

# VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 12/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): HBCE LU/EUF-ELEVA SRI  
EUROL SEL FD

## Siemens AG

**Meeting Date:** 02/13/2025      **Country:** Germany      **Ticker:** SIE  
**Record Date:** 02/06/2025      **Meeting Type:** Annual  
**Primary Security ID:** D69671218

Shares Voted: 22,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	Abstain	Abstain
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Jim Snabe to the Supervisory Board	Mgmt	For	Refer	For
7.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	Refer	For
7.3	Elect Ulf Schneider to the Supervisory Board	Mgmt	For	Refer	Against
7.4	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	Refer	For
7.5	Elect Werner Brandt to the Supervisory Board	Mgmt	For	Refer	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

# Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/20/2025

Country: Spain

Ticker: BBVA

Record Date: 03/16/2025

Meeting Type: Annual

Primary Security ID: E11805103

Shares Voted: 76,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	Refer	For
2.1	Reelect Carlos Torres Vila as Director	Mgmt	For	Refer	For
2.2	Reelect Onur Genc as Director	Mgmt	For	Refer	For
2.3	Reelect Connie Hedegaard Koksbang as Director	Mgmt	For	Refer	For
3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	Mgmt	For	Refer	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	Refer	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For

# UPM-Kymmene Oyj

Meeting Date: 03/27/2025

Country: Finland

Ticker: UPM

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: X9518S108

Shares Voted: 23,638

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			

## UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	Refer	For
9	Approve Discharge of Board and President	Mgmt	For	Abstain	Abstain
10	Approve Remuneration Report	Mgmt	For	Refer	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Pii-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	Refer	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For

## UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For
21	Authorize Charitable Donations	Mgmt	For	For	For
22	Close Meeting	Mgmt			

## Banco Santander SA

**Meeting Date:** 04/03/2025      **Country:** Spain      **Ticker:** SAN  
**Record Date:** 03/28/2025      **Meeting Type:** Annual  
**Primary Security ID:** E19790109

Shares Voted: 300,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1C	Approve Discharge of Board	Mgmt	For	Abstain	Abstain
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3A	Fix Number of Directors at 15	Mgmt	For	For	For
3B	Reelect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	Refer	For
3C	Reelect Hector Blas Grisi Checa as Director	Mgmt	For	Refer	For
3D	Reelect Glenn Hogan Hutchins as Director	Mgmt	For	Refer	For
3E	Reelect Pamela Ann Walkden as Director	Mgmt	For	Refer	For
3F	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	Refer	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For
6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
6B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For

## Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7A	Approve Remuneration Policy	Mgmt	For	Refer	For
7B	Approve Remuneration of Directors	Mgmt	For	For	For
7C	Fix Maximum Variable Compensation Ratio	Mgmt	For	Refer	For
7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	Refer	For
7E	Approve Buy-out Policy	Mgmt	For	For	For
7F	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## BAWAG Group AG

**Meeting Date:** 04/04/2025

**Country:** Austria

**Ticker:** BG

**Record Date:** 03/25/2025

**Meeting Type:** Annual

**Primary Security ID:** A0997C107

**Shares Voted:** 26,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5	Approve Increase in Size of Supervisory Board to Eight Members	Mgmt	For	For	For
6.1	Elect Kim Fennebresque as Supervisory Board Member	Mgmt	For	Refer	For
6.2	Elect Tamara Kapeller as Supervisory Board Member	Mgmt	For	Against	Against
6.3	Elect Frederick Haddad as Supervisory Board Member	Mgmt	For	Refer	For
6.4	Elect Ahmed Saeed as Supervisory Board Member	Mgmt	For	Refer	For
6.5	Elect Robert Oudmajer as Supervisory Board Member	Mgmt	For	Refer	For

## BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Elect Veronika von Heise-Rotenburg as Supervisory Board Member	Mgmt	For	Refer	For
6.7	Elect Pat McClanahan as Supervisory Board Member	Mgmt	For	Refer	For
6.8	Elect Tina Chan Reich as Supervisory Board Member	Mgmt	For	Refer	For
7	Ratify Deloitte Audit as Auditors and Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Refer	Against
9	Approve Remuneration Policy	Mgmt	For	Refer	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Deutsche Telekom AG

**Meeting Date:** 04/09/2025

**Country:** Germany

**Ticker:** DTE

**Record Date:** 04/04/2025

**Meeting Type:** Annual

**Primary Security ID:** D2035M136

**Shares Voted:** 100,552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	Mgmt	For	For	For
7.a	Elect Stefan Ränge to the Supervisory Board	Mgmt	For	Refer	For

## Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.b	Elect Rachel Empey to the Supervisory Board	Mgmt	For	Refer	For
7.c	Elect Natalie Knight the Supervisory Board	Mgmt	For	Refer	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Refer	For
12	Approve Remuneration Policy	Mgmt	For	Refer	For

## Ferrari NV

**Meeting Date:** 04/16/2025      **Country:** Netherlands      **Ticker:** RACE  
**Record Date:** 03/19/2025      **Meeting Type:** Annual  
**Primary Security ID:** N3167Y103

