendments to Articles	Management	For
7	Uniform Text of Articles	Management	For
8	Authorization of Legal Formalities (Legal Representative)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9 Authorization of Legal Formalities (Chair and Secretary)

Management

For

SNOWFLAKE INC

Annual

ISIN US8334451098 Meeting Date 02-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Benoit Dageville	Management	For
1b.	Elect Mark S. Garrett	Management	For
1c.	Elect Jayshree V. Ullal	Management	Withhold
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Board Declassification	Shareholder	For

VOESTALPINE AG

Annual

ISIN AT0000937503 Meeting Date 03-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Supervisory Board Remuneration	Management	For
6	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.a	Elect Wolfgang Eder	Management	Against
7.b	Elect Heinrich Schaller	Management	Against
7.c	Elect Franz Gasselsberger	Management	Against
7.d	Elect Ingrid Jörg	Management	Against
7.e	Elect Florian Khol	Management	Against
7.f	Elect Maria Kubitschek	Management	Against
7.g	Elect Elisabeth Stadler	Management	Against
7.h	Elect Martin W. Hetzer	Management	Against
8	Remuneration Report	Management	Against
9	Management Board Remuneration Policy	Management	Against
10	Supervisory Board Remuneration Policy	Management	For
11.a	Amendments to Articles (Publications)	Management	For
11.b	Amendments to Articles (Calling a Meeting)	Management	For
11.c	Amendments to Articles (Virtual Meeting)	Management	For
12	Increase in Authorised Capital 2024/I	Management	For
13	Increase in Authorised Capital 2024/ II	Management	For
14	Authority to Issue Convertible Debt Instruments	Management	For
15	Increase in Conditional Capital	Management	For

PIRAEUS PORT AUTHORITY S.A

Ordinary

ISIN GRS470003013 **Meeting Date** 04-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1.1	Accounts and Reports	Management	For
2.1	Allocation of Dividends	Management	For
3.1	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.1	Directors' Fees (2023)	Management	For
4.2	Directors' Fees (2024)	Management	For
7.1	Ratification of Board and Auditor's Acts	Management	Abstain
8.1	Appointment of Auditor and Authority to Set Fees	Management	For

BANCO BILBAO VIZCAYA ARGENTARIA S.A.

Special

ISIN ES0113211835 **Meeting Date** 04-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Issuance of Shares w/o Preemptive Rights	Management	For
2	Authorisation of Legal Formalities	Management	For

INDUSTRIA DE DISENO TEXTIL SA

Annual

ISIN ES0148396007 **Meeting Date** 09-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1.a	Individual Accounts and Reports	Management	For
1.b	Ratification of Board Acts	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Allocation of Profits/Dividends	Management	For
5.a	Amendments to Article 9 (Transfer of Shares)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.b	Amendments to Articles (Shareholders' Meeting)	Management	For
5.c	Amendments to Articles (Board and Committees)	Management	For
5.d	Amendments to Article 36 (Allocation of Profits)	Management	For
5.e	Amendments to Article 40 (Liquidation)	Management	For
6	Amendments to General Shareholders' Meeting Regulations	Management	For
7.a	Elect Flora Pérez Marcote	Management	For
7.b	Elect Belén Romana García	Management	For
7.c	Elect Denise Patricia Kingsmill	Management	For
8	Remuneration Report	Management	For
9	Authority to Set General Meeting Notice Period at 15 days	Management	Against
10	Authorisation of Legal Formalities	Management	For

SAMPO PLC

Special

ISIN FI4000552500 Meeting Date 09-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
6	Merger (Topdanmark A/S)	Management	For

KONINKLIJKE AHOLD DELHAIZE N.V.

Special

ISIN NL0011794037 Meeting Date 10-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
2.	Elect Claude Sarrailh to the Management Board	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

NATIONAL GRID PLC

Annual

ISIN GB00BDR05C01 **Meeting Date** 10-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Elect Paula Rosput Reynolds	Management	For
4	Elect John Pettigrew	Management	For
5	Elect Andy Agg	Management	For
6	Elect Jacqui Ferguson	Management	For
7	Elect Ian P. Livingston	Management	For
8	Elect Iain J. Mackay	Management	For
9	Elect Anne Robinson	Management	For
10	Elect Earl L. Shipp	Management	For
11	Elect Jonathan Silver	Management	For
12	Elect Antony Wood	Management	For
13	Elect Martha B. Wyrsh	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Remuneration Report	Management	For
17	Approval of Updated Climate Transition Plan	Management	For
18	Authorisation of Political Donations	Management	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

22	Authority to Repurchase Shares	Management	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For

AURES TECHNOLOGIES

Mix

ISIN FR0013183589 Meeting Date 11-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	Abstain
2	Consolidated Accounts and Reports	Management	Abstain
3	Allocation of Losses	Management	Abstain
4	Special Auditors Report on Regulated Agreements	Management	Abstain
5	Elect Isabelle Baptiste	Management	Against
6	Authority to Repurchase and Reissue Shares	Management	Abstain
7	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Abstain
8	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Abstain
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	Abstain
10	Greenshoe	Management	Abstain
11	Employee Stock Purchase Plan	Management	Abstain
12	Authorisation of Legal Formalities	Management	Abstain

FIELMANN GROUP AG

Annual

ISIN DE0005772206 Meeting Date 11-Jul-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Appointment of Auditor for Sustainability Reporting	Management	For
7	Elect Georg Alexander Zeiss as Supervisory Board Member	Management	Against
8	Remuneration Report	Management	Against
9	Management Board Remuneration Policy	Management	Against
10	Amendments to Articles (Record Date)	Management	For

RS GROUP PLC

Annual

ISIN GB0003096442 Meeting Date 11-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Alexander D. Baldock	Management	Against
5	Elect Louisa Burdett	Management	Against
6	Elect Rona Fairhead	Management	For
7	Elect Navneet Kapoor	Management	Against
8	Elect Bessie Lee	Management	For
9	Elect Simon Pryce	Management	For
10	Elect Katherine Ringrose	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect David Sleath	Management	Against
12	Elect Joan Wainwright	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authorisation of Political Donations	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

KRKA TOVARNA ZDRAVIL D.D.

Annual

ISIN SI0031102120 Meeting Date 11-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Opening of Meeting; Election of Meeting Officials	Management	For
2.1	Accounts and Reports	Management	For
2.2	Remuneration Report	Management	Against
2.3	Allocation of Dividends	Management	For
2.4	Ratification of Management Board Acts	Management	For
2.5	Ratification of Supervisory Board Acts	Management	For
3	Elect Mojca Osolnik Videmsek to the Supervisory Board	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

UBISOFT ENTERTAINMENT

Mix

ISIN FR0000054470 Meeting Date 11-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Allocation of Profits	Management	For
3	Consolidated Accounts and Reports	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Yves Guillemot, Chair and CEO	Management	Against
7	2023 Remuneration of Claude Guillemot, Deputy CEO	Management	Against
8	2023 Remuneration of Michel Guillemot, Deputy CEO	Management	Against
9	2023 Remuneration of Gérard Guillemot, Deputy CEO	Management	Against
10	2023 Remuneration of Christian Guillemot, Deputy CEO	Management	Against
11	2024 Remuneration Policy (Chair and CEO)	Management	For
12	2024 Remuneration Policy (Deputy CEOs)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	Elect Yves Guillemot	Management	For
15	Elect Claude Guillemot	Management	Against
16	Elect Gérard Guillemot	Management	Against
17	Elect John Parkes	Management	For
18	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

26	Employee Stock Purchase Plan	Management	For
27	Stock Purchase Plan for Overseas Employees	Management	For
28	Stock Purchase Plan (Custodian Institutions)	Management	For
29	Global Ceiling on Capital Increases and Debt Issuance	Management	For
30	Authorisation of Legal Formalities	Management	For

DCC PLC

Annual

ISIN IE0002424939 Meeting Date 11-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03	Remuneration Report	Management	For
04	Remuneration Policy	Management	For
05A	Elect Laura Angelini	Management	For
05B	Elect Mark Breuer	Management	For
05C	Elect Katrina Cliffe	Management	For
05D	Elect Caroline Dowling	Management	For
05E	Elect Lily Liu	Management	Against
05F	Elect Kevin Lucey	Management	For
05G	Elect Donal Murphy	Management	For
05H	Elect Alan Ralph	Management	For
05I	Elect Mark Ryan	Management	For
06	Authority to Set Auditor's Fees	Management	For
07	Authority to Issue Shares w/ Preemptive Rights	Management	For
08	Authority to Issue Shares w/o Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

09	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
10	Authority to Repurchase Shares	Management	For
11	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For

LPP SA

Annual

ISIN PLLPP0000011 Meeting Date 12-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Opening of Meeting; Election of Presiding Chair	Management	For
2	Compliance with Rules of Convocation; Attendance List	Management	For
3	Agenda	Management	For
4.A	Presentation of Supervisory Board Report on Agendaltems	Management	For
4.B	Presentation of Supervisory Board Report onManagement Board Report	Management	For
4.C	Presentation of Supervisory Board Report on FinancialStatements	Management	For
4.D	Presentation of Supervisory Board Report on FinancialStatements (Consolidated)	Management	For
4.E	Presentation of Allocation of Profits	Management	For
4.F	Presentation of Supervisory Board Report on Allocation of Profits	Management	For
4.G	Presentation of Supervisory Board Report on Company's Standings (Control, Audit, Risk Management	Management	For
4.H	Presentation of Supervisory Board Report on itsActivities	Management	For
4.I	Presentation of Supervisory Board Report on Corporate Governance	Management	For
4.J	Presentation of Supervisory Board Report onCompany's Policy on Charity and Sponsors Management	Management	For
5	Management Board Report	Management	For
6	Supervisory Board Report	Management	For
7	Financial Statements	Management	For
8	Financial Statements (Consolidated)	Management	For
9	Remuneration Report	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Ratification of Management Acts	Management	Abstain
11	Ratification of Supervisory Board Acts	Management	Abstain
12	Allocation of Dividends	Management	For
13	Changes to Management Board Composition	Management	Against

AUTODESK INC.

Annual

ISIN US0527691069 Meeting Date 16-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Andrew Anagnost	Management	For
1b.	Elect Karen Blasing	Management	For
1c.	Elect Reid French	Management	For
1d.	Elect Ayanna M. Howard	Management	For
1e.	Elect Blake J. Irving	Management	For
1f.	Elect Mary T. McDowell	Management	Against
1g.	Elect Stephen D. Milligan	Management	For
1h.	Elect Lorrie M. Norrington	Management	Against
1i.	Elect Elizabeth S. Rafael	Management	Against
1j.	Elect Rami Rahim	Management	Against
1k.	Elect Stacy J. Smith	Management	For
2.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	Against
4.	Adoption of Right to Call a Special Meeting	Management	Abstain
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	For

ABEO SA

Mix

ISIN FR0013185857 Meeting Date 16-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Board Acts	Management	For
4	Allocation of Losses/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2023 Remuneration of Olivier Estèves, Chair and CEO	Management	For
7	2024 Remuneration Policy (Chair and CEO)	Management	For
8	2024 Remuneration Policy (Board of Directors)	Management	For
9	2024 Directors' Fees	Management	For
10	Elect Olivier Estèves	Management	Against
11	Elect Jacques Janssen	Management	For
12	Appointment of Auditor for Sustainability Reporting (BM&A)	Management	For
13	Appointment of Auditor for Sustainability Reporting (EY)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo Management		Against
20	Greenshoe	Management	Against
21	Authority to Set Offering Price of Shares	Management	Against
22	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
23	Authority to Grant Stock Options	Management	Against
24	Authority to Issue Performance Shares	Management	Against
25	Employee Stock Purchase Plan	Management	For
26	Authorisation of Legal Formalities	Management	For