**Shares Voted:** 5,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Board Report (Non-Voting)	Mgmt			
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	Refer	For
2d	Adopt Financial Statements	Mgmt	For	For	For
2e	Approve Dividends	Mgmt	For	For	For
2f	Approve Discharge of Directors	Mgmt	For	Against	Against
3a	Reelect John Elkann as Executive Director	Mgmt	For	Refer	Against
3b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	Refer	For
3c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	Refer	Against
3d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	Against	Against

## Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	Refer	For
3f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	Refer	For
3g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	Refer	For
3h	Reelect John Galantic as Non-Executive Director	Mgmt	For	Refer	For
3i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	Refer	For
3j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	Refer	For
3k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	Refer	For
3l	Elect Tommaso Ghidini as Non-Executive Director	Mgmt	For	Refer	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase Shares	Mgmt	For	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
7	Approve Awards to Executive Director	Mgmt	For	For	For
8	Close Meeting	Mgmt			

## Beiersdorf AG

**Meeting Date:** 04/17/2025

**Country:** Germany

**Ticker:** BEI

**Record Date:** 03/26/2025

**Meeting Type:** Annual

**Primary Security ID:** D08792109

**Shares Voted:** 5,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain

## Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

## ASML Holding NV

**Meeting Date:** 04/23/2025

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 03/26/2025

**Meeting Type:** Annual

**Primary Security ID:** N07059202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	Refer	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	Against	Against
4b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Executive Board	Mgmt	For	Refer	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	Refer	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	Refer	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

## BE Semiconductor Industries NV

**Meeting Date:** 04/23/2025

**Country:** Netherlands

**Ticker:** BESI

**Record Date:** 03/26/2025

**Meeting Type:** Annual

**Primary Security ID:** N13107144

**Shares Voted:** 8,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends	Mgmt	For	Refer	For
5.a	Approve Discharge of Management Board	Mgmt	For	Against	Against
5.b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	Refer	Against
7.a	Reelect Elke Eckstein to Supervisory Board	Mgmt	For	Refer	For
7.b	Reelect Laura Oliphant to Supervisory Board	Mgmt	For	Refer	For
8.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For

## BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

## Reply SpA

**Meeting Date:** 04/23/2025      **Country:** Italy      **Ticker:** REY  
**Record Date:** 04/10/2025      **Meeting Type:** Annual  
**Primary Security ID:** T60326112

Shares Voted: 15,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
3	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against

## AXA SA

**Meeting Date:** 04/24/2025      **Country:** France      **Ticker:** CS  
**Record Date:** 04/22/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F06106102

Shares Voted: 56,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Guillaume Faury as Director	Mgmt	For	Refer	For
12	Reelect Ramon Fernandez as Director	Mgmt	For	Refer	For
13	Ratify Appointment of Ewout Steenberg as Director	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	Against	Against
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For

## AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For	For
22	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For

## Danone SA

**Meeting Date:** 04/24/2025

**Country:** France

**Ticker:** BN

**Record Date:** 04/22/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F12033134

**Shares Voted:** 30,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	Refer	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	Refer	For
6	Reelect Susan Roberts as Director	Mgmt	For	Refer	For
7	Reelect Patrice Louvet as Director	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	Refer	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	For

## Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Ferrovial SE

**Meeting Date:** 04/24/2025

**Country:** Netherlands

**Ticker:** FER

**Record Date:** 03/27/2025

**Meeting Type:** Annual

**Primary Security ID:** N3168P101

**Shares Voted:** 38,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	For	For

# Ferrovial SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Climate Strategy Report	Mgmt	For	For	For
4	Approve Discharge of Directors	Mgmt	For	Against	Against
5a	Reelect Rafael del Pino y Calvo-Sotelo as Executive Director	Mgmt	For	Refer	For
5b	Reelect Oscar Fanjul Martin as Non-Executive Director	Mgmt	For	Refer	For
5c	Reelect Maria del Pino y Calvo-Sotelo as Non-Executive Director	Mgmt	For	Refer	For
5d	Reelect Jose Fernando Sanchez-Junco Mans as Non-Executive Director	Mgmt	For	Refer	For
5e	Reelect Bruno Vito Benito Di Leo Allen as Non-Executive Director	Mgmt	For	Refer	For
5f	Reelect Hildegard Maria Wortmann as Non-Executive Director	Mgmt	For	Refer	For
5g	Reelect Alicia Reyes Revuelta as Non-Executive Director	Mgmt	For	Refer	For
6	Amend Remuneration Policy	Mgmt	For	Refer	For
7a	Ratify PriceWaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
7b	Appoint PriceWaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares for General Purposes	Mgmt	For	For	For
8b	Grant Board Authority to Issue Shares for Purposes of Scrip Dividends	Mgmt	For	For	For
9a	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Purposes	Mgmt	For	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances for Purposes of Scrip Dividends	Mgmt	For	For	For
10	Authorize Repurchase of Shares	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Meeting Date: 04/24/2025

Country: United Kingdom

Ticker: REL

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 56,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Andy Halford as Director	Mgmt	For	Refer	For
7	Re-elect Paul Walker as Director	Mgmt	For	Refer	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	Refer	For
9	Re-elect Nick Luff as Director	Mgmt	For	Refer	For
10	Re-elect Alistair Cox as Director	Mgmt	For	Refer	For
11	Re-elect June Felix as Director	Mgmt	For	Refer	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	Refer	For
13	Re-elect Andrew Sukawaty as Director	Mgmt	For	Refer	For
14	Re-elect Bianca Tetteroo as Director	Mgmt	For	Refer	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	Refer	For
16	Authorise Issue of Equity	Mgmt	For	Against	Against
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## UCB SA

Meeting Date: 04/24/2025

Country: Belgium

Ticker: UCB

Record Date: 04/10/2025

Meeting Type: Annual/Special

Primary Security ID: B93562120

Shares Voted: 15,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.39 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
8	Approve Discharge of Auditors	Mgmt	For	Abstain	Abstain
9.1A	Reelect Jonathan Peacock as Director	Mgmt	For	Refer	For
9.1B	Indicate Jonathan Peacock as Independent Director	Mgmt	For	For	For
9.2A	Elect Fiona Powrie as Director	Mgmt	For	Refer	For
9.2B	Indicate Fiona Powrie as Independent Director	Mgmt	For	For	For
9.3	Elect Stefaan Heylen as Director	Mgmt	For	Refer	For
	Special Part	Mgmt			
10	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For

## Intesa Sanpaolo SpA

Meeting Date: 04/29/2025

Country: Italy

Ticker: ISP

Record Date: 04/16/2025

Meeting Type: Annual/Special

Primary Security ID: T55067101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Banking Foundations	SH	None	Refer	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	Refer	For
	Management Proposal	Mgmt			
3a	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Refer	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
3b	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
3c	Approve Remuneration Policy	Mgmt	For	Refer	Against
3d	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
3e	Approve Annual Incentive Plan	Mgmt	For	Refer	For
4a	Authorize Share Repurchase Program	Mgmt	For	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

## Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

## Rexel SA

**Meeting Date:** 04/29/2025      **Country:** France      **Ticker:** RXL  
**Record Date:** 04/25/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F7782J366

Shares Voted: 94,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	Refer	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Agnès Touraine, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Guillaume Texier, CEO	Mgmt	For	Refer	For
11	Reelect Marcus Alexanderson as Director	Mgmt	For	Refer	For
12	Reelect Guillaume Texier as Director	Mgmt	For	Refer	For
13	Reelect Agnès Touraine as Director	Mgmt	For	Refer	For

## Rexel SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	Against	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	Against	Against
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Amend Article 17 of Bylaws Re: Board Deliberation	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## SCOR SE

**Meeting Date:** 04/29/2025

**Country:** France

**Ticker:** SCR

**Record Date:** 04/25/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F15561677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.80 per Share	Mgmt	For	Refer	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
6	Approve Compensation of Fabrice Brégier, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Thierry Léger, CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Directors and Censors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
11	Reelect Fabrice Brégier as Director	Mgmt	For	Refer	For
12	Reelect Martine Gerow as Director	Mgmt	For	Against	Against
13	Reelect Fields Wicker-Miurin as Director	Mgmt	For	Refer	For
14	Elect Diane Côté as Director	Mgmt	For	Refer	For
15	Elect Doina Palici-Chehab as Director	Mgmt	For	Refer	For
16	Appoint Jacques Aigrain as Censor	Mgmt	For	Refer	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 565,810,482	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 282,905,241	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 141,452,621	Mgmt	For	Against	Against
23	Authorize Capital Increase of Up to EUR 141,452,621 for Future Exchange Offers	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	Mgmt	For	Against	Against
26	Authorize Issuance of Warrants (Bons 2025 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	Mgmt	For	For	For
27	Authorize Issuance of Warrants (AOF 2025) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize up to 1 Million Shares for Use in Stock Option Plans	Mgmt	For	For	For

## SCOR SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
30	Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-27, 29 and 31 at EUR 738,770,992	Mgmt	For	For	For
33	Amend Article 11 of Bylaws Re: Board Deliberation	Mgmt	For	For	For
34	Amend Article 17 of Bylaws Re: Censors Length of Term	Mgmt	For	For	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## EssilorLuxottica SA

**Meeting Date:** 04/30/2025      **Country:** France      **Ticker:** EL  
**Record Date:** 04/28/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F31665106

Shares Voted: 7,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	Refer	Against
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	Refer	Against
8	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For

## EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against
11	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For	For
12	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For	For
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Hermes International SCA

**Meeting Date:** 04/30/2025

**Country:** France

**Ticker:** RMS

**Record Date:** 04/28/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F48051100

**Shares Voted:** 1,088

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	Abstain	Abstain
4	Approve Allocation of Income and Dividends of EUR 26 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against

# Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Refer	For
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Refer	For
10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Charles-Eric Bauer as Supervisory Board Member	Mgmt	For	Refer	For
14	Reelect Estelle Brachlianoff as Supervisory Board Member	Mgmt	For	Refer	For
15	Reelect Julie Guerrand as Supervisory Board Member	Mgmt	For	Refer	For
16	Elect Cécile Béliot-Zind as Supervisory Board Member	Mgmt	For	Refer	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	Mgmt	For	Refer	For
18	Elect Bernard Emié as Supervisory Board Member	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Mgmt	For	Against	Against

## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Refer	Against
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Mgmt	For	Refer	Against
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Sanofi