CONSTELLATION BRANDS INC

Annual

ISIN US21036P2074 Meeting Date 17-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Christopher J. Baldwin	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Christy Clark	Management	For
1c.	Elect Jennifer M. Daniels	Management	Against
1d.	Elect Nicholas I. Fink	Management	Against
1e.	Elect William T. Giles	Management	For
1f.	Elect Ernesto M. Hernández	Management	For
1g.	Elect José Manuel Madero Garza	Management	For
1h.	Elect Daniel J. McCarthy	Management	For
1i.	Elect William A. Newlands	Management	For
1j.	Elect Richard Sands	Management	For
1k.	Elect Robert Sands	Management	For
1l.	Elect Judy A. Schmeling	Management	Against
1m.	Elect Luca Zaramella	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Report on Water Risk Exposure	Shareholder	For
5.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	For
6.	Shareholder Proposal Regarding Report on Circular Economy for Packaging	Shareholder	For

EXPERIAN PLC

Annual

ISIN GB00B19NLV48

Meeting Date 17-Jul-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Elect Craig Boundy	Management	For
4	Elect Alison Brittain	Management	For
5	Elect Brian Cassin	Management	For
6	Elect Kathleen DeRose	Management	For
7	Elect Caroline F. Donahue	Management	For
8	Elect Luiz Fernando Vendramini Fleury	Management	For
9	Elect Jonathan Howell	Management	Against
10	Elect Esther S. Lee	Management	For
11	Elect Louise Pentland	Management	For
12	Elect Lloyd Pitchford	Management	For
13	Elect Mike Rogers	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For

REMY COINTREAU SA

Mix

ISIN FR0000130395 **Meeting Date** 18-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Scrip Dividend	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Bruno Pavlosky	Management	For
7	Elect Marc Verspyck	Management	For
8	Elect Caroline Bois	Management	For
9	Elect Elie Hériard Dubreuil	Management	For
10	Elect Pierre Bidart	Management	For
11	2023 Remuneration Report	Management	Against
12	2023 Remuneration of Marie-Amélie de Leusse, Chair	Management	For
13	2023 Remuneration of Éric Vallat, CEO	Management	Against
14	2024 Remuneration Policy (Chair)	Management	For
15	2024 Remuneration Policy (CEO)	Management	Against
16	2024 Remuneration Policy (Board of Directors)	Management	Against
17	Appointment of Auditor (PwC)	Management	For
18	Appointment of Auditor for Sustainability Reporting (ACA Nexia)	Management	For
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; w/ Priority Subsc	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
24	Greenshoe	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

25	Authority to Set Offering Price of Shares	Management	Against
26	Authority to Increase Capital in Case of Exchange Offers	Management	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
28	Authority to Increase Capital Through Capitalisations	Management	For
29	Employee Stock Purchase Plan	Management	For
30	Authority to Issue Performance Shares	Management	Against
31	Authorisation of Legal Formalities	Management	For

JOHNSON MATTHEY PLC

Annual

ISIN GB00BZ4BQC70 Meeting Date 18-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Liam Condon	Management	For
5	Elect Rita Forst	Management	For
6	Elect Jane Griffiths	Management	For
7	Elect Barbara S. Jeremiah	Management	For
8	Elect Xiaozhi Liu	Management	For
9	Elect John O'Higgins	Management	For
10	Elect Stephen Oxley	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Patrick W. Thomas	Management	For
12	Elect Doug Webb	Management	For
13	Appointment of Auditor	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Authorisation of Political Donations	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

POWSZECHNY ZAKLAD UBEZPIECZEN SA

Annual

ISIN PLPZU0000011 Meeting Date 18-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1.1	Ratify Ernest Bejda	Management	Abstain
1.2	Ratify Malgorzata Kot	Management	Abstain
1.3	Ratify Beata Kozlowska-Chyla	Management	Abstain
1.4	Ratify Krzysztof Kozlowski	Management	Abstain
1.5	Ratify Tomasz Kulik	Management	Abstain
1.6	Ratify Piotr Nowak	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.7	Ratify Maciej Rapkiewicz	Management	Abstain
1.8	Ratify Malgorzata Sadurska	Management	Abstain
2.1	Ratify Marcin Chludzinski	Management	Abstain
2.2	Ratify Pawel Gorecki	Management	Abstain
2.3	Ratify Agata Gornicka	Management	Abstain
2.4	Ratify Robert Jastrzebski	Management	Abstain
2.5	Ratify Marcin Kubicza	Management	Abstain
2.6	Ratify Elzbieta Maczynska-Ziemacka	Management	Abstain
2.7	Ratify Krzysztof Opolski	Management	Abstain
2.8	Ratify Radoslaw Sierpinski	Management	Abstain
2.9	Ratify Robert Snitko	Management	Abstain
2.10	Ratify Piotr Wachowiak	Management	Abstain
2.11	Ratify Jozef Wierzbowski	Management	Abstain
2.12	Ratify Maciej Zaborowski	Management	Abstain
3.1	Ratify Przemyslaw Dabrowski	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.2	Ratify Rafal Grodzicki	Management	Abstain
3.3	Ratify Witold Jaworski	Management	Abstain
3.4	Ratify Andrzej Klesyk	Management	Abstain
3.5	Ratify Dariusz Krzewina	Management	Abstain
3.6	Ratify Tomasz Tarkowski	Management	Abstain
3.7	Ratify Ryszard Trepczynski	Management	Abstain
3.8	Ratify Zbigniew Cwiakalski	Management	Abstain
3.9	Ratify Zbigniew Derdziuk	Management	Abstain
3.10	Ratify Dariusz Filar	Management	Abstain
3.11	Ratify Dariusz Kacprzyk	Management	Abstain
3.12	Ratify Jakub Karnowski	Management	Abstain
3.13	Ratify Aleksandra Magaczewska	Management	Abstain
3.14	Ratify Tomasz Zganiacz	Management	Abstain
4.1	Approve Individual Suitability of Anita Elzanowska	Management	For
4.2	Approve Individual Suitability of Andrzej Kaleta	Management	For
4.3	Approve Individual Suitability of Anna Machnikowska	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4.4	Approve Individual Suitability of Adam Uszpolewicz	Management	For
4.5	Approve Individual Suitability of Filip Gorczyca	Management	For
4.6	Approve Individual Suitability of Marcin Kubicza	Management	For
4.7	Approve Individual Suitability of Malgorzata Kurzynoga	Management	For
4.8	Approve Individual Suitability of Michal Bernaczyk	Management	For
4.9	Approve Individual Suitability of Michal Jonczynski	Management	For
4.10	Approve Individual Suitability of Wojciech Olejniczak	Management	For
4.11	Assessment of Collective Suitability of the Supervisory Board	Management	For
5	Amendments to Policy on Assessment of Suitability of Supervisory Board and Audit Com	Management	For
6.1	Remove a Supervisory Board Member	Management	Against
6.2	Election of Supervisory Board Member	Management	Against
7	Approval of Collective Suitability of Supervisory Board	Management	Against
8	Remuneration Report	Management	Against

SOGEFI SPA

Mix

ISIN IT0000076536 **Meeting Date** 18-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Special Dividend	Management	For
0020	Amendments to Articles	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BLACKROCK ASSET MANAGEMENT IRELAND LIMITED

Annual

ISIN IE0005042456 Meeting Date 19-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For
4	Elect Ros O'Shea	Management	For
5	Elect Pdraig Kenny	Management	For
6	Elect Deirdre Somers	Management	For
7	Elect William McKechnie	Management	For
8	Elect Peter Vivian	Management	For

POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA

Annual

ISIN PLPKO0000016 Meeting Date 23-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Presentation of Accounts and Reports and ProfitDistribution Proposal	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Presentation of Accounts and Reports (Consolidated)	Management	For
7	Presentation of Supervisory Board Report	Management	For
8	Presentation of Supervisory Board Report (RemunerationPolicy; Corporate Governance)	Management	For
9.A	Financial Statements	Management	For
9.B	Management Board Report	Management	For
9.C	Financial Statements (Consolidated)	Management	For
9.D	Supervisory Board Report	Management	For
9.E	Allocation of Dividends	Management	For
9.F	Allocation of Dividends	Management	For
10	Remuneration Report	Management	Against
11	Ratification of Management Board Acts	Management	Abstain
12	Ratification of Supervisory Board Acts	Management	Abstain
13	Adequacy Assessment of Supervisory Board Regulations	Management	For
14	Amendments to Articles	Management	For
15	Amendments to Resolution on Approval of Corporate Governance Rules for Supervised I	Management	For
16	Approval of Policy on Assessment of Suitability ofSupervisory Board Candidates	Management	For
17	Assessment of Individual Suitability of Supervisory Board Candidates and Members	Management	Abstain
18	Amendments to Resolution on Remuneration Policy	Management	For
19	Changes to Supervisory Board Composition	Management	Abstain
20	Assessment of Collegial Suitability of the Supervisory Board	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SOITEC

Mix

ISIN FR0013227113 Meeting Date 23-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Elect Frédéric B. Lissalde	Management	Against
5	Elect Françoise Chombar	Management	For
6	Elect Satoshi Onishi	Management	For
7	Elect Shuo Zhang	Management	For
8	Supplementary Retirement Benefits (Pierre Barnabé, CEO)	Management	For
9	2023 Remuneration Report	Management	Against
10	2023 Remuneration of Éric Meurice, Chair	Management	For
11	2023 Remuneration of Pierre Barnabé, CEO	Management	Against
12	2024 Remuneration Policy (Chair)	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	2024 Remuneration Policy (CEO)	Management	For
15	Related Party Transactions (Éric Meurice)	Management	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investo	Management	For
19	Employee Stock Purchase Plan	Management	For
20	Authority to Issue Performance Shares	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Authorisation of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

HSBC SECURITIES SERVICES (IRELAND) DESIGNATED ACTIVITY COMPANY

Annual

ISIN IE00BKY40J65 **Meeting Date** 24-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor	Management	For
3	Authority to Set Auditor's Fees	Management	For

WAVESTONE

Mix

ISIN FR0013357621 **Meeting Date** 25-Jul-24

Meeting Note

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Marie-Ange Verdickt	Management	Against
6	Elect Graciana Petersen	Management	For
7	Appointment of Auditor for Sustainability Reporting (Aca Nexia)	Management	For
8	2023 Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	2023 Remuneration of Pascal Imbert, Chair and CEO	Management	For
10	2023 Remuneration of Patrick Hirigoyen, Deputy CEO	Management	For
11	2023 Remuneration of Karsten Höppner, Deputy CEO	Management	For
12	2024 Directors' Fees	Management	For
13	2024 Remuneration Policy (Board of Directors)	Management	For
14	2024 Remuneration Policy (Chair and CEO)	Management	For
15	2024 Remuneration Policy (Patrick Hirigoyen, Deputy CEO)	Management	For
16	2024 Remuneration Policy (Karsten Höppner, Deputy CEO)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; w/ Priority Subsc	Management	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
22	Greenshoe (Proposal 19.00)	Management	For
23	Greenshoe (Proposal 20.00)	Management	For
24	Greenshoe (Proposal 21.00)	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
26	Authority to Increase Capital in Case of Exchange Offers	Management	For
27	Employee Stock Purchase Plan	Management	Against
28	Global Ceiling on Capital Increases and Debt Issuances	Management	For
29	Authority to Increase Capital Through Capitalisations	Management	For
30	Authorisation of Legal Formalities	Management	For

OMV PETROM SA

Ordinary

ISIN ROSNPPACNOR9

Meeting Date 25-Jul-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1	Allocation of Dividends	Management	For
2	Approval of Registration Date and Ex-Date	Management	For
3	Approval of Payment Date	Management	For
4	Authorization of Legal Formalities	Management	For

PGE POLSKA GRUPA ENERGETYCZNA SA

Annual

ISIN PLPGER000010 Meeting Date 25-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Withdrawal from the Election of Scrutiny Commission	Management	For
6	Financial Statements	Management	For
7	Financial Statements (Consolidated)	Management	For
8	Management Board Report	Management	For
9	Coverage of Losses	Management	For
10	Report on Supervisory Board Activities	Management	For
11	Supervisory Board Report	Management	For
12	Remuneration Report	Management	Against
13	Ratification of Management and Supervisory Board Acts	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NACON S.A.