**Meeting Date:** 04/30/2025

**Country:** France

**Ticker:** SAN

**Record Date:** 04/28/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F5548N101

**Shares Voted:** 31,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	Mgmt	For	Refer	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	Refer	For
6	Reelect Carole Ferrand as Director	Mgmt	For	Refer	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	Refer	For
8	Reelect Emile Voest as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Antoine Yver as Director	Mgmt	For	Refer	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	Against	Against
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SPIE SA

Meeting Date: 04/30/2025 Country: France Ticker: SPIE  
 Record Date: 04/28/2025 Meeting Type: Annual/Special  
 Primary Security ID: F8691R101

Shares Voted: 63,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Sandrine Teran as Director	Mgmt	For	Refer	For
6	Reelect Patrick Jeantet as Director	Mgmt	For	Refer	For
7	Elect Carole Le Gall as Director	Mgmt	For	Refer	For
8	Elect Mariel Von Schumann as Director	Mgmt	For	Refer	For

# SPIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify Appointment of Bertrand Finet as Director	Mgmt	For	Refer	For
10	Approve Compensation of Chairman and CEO	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
12	Approve Compensation Report	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
18	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
19	Amend Article 11 of Bylaws Re: Right and Obligations Attached to Shares	Mgmt	For	For	For
20	Amend Article 15.3 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
21	Amend Article 16 of Bylaws Re: Board Deliberation	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Smurfit WestRock Plc

**Meeting Date:** 05/02/2025      **Country:** Ireland      **Ticker:** SW  
**Record Date:** 03/10/2025      **Meeting Type:** Annual  
**Primary Security ID:** G8267P108

**Shares Voted:** 27,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Irial Finan	Mgmt	For	For	For
1.2	Elect Director Anthony Smurfit	Mgmt	For	For	For

## Smurfit WestRock Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Ken Bowles	Mgmt	For	For	For
1.4	Elect Director Colleen F. Arnold	Mgmt	For	For	For
1.5	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
1.6	Elect Director Carole L. Brown	Mgmt	For	For	For
1.7	Elect Director Terrell K. Crews	Mgmt	For	For	For
1.8	Elect Director Carol Fairweather	Mgmt	For	For	For
1.9	Elect Director Mary Lynn Ferguson-McHugh	Mgmt	For	For	For
1.10	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1.11	Elect Director Kaisa Hietala	Mgmt	For	For	For
1.12	Elect Director Lourdes Melgar	Mgmt	For	For	For
1.13	Elect Director Jorgen Buhl Rasmussen	Mgmt	For	For	For
1.14	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4a	Ratify KPMG as Auditors	Mgmt	For	For	For
4b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorize Issue of Equity	Mgmt	For	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Determine Price Range at which Company can Re-issue Treasury Shares	Mgmt	For	For	For

## Air Liquide SA

**Meeting Date:** 05/06/2025

**Country:** France

**Ticker:** AI

**Record Date:** 05/02/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F01764103

**Shares Voted:** 26,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

# Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	Refer	For
6	Reelect Aiman Ezzat as Director	Mgmt	For	Refer	For
7	Reelect Bertrand Dumazy as Director	Mgmt	For	Refer	For
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
9	Approve Compensation of Francois Jackow, CEO	Mgmt	For	Refer	For
10	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
12	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For

## Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## DSM-Firmenich AG

**Meeting Date:** 05/06/2025

**Country:** Switzerland

**Ticker:** DSFIR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H0245V108

**Shares Voted:** 19,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	Refer	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	Refer	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	Refer	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Refer	For
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	Refer	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	Refer	For
4.1.e	Reelect Erica Mann as Director	Mgmt	For	Refer	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	Refer	For

## DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	Refer	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	Refer	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	Refer	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	Refer	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	Refer	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	Refer	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 44 Million	Mgmt	For	Refer	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	Against	Against
8	Approve Creation of Capital Band within the Upper Limit of EUR 2.9 Million and the Lower Limit of EUR 2.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

## DSM-Firmenich AG

**Meeting Date:** 05/06/2025

**Country:** Switzerland

**Ticker:** DSFIR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H0245V108

## DSM-Firmenich AG

Shares Voted: 19,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

## Schneider Electric SE

Meeting Date: 05/07/2025

Country: France

Ticker: SU

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 13,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
6	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	Mgmt	For	Refer	For
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Mgmt	For	Against	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Against	Against
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	Refer	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	Mgmt	For	Refer	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Mgmt	Against	Refer	Against
B	Elect François Durif as Representative of Employee Shareholders to the Board	Mgmt	Against	Refer	Against
C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Mgmt	Against	Refer	Against
D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Mgmt	Against	Refer	Against
E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Mgmt	Against	Refer	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	Against	Against
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	Against	Against
21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

## Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	Against	Against
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	Against	Against
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	Mgmt	For	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Allianz SE

**Meeting Date:** 05/08/2025

**Country:** Germany

**Ticker:** ALV

**Record Date:** 04/30/2025

**Meeting Type:** Annual

**Primary Security ID:** D03080112

**Shares Voted:** 5,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For	For
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For

## Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Refer	Against
9	Amend Articles of Association	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

## CRH Plc

**Meeting Date:** 05/08/2025      **Country:** Ireland      **Ticker:** CRH  
**Record Date:** 03/12/2025      **Meeting Type:** Annual  
**Primary Security ID:** G25508105

**Shares Voted:** 20,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
1c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
1f	Re-elect Badar Khan as Director	Mgmt	For	For	For
1g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
1h	Re-elect Jim Mintern as Director	Mgmt	For	For	For
1i	Re-elect Gillian L. Platt as Director	Mgmt	For	For	For
1j	Re-elect Mary K. Rhinehart as Director	Mgmt	For	For	For
1k	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
1l	Re-elect Christina Verchere as Director	Mgmt	For	For	For

## CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5a	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorize Issue of Equity	Mgmt	For	For	For
7	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Reissuance of Treasury Shares	Mgmt	For	For	For
10	Require Advance Notice for Shareholder Proposals/Nominations	Mgmt	For	For	For
11a	Adopt Plurality Voting in Contested Director Elections	Mgmt	For	For	For
11b	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	Mgmt	For	For	For
12	Amend Articles of Association	Mgmt	For	For	For

## BNP Paribas SA

**Meeting Date:** 05/13/2025

**Country:** France

**Ticker:** BNP

**Record Date:** 05/09/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F1058Q238

**Shares Voted:** 15,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.79 per Share	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Jean-Laurent Bonnafe as Director	Mgmt	For	Refer	For
7	Reelect Lieve Logghe as Director	Mgmt	For	Refer	For
8	Elect Bertrand de Mazieres as Director	Mgmt	For	Refer	For
9	Elect Valerie Chort as Director	Mgmt	For	Refer	For
10	Elect Nicolas Peter as Director	Mgmt	For	Refer	For
11	Elect Guillaume Poupard as Director	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Refer	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	Refer	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	Refer	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	Refer	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	Refer	For
23	Extraordinary Business Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	Refer	For

## BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	For
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	Against	Against
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	Mgmt	For	For	For
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	For	For	For
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## SAP SE

**Meeting Date:** 05/13/2025

**Country:** Germany

**Ticker:** SAP

**Record Date:** 04/21/2025

**Meeting Type:** Annual

**Primary Security ID:** D66992104

**Shares Voted:** 24,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	Refer	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Against

## Universal Music Group NV

**Meeting Date:** 05/14/2025

**Country:** Netherlands

**Ticker:** UMG

**Record Date:** 04/16/2025

**Meeting Type:** Annual

**Primary Security ID:** N90313102

**Shares Voted:** 85,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Annual Report	Mgmt			
3.	Approve Remuneration Report	Mgmt	For	Against	Against
4	Adopt Financial Statements	Mgmt	For	For	For
5.a.	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	Mgmt	For	For	For
6.a.	Approve Discharge of Executive Directors	Mgmt	For	Against	Against
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
7.	Reelect Vincent Vallejo as Executive Director	Mgmt	For	Refer	For
8.a.	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	Refer	For
8.b.	Reelect Haim Saban as Non-Executive Director	Mgmt	For	Refer	For
8.c.	Reelect Luc van Os as Non-Executive Director	Mgmt	For	Against	Against
9.	Approve Remuneration Policy of Executive Board	Mgmt	For	Refer	Against
10.a.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

## Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b.	Approve Cancellation of Shares	Mgmt	For	For	For
11.	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

## Commerzbank AG

**Meeting Date:** 05/15/2025      **Country:** Germany      **Ticker:** CBK  
**Record Date:** 04/23/2025      **Meeting Type:** Annual  
**Primary Security ID:** D172W1279

Shares Voted: 144,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Manfred Knof (until Sep. 30, 2024) for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Michael Kotzbauer (from Oct. 1, 2024) for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.6	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
3.7	Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2024	Mgmt	For	Abstain	Abstain

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
3.8	Approve Discharge of Management Board Member Christiane Vorspel-Rüter (from Sep. 1, 2024) for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaeye for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2025, until 2026 AGM	Mgmt	For	For	For
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Management Board Remuneration Policy	Mgmt	For	Refer	For
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	Mgmt	For	Refer	For

## Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Elect Michael Gorriz to the Supervisory Board	Mgmt	For	Refer	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	Mgmt	For	Refer	For
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

## Euronext NV

**Meeting Date:** 05/15/2025

**Country:** Netherlands

**Ticker:** ENX

**Record Date:** 04/17/2025

**Meeting Type:** Annual

**Primary Security ID:** N3113K397

**Shares Voted:** 22,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Presentation by CEO	Mgmt			
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b.	Approve Remuneration Report	Mgmt	For	Refer	For
3.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.d.	Approve Dividends	Mgmt	For	For	For
3.e.	Approve Discharge of Management Board	Mgmt	For	Against	Against
3.f.	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
4.a.	Reelect Piero Novelli to Supervisory Board	Mgmt	For	Refer	For

## Euronext NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b.	Reelect Olivier Sichel to Supervisory Board	Mgmt	For	Refer	For
4.c.	Elect Francesca Scaglia to Supervisory Board	Mgmt	For	Refer	For
5.a.	Reelect Delphine d'Amarzit to Management Board	Mgmt	For	For	For
5.b.	Elect Rene van Vlerken to Management Board	Mgmt	For	For	For
6.	Amend Remuneration Policy for Management Board	Mgmt	For	Refer	For
7.	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
8.	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
9.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
10.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
10.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11.	Authorize Repurchase of Shares	Mgmt	For	For	For
12.	Authorize Board to Grant Rights to French Beneficiaries to Receive Shares	Mgmt	For	For	For
13.	Other Business (Non-Voting)	Mgmt			
14.	Close Meeting	Mgmt			