Mix

ISIN FR0013482791 Meeting Date 26-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Alain Falc, Chair and CEO	Management	For
7	2023 Remuneration of Laurent Honoret, Deputy CEO	Management	Against
8	2024 Remuneration Policy (Chair and CEO)	Management	Against
9	2024 Remuneration Policy (Deputy CEO)	Management	Against
10	2024 Remuneration Policy (Board of Directors)	Management	For
11	2024 Directors' Fees	Management	For
12	Appointment of Auditor for Sustainability Reporting (Fiduciaire Métropole Audit)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authorisation of Legal Formalities	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Greenshoe	Management	Against
19	Authority to Set Offering Price of Shares	Management	Against
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Management	Against
23	Employee Stock Purchase Plan	Management	For
24	Global Ceiling on Capital Increases and Debt Issuances	Management	For
25	Authority to Issue Restricted Shares	Management	Against
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authorisation of Legal Formalities	Management	For

BIGBEN INTERACTIVE

Mix

ISIN FR0000074072 Meeting Date 26-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Jean Christophe Thiery	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6	Elect Alain Falc	Management	Against
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Alain Falc, Chair	Management	For
9	2023 Remuneration of Fabrice Lemesre, CEO	Management	For
10	2023 Remuneration of Michel Bassot, Deputy CEO	Management	For
11	2024 Remuneration Policy (Chair)	Management	For
12	2024 Remuneration Policy (CEO)	Management	For
13	2024 Remuneration Policy (Deputy CEO)	Management	For
14	2024 Remuneration Policy (Board of Directors)	Management	For
15	2024 Directors' Fees	Management	For
16	Appointment of Auditor for Sustainability Reporting (Fiduciaire Métropole Audit)	Management	For
17	Authority to Repurchase and Reissue Shares	Management	Against
18	Authorisation of Legal Formalities	Management	For
19	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights	Management	Against
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Against
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
22	Greenshoe	Management	Against
23	Authority to Set Offering Price of Shares	Management	Against
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
25	Authority to Increase Capital Through Capitalisations	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

26	Authority to Increase Capital in Case of Exchange Offers	Management	Against
27	Employee Stock Purchase Plan	Management	Against
28	Global Ceiling on Capital Increases	Management	For
29	Authority to Issue Restricted Shares	Management	Against
30	Authority to Cancel Shares and Reduce Capital	Management	For
31	Authorisation of Legal Formalities	Management	For

LINDE PLC

Annual

ISIN BRL1INBDR006 Meeting Date 30-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Stephen F. Angel	Management	Against
1b.	Elect Sanjiv Lamba	Management	For
1c.	Elect Ann-Kristin Achleitner	Management	For
1d.	Elect Thomas Enders	Management	For
1e.	Elect Hugh Grant	Management	For
1f.	Elect Joe Kaeser	Management	For
1g.	Elect Victoria E. Ossadnik	Management	For
1h.	Elect Paula Rosput Reynolds	Management	For
1i.	Elect Alberto Weisser	Management	For
1j.	Elect Robert L. Wood	Management	For
2a.	Ratification of Auditor	Management	For
2b.	Authority to Set Auditor's Fees	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	For
4.	Determination of Price Range for Re-allotment of Treasury Shares	Management	For

MCKESSON CORPORATION

Annual

ISIN US58155Q1031 Meeting Date 31-Jul-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Richard H. Carmona	Management	For
1b.	Elect Dominic J. Caruso	Management	For
1c.	Elect W. Roy Dunbar	Management	For
1d.	Elect Deborah Dunsire	Management	For
1e.	Elect James H. Hinton	Management	For
1f.	Elect Donald R. Knauss	Management	For
1g.	Elect Bradley E. Lerman	Management	For
1h.	Elect Maria Martinez	Management	Against
1i.	Elect Kevin M. Ozan	Management	For
1j.	Elect Brian S. Tyler	Management	For
1k.	Elect Kathleen Wilson-Thompson	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

6. Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reprod Shareholder Abstain

ELECTRONIC ARTS, INC.

Annual

ISIN US2855121099 **Meeting Date** 01-Aug-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Kofi A. Bruce	Management	For
1b.	Elect Rachel A. Gonzalez	Management	For
1c.	Elect Jeffrey T. Huber	Management	For
1d.	Elect Talbott Roche	Management	For
1e.	Elect Richard A. Simonson	Management	For
1f.	Elect Luis A. Ubiñas	Management	Against
1g.	Elect Heidi J. Ueberroth	Management	For
1h.	Elect Andrew Wilson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2019 Equity Incentive Plan	Management	For

UBS (IRL) FUND SOLUTIONS PLC

Special

ISIN IE00BHXMH11 **Meeting Date** 20-Aug-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1	Share Sub-Division	Management	Abstain

PROSUS NV

Annual

ISIN NL0013654783 Meeting Date 21-Aug-24

Meeting Note

Proposal Number	Proposal	Proponent	Vote decision
3.	Remuneration Report	Management	Against
4.	Accounts and Reports	Management	For
5.	Allocation of Dividends	Management	For
6.	Ratification of Executives' Acts	Management	Abstain
7.	Ratification of Non-Executives' Acts	Management	Abstain
8.	Executive Remuneration Policy	Management	Against
9.	Non-Executive Remuneration Policy	Management	For
10.	Elect Fabricio Bloisi to the board of directors	Management	Against
11.1.	Elect Hendrik J. du Toit to the Board of Directors	Management	Against
11.2.	Elect Craig Enenstein to the Board of Directors	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11.3.	Elect Angeliem Kemna to the Board of Directors	Management	For
11.4.	Elect Nolo Letele to the Board of Directors	Management	For
11.5.	Elect Roberto Oliveira de Lima to the Board of Directors	Management	For
12.	Appointment of Auditor	Management	For
13.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
14.	Authority to Repurchase Shares	Management	For
15.	Cancellation of Shares	Management	For

UBS (IRL) FUND SOLUTIONS PLC

Annual

ISIN IE00BHXMHL11 Meeting Date 23-Aug-24

Meeting Note

Proposal Number	Proposal	Proponent	Vote decision
1	Appointment of Auditor	Management	For
2	Authority to Set Auditor's Fees	Management	For

BRITVIC

Court

ISIN GB00B0N8QD54 Meeting Date 27-Aug-24

Proposal Number	Proposal	Proponent	Vote decision
1	Scheme of Arrangement	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BLACKROCK ASSET MANAGEMENT IRELAND LIMITED

Special

ISIN IE00B3F81R35 **Meeting Date** 27-Aug-24

Proposal Number	Proposal	Proponent	Vote decision
1	Amendments to Constitution	Management	For

ISHARES III PLC

Special

ISIN IE00BKT6FV49 **Meeting Date** 27-Aug-24

Proposal Number	Proposal	Proponent	Vote decision
1	Amendments to Constitution	Management	For

BRITVIC

Special

ISIN GB00B0N8QD54 **Meeting Date** 27-Aug-24

Proposal Number	Proposal	Proponent	Vote decision
1	Authority to Give Effect to the Scheme; Amendments to Articles	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SESA S.P.A.

Mix

ISIN IT0004729759 Meeting Date 28-Aug-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Accounts and Reports	Management	For
0020	Allocation of Dividends	Management	For
0030	Remuneration Policy	Management	Against
0040	Remuneration Report	Management	Against
0050	Authority to Repurchase and Reissue Shares	Management	For
0060	Board Size	Management	Against
0070	Board Term Length	Management	For
008A	List Presented by ITH S.p.A.	Management	Abstain
008B	List Presented by Group of Institutional Investors representing 3.87% of Share Capital	Management	For
0090	Election of Chair of Board of Directors	Management	Abstain
0100	Directors' Fees	Management	Abstain
0110	Amendments to Articles	Management	Against
0120	Amendments to Article 7 (Delete Limitations of Loyalty Shares)	Management	Against
0130	Amendments to Article 7 (Loyalty Shares)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

DIASORIN S.P.A.

Mix

ISIN IT0003492391 Meeting Date 04-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Appointment of Auditor and Authority to Set Fees	Management	For
0020	Amendments to Articles (Closed-Door Meetings)	Management	Against
0030	Amendments to Articles	Management	For

ASCENTIAL PLC

Court

ISIN GB00BQFH6320 Meeting Date 04-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Scheme of Arrangement (Acquisition by Ascential plc)	Management	For

ASCENTIAL PLC

Special

ISIN GB00BQFH6320 Meeting Date 04-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Board Authority to Give Effect to the Scheme	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2 Approve Re-registration of the Company

Management

For

GENERALFINANCE S.P.A

Special

ISIN IT0005144784 Meeting Date 06-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Amendments to Articles	Management	Against

BANK POLSKA KASA OPIEKI SA

Special

ISIN PLPEKAO00016 Meeting Date 06-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Shareholder	Abstain
6	Assessment of Collective Suitability of the Supervisory Board	Management	Against
7	Coverage of Meeting Costs	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DECKERS OUTDOOR CORP.

Annual

ISIN US2435371073 Meeting Date 09-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Michael F. Devine, III	Management	For
1b.	Elect David A. Burwick	Management	For
1c.	Elect Stefano Caroti	Management	For
1d.	Elect Nelson C. Chan	Management	For
1e.	Elect Cynthia L. Davis	Management	For
1f.	Elect Juan R. Figuereo	Management	For
1g.	Elect Maha S. Ibrahim	Management	For
1h.	Elect Victor Luis	Management	For
1i.	Elect David Powers	Management	For
1j.	Elect Lauri M. Shanahan	Management	For
1k.	Elect Bonita C. Stewart	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Approval of the 2024 Employee Stock Purchase Plan	Management	For
5.	Approval of the 2024 Stock Incentive Plan	Management	For
6.	Stock Split	Management	For

WIX.COM LTD

Annual

ISIN IL0011301780 Meeting Date 09-Sep-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Francesco de Mojana	Management	For
1b.	Elect Ron Gutler	Management	Against
1c.	Elect Gavin Patterson	Management	For
2.	Amendments to Articles	Management	Against
3.	Appointment of Auditor and Authority to Set Fees	Management	For

GEN DIGITAL INC

Annual

ISIN US6687711084 Meeting Date 10-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Susan P. Barsamian	Management	For
1b.	Elect Pavel Baudis	Management	For
1c.	Elect Eric K. Brandt	Management	For
1d.	Elect Frank E. Dangeard	Management	For
1e.	Elect Nora M. Denzel	Management	For
1f.	Elect Peter A. Feld	Management	For
1g.	Elect Emily Heath	Management	For
1h.	Elect Vincent Pilette	Management	For
1i.	Elect Sherrese M. Smith	Management	For
1j.	Elect Ondrej Vleck	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4. Amendment to the 2013 Equity Incentive Plan Management For

NIKE, INC.

Annual

ISIN US6541061031 Meeting Date 10-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Cathleen A. Benko	Management	For
1b.	Elect John W. Rogers, Jr.	Management	For
1c.	Elect Robert Holmes Swan	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For
5.	Shareholder Proposal Regarding Report on Supply Chain Management	Shareholder	For
6.	Shareholder Proposal Regarding Worker-Driven Social Responsibility	Shareholder	Abstain
7.	Shareholder Proposal Regarding Report on Sustainability Targets and Strategy	Shareholder	For
8.	Shareholder Proposal Regarding Partnership Congruency With Fiduciary Duties	Shareholder	Abstain

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ECONOCOM GROUP SE

Special

ISIN BE0974313455 **Meeting Date** 10-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1.	Approval of the Equity Compensation Plan	Management	Against
2.	Authorization of Legal Formalities	Management	For

NETAPP INC

Annual

ISIN US64110D1046 **Meeting Date** 11-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect T. Michael Nevens	Management	Against
1b.	Elect Deepak Ahuja	Management	For
1c.	Elect Anders Gustafsson	Management	For
1d.	Elect Gerald D. Held	Management	For
1e.	Elect Deborah L. Kerr	Management	For
1f.	Elect George Kurian	Management	For
1g.	Elect Carrie Palin	Management	For
1h.	Elect Scott F. Schenkel	Management	For
1i.	Elect June Yang	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Amendment to the 2021 Equity Incentive Plan	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

SNGN ROMGAZ SA

Special

ISIN ROSNGNACNOR3 **Meeting Date** 11-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Delisting of GDRs from London Stock Exchange	Management	For
2	Authorization of Legal Formalities (Delisting of GDRs)	Management	For
3	Approve Amended Articles of Romgaz Black Sea Limited	Management	For
4	Increase in Share Capital of S.C. Depomures S.A.	Management	For
5	Amendments to S.C. Depomures S.A. Articles	Management	For
6	Authorization of Legal Formalities	Management	For

POUJOLAT

Mix

ISIN FR0000066441 **Meeting Date** 11-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Frédéric Coirier, Hedwige de Penfentenyo, Florence Coirier, Brigitte Coirier and Jérôme Coirier	Management	Against
6	Appointment of Auditor (Groupe Y Audit)	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7	2024 Directors' Fees	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For
9	Authority to Issue Shares w/ Preemptive Rights	Management	For
10	Authority to Issue Shares w/o Preemptive Rights	Management	Against
11	Authority to Issue Shares Through Private Placement	Management	Against
12	Greenshoe	Management	Against
13	Authorisation of Legal Formalities	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 11-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Loan Agreement Extension	Management	For
2	Conversion of Receivables into RBLS shares	Management	For
3	Subscription of RBLS Shares	Management	For
4	Approval to Exercise Preferential Right (S.C. Depomures S.A.)	Management	For
5	Liability Action Against Former CEO	Management	For
6	Approval of Procurement of Legal Services	Management	For
7	Presentation of Related Party Transactions (BankingCompanies)	Management	For
8	Presentation of Related Party Transactions (PublicCompanies)	Management	For
9	Authorization of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

DOVALUES S.P.A

Mix

ISIN IT0001044996 **Meeting Date** 11-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Authority to Issue Shares w/ Preemptive Rights	Management	For
0020	Authority to Issue Convertible Bonds w/o Preemptive Rights	Management	For
0030	Reverse Stock Split	Management	For
0040	Amendments to Articles	Management	For
0050	Amendments to Articles	Management	Against
0060	Board Size	Management	For
0070	Election of Two Directors	Management	For
0080	Directors' fees	Management	For
0090	Amendment to the 2022-2024, 2023-2025 and 2024-2026 LTIP	Management	For

OPEN TEXT CORP

Annual

ISIN CA6837151068 **Meeting Date** 12-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1A	Elect P. Thomas Jenkins	Management	For
1B	Elect Mark J. Barrenechea	Management	For
1C	Elect Randy Fowlie	Management	Against
1D	Elect David Fraser	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1E	Elect Robert Hau	Management	For
1F	Elect Goldy Hyder	Management	For
1G	Elect Ann M. Powell	Management	For
1H	Elect Annette P. Rippert	Management	For
1I	Elect Stephen Sadler	Management	Against
1J	Elect Katharine B. Stevenson	Management	For
1K	Elect Deborah Weinstein	Management	Against
2	Appointment of Auditor	Management	For
3	Amendment to the Employee Stock Purchase Plan	Management	For
4	Advisory Vote on Executive Compensation	Management	Against

DEFENCE TECH HOLDING S.P.A

Annual

ISIN IT0005461329 **Meeting Date** 12-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Ratification of Co-option of Directors	Management	For
0020	Elect Pier Andrea Chevallard as Chair	Management	Against
0030	Board of Statutory Auditors' Size (Effective Auditors)	Management	For
0040	Election of Statutory Auditors	Management	Abstain
0050	Statutory Auditors' Fees	Management	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NEXI S.P.A.

Mix

ISIN	IT0005366767	Meeting Date	12-Sep-24
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Proposal Number	Proposal	Proponent	Vote decision
0010	Ratification of Co-Option of Luca Velussi	Management	For
0020	Amendments to Article 10 (Closed-door Meetings)	Management	Against

MEDINCELL S.A.

Mix

ISIN	FR0004065605	Meeting Date	12-Sep-24
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Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Special Auditors Report on Regulated Agreements	Management	Against
5	2023 Remuneration Report	Management	Against
6	2023 Remuneration of Christophe Douat, Management Board Chair	Management	Against
7	2023 Remuneration of Franck Pouzache, Management Board Member	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	2023 Remuneration of Jaime Arango, Management Board Member	Management	Against
9	2023 Remuneration of Anh Nguyen, Supervisory Board Chair (Until February 15, 2024)	Management	For
10	2023 Remuneration of Olivier-Sabri Markabi, Supervisory Board Chair (From February 15, 2024)	Management	For
11	2023 Remuneration of Philippe Guy, Supervisory Board Chair (Since March 11, 2024)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	Against
13	Change in Corporate Structure	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investor)	Management	Against
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
19	Authority to Set Offering Price of Shares	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital Through Capitalisations	Management	Against
22	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
23	Authority to Increase Capital in Case of Exchange Offers	Management	Against
24	Global Ceiling on Capital Increases and Debt Issuances	Management	For
25	Authority to Grant Stock Options	Management	Against
26	Authority to Grant Warrants	Management	Against
27	Authority to Issue Restricted Shares	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

28	Global Ceiling on Capital Increases for Equity Compensation Plans	Management	For
29	Employee Stock Purchase Plan	Management	Against
30	Amendments to Articles Regarding Change in Company Name	Management	For
31	Authorisation of Legal Formalities	Management	For
32	Adoption of New Articles	Management	For
33	Elect Christophe Douat	Management	For
34	Elect Philippe Guy	Management	For
35	Elect Olivier Sabri Markabi	Management	For
36	Elect Virginie Lleu	Management	For
37	Elect Tone Kvale	Management	For
38	Elect Elisabeth Kogan	Management	For
39	2024 Directors' Fees	Management	For
40	2024 Remuneration Policy (Chair)	Management	For
41	2024 Remuneration Policy (CEO)	Management	For
42	2024 Remuneration Policy (Board of Directors)	Management	For
43	Elect Elisabeth Kogan	Management	For
44	Elect Olivier Sabri Markabi	Management	For
45	2024 Remuneration Policy (Management Board Chair)	Management	For
46	2024 Remuneration Policy (Management Board Members)	Management	For
47	2024 Supervisory Board Members' Fees	Management	For
48	2024 Remuneration Policy (Supervisory Board Chair)	Management	For
49	2024 Remuneration Policy (Supervisory Board Members)	Management	For

REPLY SPA

Special

ISIN IT0005282865

Meeting Date 17-Sep-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
0010	Amendments to Article 12 (Closed-Door Meetings)	Management	Against
0020	Amendments to Article 12 (Additional Voting Rights)	Management	Against
0030	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	Management	Against

FERMENTALG

Annual

ISIN FR0011271600 Meeting Date 17-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Elect Bpifrance Participations (Caroline Label) as Censor	Management	Against
2	Elect Givaudan (Ann Leonard) as Censor	Management	Against
3	Elect Huvepharma Eood (Anguel Jeliaskov Ivanov) as Director	Management	For
4	Amendment to the 2024 Remuneration Policy (CEO)	Management	Against
5	Authorisation of Legal Formalities	Management	For

CONAGRA BRANDS INC

Annual

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US2058871029 Meeting Date 18-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Anil Arora	Management	For
1b.	Elect Thomas K. Brown	Management	For
1c.	Elect Emanuel Chirico	Management	For
1d.	Elect Sean M. Connolly	Management	For
1e.	Elect George Dowdie	Management	For
1f.	Elect Fransisco Fraga	Management	For
1g.	Elect Fran Horowitz	Management	Against
1h.	Elect Richard H. Lenny	Management	Against
1i.	Elect Melissa B. Lora	Management	For
1j.	Elect Ruth Ann Marshall	Management	Against
1k.	Elect Denise A. Paulonis	Management	Against
2.	Amendment Regarding Officer Exculpation	Management	Against
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Ratification of Auditor	Management	For

TAKE-TWO INTERACTIVE SOFTWARE, INC.

Annual

ISIN US8740541094 Meeting Date 18-Sep-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Strauss Zelnick	Management	For
1b.	Elect Michael Dornemann	Management	For
1c.	Elect J Moses	Management	Against
1d.	Elect Michael Sheresky	Management	Against
1e.	Elect LaVerne Srinivasan	Management	For
1f.	Elect Susan M. Tolson	Management	For
1g.	Elect Paul Viera	Management	For
1h.	Elect Roland A. Hernandez	Management	For
1i.	Elect William Gordon	Management	For
1j.	Elect Ellen F. Siminoff	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

GAMES WORKSHOP GROUP PLC

Annual

ISIN GB0003718474 Meeting Date 18-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Elect Kevin D. Rountree	Management	For
3	Elect John R. Brewis	Management	For
4	Elect Karen E. Marsh	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Elect Randal Casson	Management	For
6	Elect Mark Lam	Management	For
7	Elect Elizabeth Harrison	Management	For
8	Appointment of Auditor	Management	For
9	Authority to Set Auditor's Fees	Management	For
10	Remuneration Report	Management	Against
11	Remuneration Policy	Management	Against
12	Authority to Issue Shares w/ Preemptive Rights	Management	For
13	Authority to Issue Shares w/o Preemptive Rights	Management	For
14	Authority to Repurchase Shares	Management	For

IG GROUP HOLDINGS PLC

Annual

ISIN GB00B06QFB75 Meeting Date 18-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
01	Accounts and Reports	Management	For
02	Remuneration Report	Management	Against
03	Final Dividend	Management	For
04	Elect Mike McTighe	Management	For
05	Elect Jonathan Moulds	Management	For
06	Elect Rakesh Bhasin	Management	For
07	Elect Andrew Didham	Management	For
08	Elect Wu Gang	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

09	Elect Sally-Ann Hibberd	Management	For
10	Elect Susan E. Skerritt	Management	For
11	Elect Helen Stevenson	Management	For
12	Elect Breon Corcoran	Management	For
13	Elect Marieke Flament	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

WISE PLC

Annual

ISIN GB00BL9YR756 Meeting Date 18-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Remuneration Policy	Management	For
4	Appointment of Auditor	Management	For
5	Authority to Set Auditor's Fees	Management	For
6	Elect David B. Wells	Management	For
7	Elect Kristo Käärman	Management	For
8	Elect Elizabeth G. Chambers	Management	For
9	Elect Terri L. Duhon	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Elect Clare Gilmartin	Management	For
11	Elect Alastair Rampell	Management	For
12	Elect Hooi Ling Tan	Management	For
13	Elect Ingo Jeroen Uytdehaage	Management	Against
14	Authorisation of Political Donations	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For

AUTO TRADER GROUP PLC

Annual

ISIN GB00BVYVFW23 Meeting Date 19-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Remuneration Policy	Management	For
3	Remuneration Report	Management	For
4	Final Dividend	Management	For
5	Elect Matthew Davies	Management	For
6	Elect Nathan Coe	Management	For
7	Elect Jeni Mundy	Management	For
8	Elect Catherine Faiers	Management	For
9	Elect James J. Warner	Management	For
10	Elect Sigridur Sigurdardottir	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Jasvinder Gakkhal	Management	For
12	Elect Geeta Gopalan	Management	For
13	Elect Amanda James	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Long-Term Incentive Plan	Management	For
18	Deferred Bonus Plan	Management	For
19	Approval of the SAYE plan	Management	For
20	Employee Incentive Plan	Management	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
23	Authority to Repurchase Shares	Management	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For

FERREXPO PLC

Special

ISIN GB00B1XH2C03 **Meeting Date** 19-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
01	Elect Vitalii Lisovenko	Management	For

LYXOR ASSET MANAGEMENT LUXEMBOURG S.A.