## Elia Group SA/NV

**Meeting Date:** 05/20/2025

**Country:** Belgium

**Ticker:** ELI

**Record Date:** 05/06/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** B35656105

**Shares Voted:** 17,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual and Extraordinary Meeting Agenda	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For

## Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Report	Mgmt	For	Refer	For
5	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
6	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
7	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	Mgmt			
8	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
9	Approve Discharge of Auditors	Mgmt	For	Abstain	Abstain
10	Elect Olivier Chapelle as Independent Director and Approve His Remuneration	Mgmt	For	Refer	For
11	Elect Michel Sirat as Independent Director and Approve His Remuneration	Mgmt	For	Refer	For
12	Elect Saskia Van Uffelen as Director and Approve Her Remuneration	Mgmt	For	Against	Against
13	Reelect Pascale Van Damme as Independent Director and Approve Her Remuneration	Mgmt	For	Refer	For
14	Approve the Amended Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
15	Transact Other Business	Mgmt			
	Extraordinary Meeting Agenda	Mgmt			
1.i	Receive Special Board Report and Auditor Report Re: Capital Increase in Cash with Cancellation of the Preferential Subscription Right	Mgmt			
1.ii	Receive Special Board Report and Auditor Report Re: Amendment of the Rights Attached to Classes of Shares	Mgmt			
2	Authorize Double Increase in Share Capital Without Preemptive Rights	Mgmt	For	For	For
3	Grant Powers to the Board to Fix the Issue Price of the Double Capital Increase, Number of Shares to be Issued, Subscription Criteria and the Periods for Subscription	Mgmt	For	For	For

Meeting Date: 05/20/2025

Country: France

Ticker: GLE

Record Date: 05/16/2025

Meeting Type: Annual/Special

Primary Security ID: F8591M517

Shares Voted: 55,808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.09 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Slawomir Krupa, CEO	Mgmt	For	Refer	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	Mgmt	For	Refer	For
12	Approve Compensation of Pierre Palmieri, Vice-CEO	Mgmt	For	Refer	For
13	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	Refer	For
14	Reelect William Connelly as Director	Mgmt	For	Refer	For
15	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	Refer	For
16	Elect Olivier Klein as Director	Mgmt	For	Refer	For
17	Elect Ingrid-Helen Arnold as Director	Mgmt	For	Refer	For

## Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Reelect Sebastien Wetter as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Erste Group Bank AG

**Meeting Date:** 05/21/2025

**Country:** Austria

**Ticker:** EBS

**Record Date:** 05/11/2025

**Meeting Type:** Annual

**Primary Security ID:** A19494102

**Shares Voted:** 45,477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Refer	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9.1	Reelect Alois Flatz as Supervisory Board Member	Mgmt	For	Refer	For

## Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Elect Gottfried Haber as Supervisory Board Member	Mgmt	For	Refer	For
9.3	Elect Gabriele Semmelrock-Werzer as Supervisory Board Member	Mgmt	For	Refer	For
10	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

## Orange SA

**Meeting Date:** 05/21/2025      **Country:** France      **Ticker:** ORA  
**Record Date:** 05/19/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F6866T100

**Shares Voted:** 199,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	Refer	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Elect Nadia Zak-Calvet as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
6	Reelect Bpifrance Participations as Director	Mgmt	For	Refer	For
7	Approve Compensation Report	Mgmt	For	Refer	For
8	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	Refer	For
9	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Amend Article 15 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
15	Amend Article 21 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
16	Amend Article 20 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	Against	Against
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
21	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Increase of up to EUR 1 Billion for Contributions in Kind	Mgmt	For	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	Mgmt	For	For	For
24	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Executive Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For

## Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amending Item 24 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Refer	Against
B	Limitation on the Accumulation of Mandates of the Chairman of the Board	SH	Against	Refer	Against

## Enel SpA

**Meeting Date:** 05/22/2025

**Country:** Italy

**Ticker:** ENEL

**Record Date:** 05/13/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** T3679P115

**Shares Voted:** 365,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			

## Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Refer	For
4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
5	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
6	Approve Long Term Incentive Plan 2025	Mgmt	For	For	For
7.1	Approve Remuneration Policy	Mgmt	For	Refer	For
7.2	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
1.a	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For	For
1.b	Amend Company Bylaws Re: Article 16.2	Mgmt	For	For	For
1.c	Amend Company Bylaws Re: Article 25.4	Mgmt	For	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

## Safran SA

**Meeting Date:** 05/22/2025      **Country:** France      **Ticker:** SAF  
**Record Date:** 05/20/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F4035A557

**Shares Voted:** 8,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	Refer	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Elect Valérie Baudson as Director	Mgmt	For	Refer	For
6	Reelect Fabienne Lecorvaisier as Director	Mgmt	For	Refer	For
7	Reelect Patrick Péлата as Director	Mgmt	For	Refer	For
8	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Olivier Andriès, CEO	Mgmt	For	Refer	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 14.8 of Bylaws Re: Terms for Appointing Representatives of Employees Shareholders	Mgmt	For	For	For
17	Amend Article 18.12 of Bylaws Re: Written Consultation	Mgmt	For	For	For
18	Amend Article 16.1 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
19	Amend Article 14.8 of Bylaws Re: Representatives of Employees Shareholders Length of Term	Mgmt	For	For	For
20	Amend Article 14.9.3 of Bylaws Re: Election of Representatives of Employees Shareholders	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For

## Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
23	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-24	Mgmt	For	Against	Against
26	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Fresenius SE & Co. KGaA

**Meeting Date:** 05/23/2025

**Country:** Germany

**Ticker:** FRE

**Record Date:** 04/30/2025

**Meeting Type:** Annual

**Primary Security ID:** D27348263

**Shares Voted:** 37,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	Refer	For

## Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	Refer	For
8.2	Elect Ralf Kiesslich to the Supervisory Board	Mgmt	For	Refer	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	Refer	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	Refer	For
8.5	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	Refer	For
8.6	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	Refer	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	Refer	For
9.2	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	Refer	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
11	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For

## Publicis Groupe SA

**Meeting Date:** 05/27/2025

**Country:** France

**Ticker:** PUB

**Record Date:** 05/23/2025

**Meeting Type:** Annual/Special

**Primary Security ID:** F7607Z165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
7	Appoint KPMG S.A as Auditor for Sustainability Reporting	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	Mgmt	For	For	For
10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	Mgmt	For	Refer	For
11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	Mgmt	For	Refer	For
12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	Mgmt	For	Refer	For
13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	Mgmt	For	Refer	For
14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For

## Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Zalando SE

**Meeting Date:** 05/27/2025

**Country:** Germany

**Ticker:** ZAL

**Record Date:** 05/05/2025

**Meeting Type:** Annual

**Primary Security ID:** D98423102

**Shares Voted:** 50,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.b	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	For	For
5.c	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.a.a	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	Refer	For
7.a.b	Elect Alice Delahunt to the Supervisory Board	Mgmt	For	Refer	For
7.a.c	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	Against	Against
7.a.d	Elect Anders Holch Povlsen to the Supervisory Board	Mgmt	For	Refer	For
7.a.e	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	Refer	For
7.a.f	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	Refer	For
7.b.a	Elect Zbigniew Laskowski, Rose Reynolds and Maggie Sloan as Employee Representatives to the Supervisory Board	Mgmt	For	For	For
7.b.b	Elect Surbhi Marwah, Klaus Møller-Arentoft and Andrea Ricciarelli to the Supervisory Board as Substitutes to Employee Representatives	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Creation of EUR 79.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

## Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Billion; Approve Creation of EUR 48.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Approve Partial Cancellation of Conditional Capital 2014 and 2016	Mgmt	For	For	For

## Accor SA

**Meeting Date:** 05/28/2025      **Country:** France      **Ticker:** AC  
**Record Date:** 05/26/2025      **Meeting Type:** Annual/Special  
**Primary Security ID:** F00189120

Shares Voted: 21,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.26 per Share	Mgmt	For	For	For
4	Reelect Sébastien Bazin as Director	Mgmt	For	Refer	For
5	Reelect Asma Abdulrahman Al-Khulaifi as Director	Mgmt	For	Against	Against
6	Reelect Ugo Arzani as Director	Mgmt	For	Refer	For
7	Reelect Hélène Auriol-Potier as Director	Mgmt	For	Refer	For
8	Reelect Qionger Jiang as Director	Mgmt	For	Against	Against
9	Reelect Nicolas Sarkozy as Director	Mgmt	For	Against	Against
10	Reelect Isabelle Simon as Director	Mgmt	For	Refer	For
11	Reelect Sarmad Zok as Director	Mgmt	For	Against	Against
12	Elect Katherine E. Fleming as Director	Mgmt	For	Refer	For
13	Appoint Deloitte as Auditor	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	Against	Against
15	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Renew Appointment of PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
18	Approve Compensation of Sébastien Bazin, Chairman and CEO	Mgmt	For	Refer	For
19	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
20	Approve Remuneration Policy of Directors	Mgmt	For	For	For
21	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of 50 Percent of Issued Capital	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of 10 Percent of Issued Capital	Mgmt	For	For	For
26	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placement	Mgmt	For	Against	Against
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

## Accor SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorize Capitalization of Reserves of Up to 50 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 and 29 at 50 Percent of the Share Capital and Under Items 25-28 at 10 Percent of Issued Capital	Mgmt	For	For	For
31	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
32	Pursuant to Item 31 Above, Set Limit of Shares Reserved for Corporate Executive Officers at 15 Percent of Restricted Stock Plans	Mgmt	For	For	For
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
34	Amend Articles of Bylaws Ordinary Business	Mgmt Mgmt	For	For	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Iberdrola SA

**Meeting Date:** 05/30/2025      **Country:** Spain      **Ticker:** IBE  
**Record Date:** 05/23/2025      **Meeting Type:** Annual  
**Primary Security ID:** E6165F166

**Shares Voted:** 271,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	Abstain	Abstain
5.1	Amend Articles Re: Corporate Organization and Governance	Mgmt	For	For	For
5.2	Amend Articles Re: Technical Improvements and Update	Mgmt	For	For	For

# Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Include Preamble in the General Meeting Regulations	Mgmt	For	For	For
6.2	Include Title I in the General Meeting Regulations	Mgmt	For	For	For
6.3	Include Title II in the General Meeting Regulations	Mgmt	For	For	For
6.4	Include Title III in the General Meeting Regulations	Mgmt	For	For	For
6.5	Include Titles IV and V in the General Meeting Regulations	Mgmt	For	For	For
6.6	Include Titles VI, VII, VIII, IX and X in the General Meeting Regulations	Mgmt	For	For	For
6.7	Include Title XI in the General Meeting Regulations	Mgmt	For	For	For
6.8	Include Title XII in the General Meeting Regulations	Mgmt	For	For	For
7	Approve Engagement Dividend	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9	Approve Scrip Dividends	Mgmt	For	For	For
10	Approve Scrip Dividends	Mgmt	For	For	For
11	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
13	Reelect Angel Jesus Acebes Paniagua as Director	Mgmt	For	Refer	For
14	Reelect Juan Manuel Gonzalez Serna as Director	Mgmt	For	Refer	For
15	Ratify Appointment of and Elect Ana Colonques Garcia-Planas as Director	Mgmt	For	Refer	For
16	Fix Number of Directors at 14	Mgmt	For	For	For
17	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 40 Billion and Issuance of Notes up to EUR 8 Billion	Mgmt	For	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

# Compagnie de Saint-Gobain SA

Meeting Date: 06/05/2025

Country: France

Ticker: SGO

Record Date: 06/03/2025

Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 19,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Benoit Bazin as Director	Mgmt	For	For	For
6	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Elect Maya Hari as Director	Mgmt	For	Refer	For
8	Elect Antoine de Saint-Affrique as Director	Mgmt	For	Against	For
9	Elect Hans Sohlström as Director	Mgmt	For	Refer	For
10	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board from January 1, 2024 Until June 6, 2024	Mgmt	For	For	For
11	Approve Compensation of Benoit Bazin, CEO from January 1, 2024 Until June 6, 2024	Mgmt	For	Refer	For
12	Approve Compensation of Benoit Bazin, Chairman and CEO from June 7, 2024 Until December 31, 2024	Mgmt	For	Refer	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

## Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 399 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	Against	Against
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 99 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Amend Article 18 of Bylaws to Incorporate Legal Changes Re: General Meeting Broadcast	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Prosus NV

**Meeting Date:** 08/20/2025

**Country:** Netherlands

**Ticker:** PRX

**Record Date:** 07/23/2025

**Meeting Type:** Annual

**Primary Security ID:** N7163R103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Annual Report (Non-Voting)	Mgmt			
2.	Approve Remuneration Report	Mgmt	For	Against	For
3.	Adopt Financial Statements	Mgmt	For	For	For
4.	Approve Allocation of Income	Mgmt	For	For	For
5.	Approve Discharge of Executive Directors	Mgmt	For	Against	Against
6.	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
7.	Approve Remuneration Policy	Mgmt	For	Against	For
8.	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
9.	Elect Phuthi Mahanyele-Dabengwa as Executive Director	Mgmt	For	Refer	For
10.	Elect Nico Marais as Executive Director	Mgmt	For	Refer	For
11.1.	Reelect Koos Bekker as Director	Mgmt	For	Refer	For
11.2.	Reelect Sharmistha Dubey as Director	Mgmt	For	Refer	For
11.3.	Reelect Debra Meyer as Director	Mgmt	For	Refer	For
11.4.	Reelect Steve Pacak as Director	Mgmt	For	Against	Against
12.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
13.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
14.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
15.	Authorize Repurchase of Shares	Mgmt	For	Against	Against
16.	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
17.	Discuss Voting Results	Mgmt			
18.	Close Meeting	Mgmt			

## ABN AMRO Bank NV

Meeting Date: 08/27/2025

Country: Netherlands

Ticker: ABN

Record Date: 08/14/2025

Meeting Type: Extraordinary  
Shareholders

Primary Security ID: N0162C102

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Informational Meeting of the Foundation Administration Office for Holders of Depository Receipts	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Announcements	Mgmt			
3	Receive Agenda and Notice Convening the EGM of ABN AMRO Bank N.V. of September 11, 2025	Mgmt			
4	Other Business (Non-Voting)	Mgmt			
5	Close Meeting	Mgmt			

## ABN AMRO Bank NV

Meeting Date: 09/11/2025

Country: Netherlands

Ticker: ABN

Record Date: 08/14/2025

Meeting Type: Extraordinary  
Shareholders

Primary Security ID: N0162C102

Shares Voted: 75,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2(a).	Announce Vacancies on the Supervisory Board	Mgmt			
2(b).	Announce Nomination of Daniel Hartert as Supervisory Board Member	Mgmt			
2(c).	Opportunity to Make Recommendations	Mgmt			
2(d).	Receive Explanation and Motivation by Daniel Hartert	Mgmt			
2(e).	Elect Daniel Hartert to Supervisory Board	Mgmt	For	Refer	For
3.	Close Meeting	Mgmt			

# Neinor Homes SA

**Meeting Date:** 10/20/2025

**Country:** Spain

**Ticker:** HOME

**Record Date:** 10/15/2025

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** E7647E108

**Shares Voted:** 74,112

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Approve Acquisition of Aedas Homes SA	Mgmt	For	Refer	For
2	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For