Special

ISIN LU1829219390 **Meeting Date** 23-Sep-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1	Amendments to Articles Regarding Shareholder Rights	Management	Abstain

LYXOR INTERNATIONAL AM

Special

ISIN LU1563454310 Meeting Date 23-Sep-24

Meeting Note

Proposal Number	Proposal	Proponent	Vote decision
1	Amendments to Articles Regarding Shareholder Rights	Management	Abstain

GENERAL MILLS, INC.

Annual

ISIN US3703341046 Meeting Date 24-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1a.	Elect Benno O. Dorer	Management	For
1b.	Elect C. Kim Goodwin	Management	For
1c.	Elect Jeffrey L. Harmening	Management	For
1d.	Elect Maria G. Henry	Management	For
1e.	Elect Jo Ann Jenkins	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1f.	Elect Elizabeth C. Lempres	Management	For
1g.	Elect John G. Morikis	Management	Against
1h.	Elect Diane L. Neal	Management	For
1i.	Elect Stephen A. Odland	Management	For
1j.	Elect Maria A. Sastre	Management	For
1k.	Elect Eric Sprunk	Management	For
1l.	Elect Jorge A. Uribe	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Disclosure of Regenerative Agriculture Practices	Shareholder	For
5.	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 25-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Presentation of Interim Directors' Report (1H2024)	Management	For
2	Authorization of Legal Formalities	Management	For

PULLUP ENTERTAINMENT

Mix

ISIN FR0012419307 Meeting Date 26-Sep-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Ratification of Acts	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Non Tax-Deductible Expenses	Management	For
4	Allocation of Losses	Management	For
5	Appointment of Auditor (Deloitte)	Management	For
6	Special Auditors Report on Regulated Agreements	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Ca	Management	Against
10	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
12	Greenshoe	Management	Against
14	Authority to Repurchase Shares and Reduce Capital	Management	For
16	Authority to Issue Restricted Shares	Management	Against
18	Global Ceiling on Capital Increases and Debt Issuances	Management	For
19	Authorisation of Legal Formalities	Management	For

ISIN GB0002374006 **Meeting Date** 26-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	For
3	Final Dividend	Management	For
4	Elect Julie Brown	Management	Against
5	Elect Nik Jhangiani	Management	For
6	Elect Melissa Bethell	Management	For
7	Elect Karen Blackett	Management	For
8	Elect Valérie Chapoulaud-Floquet	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9	Elect Debra A. Crew	Management	For
10	Elect Javier Ferrán	Management	For
11	Elect Susan Kilsby	Management	For
12	Elect Sir John A. Manzoni	Management	For
13	Elect Ireena Vittal	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

FIGEAC AERO

Mix

ISIN FR0011665280 Meeting Date 27-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Losses	Management	For
4	Transfer of Reserves	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Ratification of the Co-option of Albert Varenne	Management	For
7	2023 Remuneration Report	Management	For
8	2023 Remuneration of Jean-Claude Maillard, Chair and CEO	Management	Against
9	2024 Remuneration Policy (Chair and CEO)	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	2024 Remuneration Policy (Board of Directors)	Management	For
11	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For
12	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Abstain
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Private Placem	Management	Against
16	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights (Qualified Inve	Management	Against
17	Greenshoe	Management	Against
18	Employee Stock Purchase Plan	Management	For
19	Global Ceiling on Capital Increases	Management	For
20	Authority to Increase Capital in Case of Exchange Offers	Management	Against
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
22	Authority to Issue Convertible Securities w/o Preemptive Rights in Exchange for Financia	Management	Against
23	Authority to Issue Restricted Shares	Management	Against
24	Authority to Grant Stock Options	Management	Against
25	Authority to Increase Capital Through Capitalisations	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For

AURELIUS EQUITY OPPORTUNITIES SE & CO KGAA

Annual

ISIN DE000A0JK2A8 Meeting Date 27-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Accounts and Reports	Management	Against
2	Allocation of Dividends	Management	Against
3	Ratification of Personally Liable Partner Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Ratification of Shareholders' Committee Acts	Management	For
6	Appointment of Auditor	Management	For
7	Change of Company Name	Management	For
8	Supervisory Board Size	Management	Against
9	Amendments to Articles (Record Date)	Management	For
10	Increase in Authorised Capital	Management	For
11	Reverse Stock Split	Management	For
12	Authority to Repurchase and Cancel Shares; Share Capital Reduction	Management	Against

SC FONDUL PROPRIETATEA SA

Special

ISIN ROFPTAACNOR5 Meeting Date 27-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
1	Amendments to Article 19.3	Management	For
2	Amendments to Article 20	Management	For
3	Shareholder Proposal Regarding Repurchase of Shares	Shareholder	Abstain
4	Approval of Ex-Date and Registration Date; Authorization of Legal Formalities	Management	For

SC FONDUL PROPRIETATEA SA

Ordinary

ISIN ROFPTAACNOR5 Meeting Date 27-Sep-24

Proposal Number	Proposal	Proponent	Vote decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	2024 Revised Budget	Management	For
2.1	Elect Nicholas Paris	Management	For
2.2	Elect George-Vladimir Duhan	Management	Abstain
2.3	Elect Marian-Cristian Mocanu	Management	Abstain
2.4	Elect Istvan Sarkany	Management	Abstain
2.5	Elect Ileana-Lacramioara Isarescu	Management	For
2.6	Elect Andrew James Noble	Management	Abstain
3	Appointment of Auditor and Authority to Set Fees	Management	For
4	Approval of Selection Criteria	Management	For
5	Appointment of Selection Advisor	Management	For
6	Approval of Budget for Selection Advisor	Management	For
7	Authorization of Legal Formalities (Proposal 5.00)	Management	For
8	Extension of Fund Manager Mandate	Management	For
10	Shareholder Countermotion Regarding Extension of Fund Manager Mandate	Shareholder	Abstain
11	Approval of Ex-Date and Registration Date; Authorization of Legal Formalities	Management	For

PIOVAN S.P.A.

Annual

ISIN IT0005337958 **Meeting Date** 01-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Acknowledgement of Resignation of Board of Directors	Management	For
0020	Waiver of Liability Action against Resigned Directors	Management	For
0030	Board Size	Management	For
0040	Board Term Length	Management	For
0050	Election of Directors	Management	For
0060	Elect Nicola Piovan as Chair of Board of Directors	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

0070 Directors' Fees

Management

For

KONINKLIJKE KPN NV

Special

ISIN NL0000009082 Meeting Date 01-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
3.	Elect Rob Shuter to the Supervisory Board	Management	For

RPM INTERNATIONAL, INC.

Annual

ISIN US7496851038 Meeting Date 03-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Repeal of Classified Board	Management	For
2.1	Elect Bruce A. Carbonari	Management	Withhold
2.2	Elect Jenniffer D. Deckard	Management	For
2.3	Elect Salvatore D. Fazzolari	Management	Withhold
3.	Advisory Vote on Executive Compensation	Management	Against
4.	Approval of the 2024 Omnibus Equity and Incentive Plan	Management	For
5.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

PROCTER & GAMBLE CO.

Annual

ISIN US7427181091 **Meeting Date** 08-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect B. Marc Allen	Management	For
1b.	Elect M. Brett Biggs	Management	For
1c.	Elect Sheila Bonini	Management	For
1d.	Elect Amy L. Chang	Management	For
1e.	Elect Joseph Jimenez	Management	For
1f.	Elect Christopher Kempczinski	Management	Against
1g.	Elect Debra L. Lee	Management	For
1h.	Elect Terry J. Lundgren	Management	Against
1i.	Elect Christine M. McCarthy	Management	For
1j.	Elect Ashley McEvoy	Management	For
1k.	Elect Jon R. Moeller	Management	For
1l.	Elect Robert J. Portman	Management	For
1m.	Elect Rajesh Subramaniam	Management	Against
1n.	Elect Patricia A. Woertz	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	For
4.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	For

PAYCHEX INC.

Annual

ISIN US7043261079 **Meeting Date** 10-Oct-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Martin Mucci	Management	For
1b.	Elect Thomas F. Bonadio	Management	For
1c.	Elect Joseph G. Doody	Management	For
1d.	Elect John B. Gibson	Management	For
1e.	Elect B. Thomas Golisano	Management	For
1f.	Elect Pamela A. Joseph	Management	Against
1g.	Elect Theresa M. Payton	Management	For
1h.	Elect Kevin A. Price	Management	For
1i.	Elect Joseph M. Tucci	Management	Against
1j.	Elect Joseph M. Velli	Management	For
1k.	Elect Kara Wilson	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

INPOST S.A

Special

ISIN LU2290522684 Meeting Date 10-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Elect Hein Pretorius to the Supervisory Board	Management	For
3	Elect Didier Stoessel to the Supervisory Board	Management	For

INTERNATIONAL PAPER CO.

Special

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN US4601461035 Meeting Date 11-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Merger/Acquisition	Management	For
2.	Right to Adjourn Meeting	Management	For

TELSTRA CORPORATION

Annual

ISIN AU000000TLS2 Meeting Date 15-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
3a	Re-elect Roy H. Chestnutt	Management	For
4a	Equity Grant (MD/CEO Vicki Brady - Restricted Shares)	Management	For
4b	Equity Grant (MD/CEO Vicki Brady - Performance Rights)	Management	For
5	REMUNERATION REPORT	Management	Against
6	Appointment of Auditor	Management	For

COMMONWEALTH BANK OF AUSTRALIA

Annual

ISIN AU000000CBA7 Meeting Date 16-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2a	Re-elect Julie Galbo	Management	For
2b	Re-elect Peter G. Harmer	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2c	Elect Kate Howitt	Management	For
3	Remuneration Report	Management	For
4	Equity Grant (MD/CEO Matt Comyn)	Management	For

SEAGATE TECHNOLOGY HOLDINGS PLC

Annual

ISIN IE00BKVD2N49 Meeting Date 19-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Mark W. Adams	Management	Against
1b.	Elect Shankar Arumugavelu	Management	For
1c.	Elect Pratik S. Bhatt	Management	For
1d.	Elect Judy Bruner	Management	Against
1e.	Elect Michael R. Cannon	Management	For
1f.	Elect Richard L. Clemmer	Management	For
1g.	Elect Yolanda L. Conyers	Management	For
1h.	Elect Jay L. Geldmacher	Management	Against
1i.	Elect Dylan G. Haggart	Management	For
1j.	Elect William D. Mosley	Management	For
1k.	Elect Stephanie Tilenius	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Appointment of Auditor and Authority to Set Fees	Management	For
4.	Authority to Set the Reissue Price Of Treasury Shares	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ADYEN NV

Special

ISIN NL0012969182 **Meeting Date** 23-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2.	Elect Tom Adams to the Management Board	Management	For

ADYEN NV

Special

ISIN NL0012969182 **Meeting Date** 23-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2.	Elect Tom Adams to the Management Board	Management	For

INSURANCE AUSTRALIA GROUP LIMITED

Annual

ISIN AU000000IAG3 **Meeting Date** 24-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2a	Re-elect David H. Armstrong	Management	For
2b	Re-elect George D. Sartorel	Management	For
2c	Re-elect Michelle K. Tredenick	Management	For
3	Remuneration Report	Management	For
4	Equity Grant (MD/CEO Nick Hawkins)	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

BRAMBLES LTD

Annual

ISIN AU000000BXB1 **Meeting Date** 24-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Remuneration Report	Management	Against
3	Re-elect Elizabeth Fagan	Management	For
4	Amendment to the Performance Share Plan	Management	For
5	Equity Grant (CEO Graham Chipchase)	Management	For
6	Approval of the MyShare Plan	Management	For

ASX LTD

Annual

ISIN AU000000ASX7 **Meeting Date** 28-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
3	Remuneration Report	Management	Against
4	Equity Grant (MD/CEO Helen Lofthouse)	Management	For
5.a	Elect Wayne Byres	Management	For
5.b	Elect David C. Clarke	Management	Against
6.a	Elect Philip Galvin (External Nominee)	Shareholder	Abstain
6.b	Elect Robert Caisley (External Nominee)	Shareholder	Abstain

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WOLTERS KLUWERS NV

Special

ISIN NL0000395903 **Meeting Date** 28-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2.	Elect Anjana Harve to the Supervisory Board	Management	For

VICINITY LIMITED

Annual

ISIN AU000000VCX7 **Meeting Date** 29-Oct-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Remuneration Report	Management	For
3a	Re-elect Tim Hammon	Management	For
3b	Re-elect Janette Kendall	Management	For
3c	Elect Angus McNaughton	Management	For
4	Equity Grant (MD/CEO Peter Huddle)	Management	For

KELLANOVA CO

Special

ISIN US4878361082 **Meeting Date** 01-Nov-24

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Mars Transaction	Management	For
2.	Advisory Vote on Golden Parachutes	Management	Against
3.	Right to Adjourn Meeting	Management	For

LAM RESEARCH CORP.

Annual

ISIN US5128071082 Meeting Date 05-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Sohail U. Ahmed	Management	For
1b.	Elect Timothy M. Archer	Management	For
1c.	Elect Eric K. Brandt	Management	Against
1d.	Elect Ita M. Brennan	Management	For
1e.	Elect Michael R. Cannon	Management	Against
1f.	Elect John M. Dineen	Management	For
1g.	Elect Mark Fields	Management	For
1h.	Elect Ho Kyu Kang	Management	For
1i.	Elect Bethany J. Mayer	Management	For
1j.	Elect Jyoti K. Mehra	Management	For
1k.	Elect Abhijit Y. Talwalkar	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

LAM RESEARCH CORP.

Annual

ISIN US5128071082 Meeting Date 05-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Sohail U. Ahmed	Management	For
1b.	Elect Timothy M. Archer	Management	For
1c.	Elect Eric K. Brandt	Management	Against
1d.	Elect Ita M. Brennan	Management	For
1e.	Elect Michael R. Cannon	Management	Against
1f.	Elect John M. Dineen	Management	For
1g.	Elect Mark Fields	Management	For
1h.	Elect Ho Kyu Kang	Management	For
1i.	Elect Bethany J. Mayer	Management	For
1j.	Elect Jyoti K. Mehra	Management	For
1k.	Elect Abhijit Y. Talwalkar	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

CARDINAL HEALTH, INC.

Annual

ISIN US14149Y1082 Meeting Date 06-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Robert Azelby	Management	For
1b.	Elect Michelle M. Brennan	Management	Against
1c.	Elect Sheri H. Edison	Management	For
1d.	Elect David C. Evans	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1e.	Elect Patricia Hemingway Hall	Management	Against
1f.	Elect Jason M. Hollar	Management	For
1g.	Elect Akhil Johri	Management	For
1h.	Elect Gregory B. Kenny	Management	For
1i.	Elect Nancy Killefer	Management	For
1j.	Elect Christine A. Mundkur	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	For

AUTOMATIC DATA PROCESSING INC.

Annual

ISIN US0530151036 **Meeting Date** 06-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Peter E. Bisson	Management	For
1b.	Elect Maria Black	Management	For
1c.	Elect David V. Goeckeler	Management	Against
1d.	Elect Linnie M. Haynesworth	Management	For
1e.	Elect John P. Jones	Management	For
1f.	Elect Francine S. Katsoudas	Management	For
1g.	Elect Nazzic S. Keene	Management	For
1h.	Elect Thomas J. Lynch	Management	For
1i.	Elect Scott F. Powers	Management	For
1j.	Elect William J. Ready	Management	Against
1k.	Elect Carlos A. Rodriguez	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.	Elect Sandra S. Wijnberg	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

KLA CORP.

Annual

ISIN US4824801009 Meeting Date 06-Nov-24

Meeting Note

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Robert M. Calderoni	Management	Against
1b.	Elect Jeneanne Hanley	Management	For
1c.	Elect Emiko Higashi	Management	For
1d.	Elect Kevin J. Kennedy	Management	For
1e.	Elect Michael R. McMullen	Management	For
1f.	Elect Gary B. Moore	Management	For
1g.	Elect Marie Myers	Management	Abstain
1h.	Elect Victor Peng	Management	For
1i.	Elect Robert A. Rango	Management	For
1j.	Elect Richard P. Wallace	Management	For
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

FORTESCUE LTD.

Annual

ISIN AU000000FMG4 **Meeting Date** 06-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Remuneration Report	Management	For
2	Re-elect Sebastian Coe	Management	For
3	Re-elect Jean Baderschneider	Management	For
4	Elect Usha Rao Monari	Management	For
5	Elect Noel Pearson	Management	For
6	Approval of the Performance Rights Plan	Management	For
7	Equity Grant (CEO Metals Dino Otranto)	Management	For
8	Equity Grant (CEO Energy Mark Hutchinson)	Management	For
9	Board Spill (Conditional Resolution)	Management	Against

ASHMORE GROUP

Annual

ISIN GB00B132NW22 **Meeting Date** 06-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Elect Mark Coombs	Management	For
4	Elect Tom Shippey	Management	For
5	Elect Clive Adamson	Management	For
6	Elect Jennifer Bingham	Management	For
7	Elect Thuy B. Dam	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Elect Shirley Garrod	Management	For
9	Remuneration Report	Management	Against
10	Appointment of Auditor	Management	For
11	Authority to Set Auditor's Fees	Management	For
12	Authorisation of Political Donations	Management	For
13	Authority to Issue Shares w/ Preemptive Rights	Management	For
14	Authority to Issue Shares w/o Preemptive Rights	Management	For
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
16	Authority to Repurchase Shares	Management	For
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For

SOCIETATEA ENERGETICA ELECTRICA SA

Special

ISIN ROELECACNOR5 Meeting Date 08-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Authority to Issue Bonds and Set Limit	Management	For
2	Authorization of Legal Formalities (Proposal 1.00)	Management	For
3	Authority to Give Guarantees	Management	For
4	Authorization of Legal Formalities (Proposal 3.00)	Management	For
5	Authorization of Legal Formalities (DEER and EFSA GSMs)	Management	For
6	Authorization of Legal Formalities (NTE GSM - Investment Project)	Management	For
7	Authorization of Legal Formalities (NTE GSM - EPC)	Management	For
8	Authorization of Legal Formalities (NTE GSM- Authorization of Legal Formalities)	Management	For
9	Authorization of Legal Formalities (FPE GSM - Investment Project)	Management	For
10	Authorization of Legal Formalities (FPE GSM - EPC)	Management	For
11	Authorization of Legal Formalities (FPE GSM - Authorization of Legal Formalities)	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

12 Authorization of Legal Formalities

Management

For

JACK HENRY & ASSOCIATES, INC.

Annual

ISIN US4262811015 Meeting Date 12-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect David B. Foss	Management	For
1.2	Elect Matthew C. Flanigan	Management	For
1.3	Elect Thomas H. Wilson, Jr.	Management	Withhold
1.4	Elect Thomas A. Wimsett	Management	For
1.5	Elect Shruti S. Miyashiro	Management	For
1.6	Elect Wesley A. Brown	Management	For
1.7	Elect Curtis A. Campbell	Management	For
1.8	Elect Tammy S. LoCascio	Management	For
1.9	Elect Lisa M. Nelson	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Elimination of Supermajority Requirement	Management	For
4.	Ratification of Auditor	Management	For

ENDEAVOUR GROUP LTD

Annual

ISIN AU0000154833 Meeting Date 13-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2a	Elect Ari Mervis	Management	For
2b	Elect Peter Margin	Management	For
3	Remuneration Report	Management	For
4	Equity Grant (MD/CEO Steve Donohue)	Management	For

SMITHS GROUP PLC

Annual

ISIN GB00B1WY2338 Meeting Date 13-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Remuneration Policy	Management	For
4	Remuneration Report	Management	For
5	Long-Term Incentive Plan	Management	For
6	Sharesave Scheme	Management	For
7	Elect Roland Carter	Management	For
8	Elect Alister Cowan	Management	For
9	Elect Pam Cheng	Management	For
10	Elect Dame Ann Dowling	Management	For
11	Elect Karin Hoeing	Management	For
12	Elect Richard Howes	Management	Against
13	Elect Clare Scherrer	Management	For
14	Elect Mark Seligman	Management	For
15	Elect Noel N. Tata	Management	Against
16	Elect Steven W. Williams	Management	Against
17	Appointment of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

18	Authority to Set Auditor's Fees	Management	For
19	Authorisation of Political Donations	Management	For
20	Authority to Issue Shares w/ Preemptive Rights	Management	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
23	Authority to Repurchase Shares	Management	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For

BROADRIDGE FINANCIAL SOLUTIONS, INC.

Annual

ISIN US11133T1034 Meeting Date 14-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Pamela L. Carter	Management	For
1b.	Elect Richard J. Daly	Management	For
1c.	Elect Robert N. Duelks	Management	Against
1d.	Elect Melvin L. Flowers	Management	For
1e.	Elect Timothy C. Gokey	Management	For
1f.	Elect Brett A. Keller	Management	For
1g.	Elect Maura A. Markus	Management	Against
1h.	Elect Eileen K. Murray	Management	For
1i.	Elect Annette L. Nazareth	Management	For
1j.	Elect Amit K. Zavery	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

COMPUTERSHARE LTD

Annual

ISIN AU000000CPU5 Meeting Date 14-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Re-elect Paul J. Reynolds	Management	For
3	Re-elect Lisa M. Gay	Management	For
4	Re-elect John Nendick	Management	For
5	Elect Gerrard B. Schmid	Management	For
6	REMUNERATION REPORT	Management	For
7	Equity Grant (CEO Stuart Irving FY2025 LTI)	Management	For

SYSCO CORP.

Annual

ISIN US8718291078 Meeting Date 15-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Daniel J. Brutto	Management	For
1b.	Elect Francesca DeBiase	Management	For
1c.	Elect Ali Dibadj	Management	Against
1d.	Elect Larry C. Glasscock	Management	Against
1e.	Elect Jill M. Golder	Management	For
1f.	Elect Bradley M. Halverson	Management	For
1g.	Elect John M. Hinshaw	Management	For
1h.	Elect Kevin P. Hourican	Management	For
1i.	Elect Roberto O. Marques	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Alison Kenney Paul	Management	For
1k.	Elect Sheila G. Talton	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Approval of the 2025 Employee Stock Purchase Plan	Management	For
4.	Ratification of Auditor	Management	For
5.	Shareholder Proposal Regarding Gestation Crates	Shareholder	For

LPP SA

Special

ISIN PLLPP0000011 Meeting Date 15-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Opening of Meeting; Election of Presiding Chair	Management	For
3	Agenda	Management	For
5	Changes to the Management Board Composition	Management	Against
6	Supervisory Board Fees	Management	For
7	Amendments to Articles	Management	For

MONETA MONEY BANK

Ordinary

ISIN CZ0008040318 Meeting Date 19-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Election of Presiding Chair and Other Meeting Officials	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.1	Elect Clare R. Clarke	Management	For
2.2	Elect Denis Hall	Management	For
2.3	Elect Zuzana Prokopcova	Management	For
3.1	Elect Denis Hall	Management	For
3.2	Elect Katerina Jiraskova	Management	For
5	Allocation of Dividends	Management	For

CLOROX CO.

Annual

ISIN US1890541097 Meeting Date 20-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Stephen B. Bratspies	Management	Against
1b.	Elect Pierre Breber	Management	For
1c.	Elect Julia Denman	Management	For
1d.	Elect Spencer C. Fleischer	Management	For
1e.	Elect Esther S. Lee	Management	Against
1f.	Elect A.D. David Mackay	Management	For
1g.	Elect Stephanie Plaines	Management	For
1h.	Elect Linda J. Rendle	Management	For
1i.	Elect Matthew J. Shattock	Management	For
1j.	Elect Russell J. Weiner	Management	Against
1k.	Elect Christopher J. Williams	Management	For
2.	Advisory Vote on Executive Compensation	Management	For
3.	Ratification of Auditor	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

RESMED INC.

Annual

ISIN US7611521078 Meeting Date 20-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Carol J. Burt	Management	Against
1b.	Elect Christopher DelOrefice	Management	For
1c.	Elect Jan De Witte	Management	Against
1d.	Elect Karen Drexler	Management	For
1e.	Elect Michael J. Farrell	Management	For
1f.	Elect Peter C. Farrell	Management	For
1g.	Elect Harjit Gill	Management	For
1h.	Elect John Hernandez	Management	For
1i.	Elect Richard Sulpizio	Management	Against
1j.	Elect Desney Tan	Management	For
1k.	Elect Ronald Taylor	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

NORTHERN STAR RESOURCES LTD

Annual

ISIN AU000000NST8 Meeting Date 20-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Remuneration Report	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Equity Grant (MD/CEO Stuart Tonkin - LTI)	Management	For
3	Equity Grant (MD/CEO Stuart Tonkin - STI)	Management	For
4	Elect Michael Ashforth	Management	For
5	Re-elect Sharon L. Warburton	Management	For
6	Re-elect Marnie Finlayson	Management	For

DUNELM GROUP PLC

Annual

ISIN GB00B1CKQ739 Meeting Date 21-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
01	Accounts and Reports	Management	For
02	Final Dividend	Management	For
03	Elect Alison Brittain	Management	For
04	Elect Will Adderley	Management	For
05	Elect Nick Wilkinson	Management	For
06	Elect Karen Witts	Management	For
07	Elect Ian Bull	Management	For
08	Elect Ajay Kavan	Management	For
09	Elect Marion Sears	Management	For
10	Elect Arja Taaveniku	Management	For
11	Elect Vijay Talwar	Management	For
12	Elect Daniel Taylor	Management	For
13	Remuneration Report	Management	Against
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Waiver of Mandatory Takeover Requirement	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For

ORANGE POLSKA SPOLKA AKCYJNA

Special

ISIN PLTLKPL00017 **Meeting Date** 21-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Amendments to Articles	Management	For
5	Unified Text of Articles	Management	For
6	Elect Etienne Vincens de Tapol to Supervisory Board	Management	For

CY4GATE S.P.A.

Mix

ISIN IT0005412504 **Meeting Date** 26-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Authority to Repurchase and Reissue Shares	Management	For
0020	Amendments to Articles	Management	Against

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

RENISHAW PLC

Annual

ISIN GB0007323586 Meeting Date 27-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Directors' Fees	Management	For
4	Final Dividend	Management	For
5	Elect Sir David McMurtry	Management	For
6	Elect John Deer	Management	For
7	Elect William Lee	Management	For
8	Elect Allen Roberts	Management	For
9	Elect Catherine Glickman	Management	For
10	Elect Sir David Grant	Management	Against
11	Elect Juliette Stacey	Management	For
12	Elect Stephen Wilson	Management	For
13	Elect Karen Holford	Management	For
14	Elect Richard McMurtry	Management	For
15	Appointment of Auditor	Management	For
16	Authority to Set Auditor's Fees	Management	For
17	Authority to Repurchase Shares	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

CD PROJEKT S.A.

Special

ISIN PLOPTTC00011 Meeting Date 28-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Shareholder Proposal Regarding Removal of Marcin Iwinski from Supervisory Board	Shareholder	For
6	Shareholder Proposal Regarding Election of Marcin Iwinski to Supervisory Board	Shareholder	For
7	Shareholder Proposal Regarding Election of Beata Cichocka-Tylman to Supervisory Board	Shareholder	For
8	Shareholder Proposal Regarding Election of David Gardner to Supervisory Board	Shareholder	For
9	Shareholder Proposal Regarding Election of Adam Michal Kicinski to Supervisory Board	Shareholder	For
10	Shareholder Proposal Regarding Election of Agnieszka Katarzyna Slomka-Golebiowska to Supervisory Board	Shareholder	For
11	Amendments to Article 12	Management	For
12	Amendments to Articles 18, 19, 20 and 22	Management	For
13	Amendments to Article 21	Management	For
14	Amendments to Article 28	Management	For
15	Supervisory Board Fees	Management	For
16	Amendments to General Meeting Regulations	Management	For
17	Approval of Earnings Condition in the Incentive Program B	Management	For
18	Coverage of Meeting Costs	Management	For

BANK POLSKA KASA OPIEKI SA

Special

ISIN PLPEKAO00016 Meeting Date 28-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
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Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Shareholder	Abstain
6	Shareholder Proposal Regarding Assessment of Collective Suitability of the Supervisory	Shareholder	Abstain
7	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

FAST RETAILING CO. LTD.

Annual

ISIN JP3802300008 Meeting Date 28-Nov-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Amendment to Articles	Management	For
2.1	Elect Tadashi Yanai	Management	For
2.2	Elect Nobumichi Hattori	Management	For
2.3	Elect Masaaki Shintaku	Management	For
2.4	Elect Naotake Ono	Management	For
2.5	Elect Kathy Matsui @ Kathy Mitsuko Koll	Management	For
2.6	Elect Joji Kurumado	Management	For
2.7	Elect Yutaka Kyoya	Management	Against
2.8	Elect Takeshi Okazaki	Management	For
2.9	Elect Kazumi Yanai	Management	For
2.10	Elect Koji Yanai	Management	For
3.1	Elect Keiko Kaneko	Management	For
3.2	Elect Masakatsu Mori	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

APTIV PLC

Special

ISIN JE00B783TY65 **Meeting Date** 02-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Scheme of Arrangement	Management	For

APTIV PLC

Special

ISIN JE00B783TY65 **Meeting Date** 02-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.	Effect Scheme of Arrangement; Amendments to Articles	Management	For
2.	Approve Merger	Management	For

SC FONDUL PROPRIETATEA SA

Special

ISIN ROFPTAACNOR5 **Meeting Date** 02-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Delisting of GDRs from London Stock Exchange	Management	For
2	Authority to Reduce Share Capital	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Authority to Repurchase Shares	Management	For
4	Approval of Ex-Date and Registration Date; Authorization of Legal Formalities	Management	For

SC FONDUL PROPRIETATEA SA

Ordinary

ISIN ROFPTAACNOR5 Meeting Date 02-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1.1	Elect Istvan Sarkany	Management	Abstain
1.2	Elect Marian-Cristian Mocanu	Management	Abstain
1.3	Elect Nicholas Paris	Management	For
2	2025 Budget	Management	For
3	Approval of Ex-Date and Registration Date; Authorization of Legal Formalities	Management	For

SNGN ROMGAZ SA

Ordinary

ISIN ROSNGNACNOR3 Meeting Date 04-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Loan Facility Agreement Extension	Management	For
2	Authorization of Legal Formalities (CEO and CFO)	Management	For
3	Authorization of Legal Formalities (Holders of Type I and II Signing Rights)	Management	For
4	Presentation of Related Party Transactions (Banking Companies)	Management	For
5	Presentation of Related Party Transactions (Public Companies)	Management	For
6	Authorization of Legal Formalities	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

FERGUSON ENTERPRISES INC.

Annual

ISIN US31488V1070 **Meeting Date** 05-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a	Elect Rekha Agrawal	Management	For
1b	Elect Kelly Baker	Management	For
1c	Elect Rick Beckwitt	Management	For
1d	Elect Bill Brundage	Management	For
1e	Elect Geoff Drabble	Management	Against
1f	Elect Catherine Halligan	Management	For
1g	Elect Brian May	Management	For
1h	Elect James S. Metcalf	Management	For
1i	Elect Kevin Murphy	Management	For
1j	Elect Alan J. Murray	Management	Against
1k	Elect Suzanne H. Wood	Management	For
2	Ratification of Auditor	Management	For
3	Advisory Vote on Executive Compensation	Management	Against
4.1	Advisory vote on the frequency of future advisory votes on executive compensation: plea	Management	For
4.2	Advisory vote on the frequency of future advisory votes on executive compensation: plea	Management	
4.3	Advisory vote on the frequency of future advisory votes on executive compensation: plea	Management	
4.4	Advisory vote on the frequency of future advisory votes on executive compensation: plea	Management	

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

ENERGY SPA

Special

ISIN IT0005500712 **Meeting Date** 05-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendments to Articles	Management	Against

COPART, INC.

Annual

ISIN US2172041061 **Meeting Date** 06-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Willis J. Johnson	Management	For
1b.	Elect A. Jayson Adair	Management	For
1c.	Elect Matt Blunt	Management	For
1d.	Elect Steven D. Cohan	Management	Against
1e.	Elect Daniel J. Englander	Management	Against
1f.	Elect James E. Meeks	Management	For
1g.	Elect Thomas N. Tryforos	Management	For
1h.	Elect Diane M. Morefield	Management	Against
1i.	Elect Stephen Fisher	Management	For
1j.	Elect Cherylyn Harley LeBon	Management	For
1k.	Elect Carl D. Sparks	Management	For
1l.	Elect Jeffrey Liaw	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ASSOCIATED BRITISH FOODS PLC

Annual

ISIN GB0006731235 Meeting Date 06-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Final Dividend	Management	For
4	Elect Emma Adamo	Management	For
5	Elect Graham Allan	Management	For
6	Elect Kumsal Bayazit Besson	Management	For
7	Elect Michael G. A. McLintock	Management	For
8	Elect Annie Murphy	Management	For
9	Elect Dame Heather Rabbatts	Management	For
10	Elect Richard Reid	Management	For
11	Elect Eoin Tonge	Management	For
12	Elect George G. Weston	Management	For
13	Elect Loraine Woodhouse	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authorisation of Political Donations	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

**Proxy Voting records
Quarterly Summary**

Report Date Range: 01-Jan-24 to 31-Dec-24

HARGREAVES LANSDOWN PLC

Annual

ISIN GB00B1VZ0M25 Meeting Date 06-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Appointment of Auditor	Management	For
4	Authority to Set Auditor's Fees	Management	For
5	Elect Alison Platt	Management	For
6	Elect Dan Olley	Management	For
7	Elect Amy Stirling	Management	For
8	Elect John Troiano	Management	For
9	Elect Andrea Blance	Management	For
10	Elect Adrian Collins	Management	For
11	Elect Penny J. James	Management	For
12	Elect Darren Pope	Management	For
13	Elect Michael Morley	Management	For
14	Authority to Repurchase Shares	Management	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For

CISCO SYSTEMS, INC.

Annual

ISIN US17275R1023 Meeting Date 09-Dec-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Wesley G. Bush	Management	For
1b.	Elect Michael D. Capellas	Management	Against
1c.	Elect Mark S. Garrett	Management	For
1d.	Elect John D. Harris II	Management	For
1e.	Elect Kristina M. Johnson	Management	For
1f.	Elect Sarah Rae Murphy	Management	For
1g.	Elect Charles H. Robbins	Management	For
1h.	Elect Daniel H. Schulman	Management	For
1i.	Elect Marianna Tessel	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For

POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA

Special

ISIN PLPKO0000016 Meeting Date 09-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2	Election of Presiding Chair	Management	For
3	Compliance with Rules of Convocation	Management	For
4	Agenda	Management	For
5	Shareholder Proposal Regarding Amendments to Articles	Shareholder	For
6	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Shareholder	Abstain
7	Shareholder Proposal Regarding Approval of Assessment of Collegial Suitability of Super Shareholder	Shareholder	Abstain
8	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

INDEL B S.P.A

Mix

ISIN IT0005245508 **Meeting Date** 09-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Appointment of Auditor for Sustainability Reporting and Authority to Set Audit Fees	Management	For
0020	Ratification of Co-Option of Francesco Pedini Amati	Management	Against
0030	Amendments to Articles	Management	Against

SOFTCAT PLC

Annual

ISIN GB00BYZDVK82 **Meeting Date** 09-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Final Dividend	Management	For
4	Special Dividend	Management	For
5	Elect Graeme A. Watt	Management	For
6	Elect Graham Charlton	Management	For
7	Elect Katy Mecklenburgh	Management	For
8	Elect Jacqui Ferguson	Management	For
9	Elect Mayank Prakash	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

10	Elect Lynne Weedall	Management	For
11	Elect Robyn Perriss	Management	For
12	Appointment of Auditor	Management	For
13	Authority to Set Auditor's Fees	Management	For
14	Authorisation of Political Donations	Management	For
15	Long-Term Incentive Plan	Management	Against
16	Deferred Bonus Plan	Management	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
20	Authority to Repurchase Shares	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For

MICROSOFT CORPORATION

Annual

ISIN US5949181045 Meeting Date 10-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Reid G. Hoffman	Management	For
1b.	Elect Hugh F. Johnston	Management	For
1c.	Elect Teri L. List	Management	For
1d.	Elect Catherine MacGregor	Management	Against
1e.	Elect Mark Mason	Management	For
1f.	Elect Satya Nadella	Management	For
1g.	Elect Sandra E. Peterson	Management	For
1h.	Elect Penny S. Pritzker	Management	For
1i.	Elect Carlos A. Rodriguez	Management	For

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1j.	Elect Charles W. Scharf	Management	Against
1k.	Elect John W. Stanton	Management	For
1l.	Elect Emma N. Walmsley	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	For
5.	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Shareholder	Abstain
6.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Right	Shareholder	For
7.	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil an	Shareholder	For
8.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	For
9.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Shareholder	For

MICROSOFT CORPORATION

Annual

ISIN US5949181045 Meeting Date 10-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Reid G. Hoffman	Management	For
1b.	Elect Hugh F. Johnston	Management	For
1c.	Elect Teri L. List	Management	For
1d.	Elect Catherine MacGregor	Management	Against
1e.	Elect Mark Mason	Management	For
1f.	Elect Satya Nadella	Management	For
1g.	Elect Sandra E. Peterson	Management	For
1h.	Elect Penny S. Pritzker	Management	For
1i.	Elect Carlos A. Rodriguez	Management	For

Proxy Voting records Quarterly Summary

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1j.	Elect Charles W. Scharf	Management	Against
1k.	Elect John W. Stanton	Management	For
1l.	Elect Emma N. Walmsley	Management	Against
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	For
5.	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Shareholder	Abstain
6.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Right	Shareholder	For
7.	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil an	Shareholder	For
8.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	For
9.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Shareholder	For

PALO ALTO NETWORKS INC

Annual

ISIN US6974351057 **Meeting Date** 10-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect John Key	Management	For
1b.	Elect Mary Pat McCarthy	Management	For
1c.	Elect Nir Zuk	Management	Against
2.	Ratification of Auditor	Management	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
4.	Advisory Vote on Executive Compensation	Management	Against
5.	Amendment to the 2021 Equity Incentive Plan	Management	For
6.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Optior	Shareholder	For

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PALO ALTO NETWORKS INC

Annual

ISIN US6974351057 **Meeting Date** 10-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect John Key	Management	For
1b.	Elect Mary Pat McCarthy	Management	For
1c.	Elect Nir Zuk	Management	Against
2.	Ratification of Auditor	Management	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year
4.	Advisory Vote on Executive Compensation	Management	Against
5.	Amendment to the 2021 Equity Incentive Plan	Management	For
6.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Optior Shareholder		For

ATLASSIAN CORPORATION

Annual

ISIN US0494681010 **Meeting Date** 11-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1a.	Elect Scott Belsky	Management	For
1b.	Elect Shona L. Brown	Management	For
1c.	Elect Michael Cannon-Brookes	Management	For
1d.	Elect Scott Farquhar	Management	For

Proxy Voting records Quarterly Summary

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1e.	Elect Heather M. Fernandez	Management	For
1f.	Elect Sasan Goodarzi	Management	Against
1g.	Elect Jay Parikh	Management	For
1h.	Elect Enrique T. Salem	Management	For
1i.	Elect Steven J. Sordello	Management	For
1j.	Elect Richard P. Wong	Management	Against
1k.	Elect Michelle Zatlyn	Management	Against
2.	Ratification of Auditor	Management	For
3.	Advisory Vote on Executive Compensation	Management	Against

SOCIETATEA NATIONALA NUCLEARELECTRICA S.A., BUCAR

Ordinary

ISIN ROSNNEACNOR8 Meeting Date 11-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Designation of Secretary	Management	For
2	Elect Marius Gabriel Nut to Board of Directors	Management	For
3	Approve Mandate Agreement	Management	For
4	Authorization of Legal Formalities (Mandate Agreement)	Management	For
5	Approval of Registration Date	Management	For
6	Approval of Ex-Date	Management	For
7	Authorization of Legal Formalities	Management	For

**Proxy Voting records
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SOCIETATEA ENERGETICA ELECTRICA SA

Special

ISIN ROELECACNOR5 **Meeting Date** 11-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Authority to Give Guarantees	Management	For
2	Authorization of Legal Formalities (Proposal 1.00)	Management	For
3	Addendum to the Facility Agreement	Management	For
4	Authorization of Legal Formalities (Proposal 3.00)	Management	For
5	Authorization of Legal Formalities (Operational Activities)	Management	For
6	Authorization of Legal Formalities (Modifications of the Facility Agreements and of the Governance)	Management	For
7	Authorization of Legal Formalities	Management	For

BELLWAY PLC

Annual

ISIN GB0000904986 **Meeting Date** 12-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against
3	Remuneration Policy	Management	For
4	Final Dividend	Management	For
5	Elect John Tutte	Management	Against
6	Elect Jason Honeyman	Management	For
7	Elect Keith Adey	Management	For
8	Elect Simon Scougall	Management	For
9	Elect Shane Doherty	Management	For
10	Elect Jill Caseberry	Management	For

Proxy Voting records Quarterly Summary

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11	Elect Ian P. McHoul	Management	For
12	Elect Sarah Whitney	Management	For
13	Elect Cecily Davis	Management	For
14	Appointment of Auditor	Management	For
15	Authority to Set Auditor's Fees	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
19	Authority to Repurchase Shares	Management	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For

PIRELLI & C. S.P.A.

Mix

ISIN IT0005278236 **Meeting Date** 12-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendments to Articles	Management	Against
0020	Amendments to Articles	Management	For
0030	Restatement of General Meeting Regulations	Management	Against

TINEXTA

Mix

ISIN IT0005037210 **Meeting Date** 12-Dec-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Ratification of Co-Option of Eugenio Rossetti	Management	For
0020	Amendments to Article 7 (Closed-Door and Virtual Meetings)	Management	Against
0030	Amendments to Article 11 (Directors' Independence Requirements)	Management	For
0040	Amendments to Article 13 (Board of Directors' Meetings)	Management	For

VANGUARD FUNDS PLC

Annual

ISIN IE00BFMXYP42 Meeting Date 12-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Accounts and Reports	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For

SECO S.P.A.

Mix

ISIN IT0005438046 Meeting Date 16-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Cancellation of 2024-2027 Stock Option Plan (CEO)	Management	For
0020	2024-2027 Stock Option Plan (CEO)	Management	Against
0030	Cancellation of Authority to Issue Shares to Service 2024-2027 Stock Option Plan (CEO Management		For
0040	Authority to Issue Shares to Service the New 2024-2027 Stock Option Plan for the CEO Management		Against
0050	Amendments to Articles	Management	Against

**Proxy Voting records
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ARNOLDO MONDADORI EDITORE SPA

Special

ISIN IT0001469383 **Meeting Date** 18-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendments to Article 12 (Closed-Door Meetings)	Management	Against

BANCA TRANSILVANIA

Special

ISIN ROTLVAACNOR1 **Meeting Date** 18-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Merger by Absorption	Management	For
2	Authorization of Legal Formalities	Management	For

AUSTRALIA & NEW ZEALAND BANKING GROUP LTD.

Annual

ISIN AU000000ANZ3 **Meeting Date** 19-Dec-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
2a	Elect Scott A. St John	Management	For
2b	Elect Richard Gibb	Management	For
2c	Re-elect Christine E. O'Reilly	Management	For
3	Remuneration Report	Management	Against
4	Equity Grant (CEO and Executive Director Shayne Elliott)	Management	Against
5	Shareholder Proposal Regarding Facilitating Nonbinding Proposal	Shareholder	For
6	Shareholder Proposal Regarding Transition Plan Assessments	Shareholder	For

BPER BANCA S.P.A

Mix

ISIN IT0000066123 Meeting Date 19-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Integration of Board of Statutory Auditors; Election of Silvia Bocci as Chair	Management	For
0020	Partial Non-Proportional Demerger	Management	For
0030	Amendments to Article 40 (Interim Dividend)	Management	For

MAIRE S.P.A.

Special

ISIN IT0004931058 Meeting Date 19-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
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**Proxy Voting records
Quarterly Summary**

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0010 Amendments to Article 6 (Additional Voting Rights)

Management

Against

SOCIETATEA NATIONALA NUCLEARELECTRICA S.A., BUCHAR

Special

ISIN ROSNNEACNOR8 Meeting Date 19-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Designation of Secretaries	Management	For
2	Initiation of Negotiations for a Credit Facility Contract	Management	For
3	Authority to Give Guarantees	Management	For
4	Authorization of Legal Formalities (Guarantee)	Management	For
5.1	Authorization of Legal Formalities (Initiation of Negotiations)	Management	For
5.2	Authorization of Legal Formalities (Guarantee)	Management	For
5.3	Authorization of Legal Formalities (Authorization of Legal Formalities regarding the Guara	Management	For
5.4	Authorization of Legal Formalities (Authorization of Legal Formalities regarding GSM)	Management	For
6	Amendments to Financing Agreement	Management	For
7	Authorization of Legal Formalities (Financing Agreement)	Management	For
8	Approval of Registration Date	Management	For
9	Approval of Ex-Date	Management	For
10	Authorization of Legal Formalities	Management	For

BANK POLSKA KASA OPIEKI SA

Special

ISIN PLPEKAO00016 Meeting Date 19-Dec-24

Proxy Voting records Quarterly Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Shareholder Proposal Regarding Removal of Supervisory Board Member	Shareholder	Abstain
2	Shareholder Proposal Regarding Assessment of Collective Suitability of the Supervisory	Shareholder	Abstain
3	Shareholder Proposal Regarding Coverage of Meeting Costs	Shareholder	For

KERRY GROUP PLC

Special

ISIN IE0004906560 **Meeting Date** 19-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Kerry Dairy Transaction	Management	For
2	Allotment of Shares for the Kerry Dairy Transaction	Management	For
3	Amendments to Articles	Management	For
4	Reduction in Share Premium Account	Management	For

AVIO S.P.A

Mix

ISIN IT0005119810 **Meeting Date** 20-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
0010	Amendments to Article 10 (Closed-Door and Virtual Meetings)	Management	Against
0020	Amendments to Article 13 (Board of Directors' Meetings)	Management	For

Proxy Voting records Quarterly Summary

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0030	Amendments to Article 17 (Board of Statutory Auditors' Gender Diversity and Election)	Management	For
0040	Amendments to Article 18 (Board of Statutory Auditors' Meetings)	Management	For
0050	Amendments to Articles	Management	For
0060	Appointment of Auditor and Authority to Set Fees (KPMG; Preferred Option)	Management	For

UBS (IRL) FUND SOLUTIONS PLC

Annual

ISIN IE00BKFB6L02 Meeting Date 27-Dec-24

Proposal Number	Proposal	Proponent	Vote Decision
1	Appointment of Auditor	Management	For
2	Authority to Set Auditor's Fees	Management	For