

Mars 2025

DOCUMENT  
REGLEMENTAIRE

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# Rapport de vote

MANSARTIS ZONE EURO  
ISR

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# RAPPORT SUR L'EXERCICE DES DROITS DE VOTE au 31 décembre 2024

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Conformément aux dispositions prévues par l'article L.533-22 du Code Monétaire Financier, Mansartis Gestion établit annuellement un rapport relatif à l'exercice des droits de vote attachés aux titres détenus par les OPC dont elle assure la gestion financière. Ces rapports sont établis dans les quatre mois suivant la clôture de l'exercice.

Ce rapport indique :

- Le nombre de sociétés dans lesquelles Mansartis a exercé les droits de vote.
- Les votes contre les recommandations du management détaillés par thématique.
- Les potentielles situations de conflit d'intérêts identifiées par Mansartis dans le cadre de l'exercice des droits de vote.

## 1. Les principes de la politique de vote

Conformément à sa politique d'exercice des droits de vote, Mansartis Gestion exerce les droits de vote qui sont attachés aux titres détenus par les fonds communs de placement dont nous assurons la gestion. En 2019, Mansartis a renforcé son rôle d'investisseur responsable par, notamment, la mise en place d'une politique de vote sur l'ensemble des titres quel que soit le nombre de titres détenus et quelle que soit la zone géographique. En 2018, Mansartis Gestion ne votait pas pour les sociétés ayant leur siège social à l'étranger.

Mansartis a ainsi décidé de s'appuyer sur l'expertise et les services d'un proxy-voter en 2019 en nouant un partenariat avec le leader mondial en la matière : ISS – Institutional Shareholder Services. Mansartis s'appuie sur la politique formalisée par ISS intitulée « Sustainability Policy ».

Les lignes directrices de « Sustainability Policy » mettent l'accent sur la pérennité et la valorisation à long terme des entreprises grâce à la promotion des meilleures pratiques de gouvernance et la prise en compte des enjeux Environnementaux et Sociaux. La « Sustainability Policy » s'attache à promouvoir la publication et la transparence en termes de reporting des entreprises sur la façon dont elles gèrent les enjeux de développement durable auxquels elles peuvent être confrontées.

## 2. Périmètre d'exercice des droits de vote

Conformément à sa politique globale d'engagement Mansartis cherchera toujours à exercer ses droits de vote pour l'ensemble des titres détenus dans les OPC à l'exception des cas décrits ci-dessous.

Dans l'intérêt des porteurs, Mansartis se réserve la possibilité de ne pas exercer son droit de vote. Par exemple, afin de s'assurer de la maîtrise totale de la liquidité des OPC sous gestion, Mansartis ne votera a priori pas aux Assemblées Générales pour lesquelles des procédures de blocage de titres sont implémentées. Dans le cadre du marché Suisse où ces procédures sont fréquentes, le gérant décidera, de façon discrétionnaire, s'il souhaite exercer les droits de vote attachés aux titres détenus dans les fonds, mais pour 80% maximum des droits. Par ailleurs, Mansartis s'abstiendra dans le cas où des procédures trop complexes de POA (Power of Attorney) seraient nécessaires pour exercer son droit de vote.

### **3. Modalité d'exercice des droits de vote**

ISS apporte un soutien dans la procédure opérationnelle de vote en mettant à disposition sa plateforme de vote à laquelle chaque gérant a accès. La plateforme permet le suivi automatisé des Assemblées Générales pour lesquelles Mansartis est détentrice de Bulletin(s) de vote(s) et a l'intention d'exercer son droit de vote. Chaque gérant de fonds est responsable des décisions de vote des titres qu'il détient en portefeuille. Néanmoins, dans un souci d'efficacité, la procédure opérationnelle s'appuie sur la plateforme de service du proxy-voter : ISS pré-remplit l'ensemble des bulletins de vote pour lesquels Mansartis a l'intention d'exercer son/ses vote(s) en s'appuyant sur la politique de vote spécifique à laquelle Mansartis a souscrit. Le gérant peut à tout moment modifier les votes, une justification doit être matérialisée dans l'outil. Sauf avis contraire du gérant, les recommandations d'ISS s'appliquent.

Dans la majorité des cas, les votes sont ainsi effectués à distance via la plateforme d'ISS en application de la politique de vote retenue.

### **4. Bilan 2024**

#### **a. Nombre de sociétés pour lesquelles Mansartis a exercé ses droits de vote**

Mansartis a voté pour 23 sociétés sur 28 titres en portefeuille. Cette différence est due à la définition du périmètre d'exercice des droits de vote de Mansartis (définie ci-dessus). Mansartis n'a donc pas exercé son droit de vote pour les sociétés des pays européens suivants : Suisse, Suède.

Le ratio de participation en 2024 est ainsi de 100% selon le périmètre d'exercice des droits de vote défini par la politique de vote.

Mansartis Gestion n'a pas voté à l'encontre de la politique de vote.

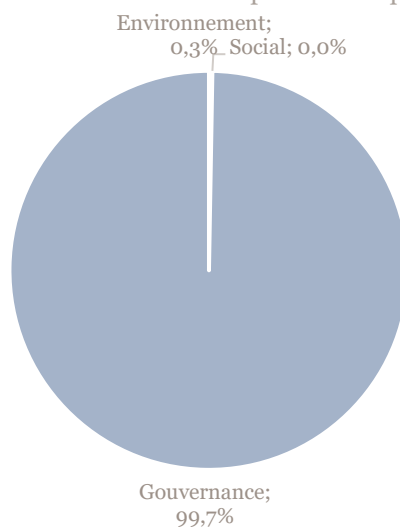
Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	11	11	100%
Allemagne	4	4	100%
Pays-Bas	5	5	100%
Royaume-Uni	2	2	100%
Espagne	1	1	100%
Suisse	3	Hors scope	Hors scope
Suède	2	Hors scope	Hors scope

Répartition géographique France / hors-France (selon notre périmètre de vote) :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	11	11	100%
Hors France	8	8	100%

Répartition des résolutions par thématique ESG



#### b. Votes contre les recommandations du management

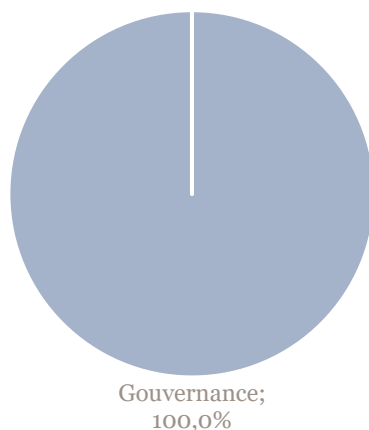
Sur les 581 résolutions soumises au vote, 50 ont fait l'objet d'un vote contre les recommandations du management soit 9% du nombre total de votes.

Les propositions ayant fait l'objet d'un vote "Against" sont principalement liées à :

- La rémunération des dirigeants (ex. LVMH, Hermès, Dassault, EssilorLuxottica, etc.)
- L'élection de membres du conseil (ex. SAP, Ferrari, Siemens)
- Des transactions stratégiques ou de gouvernance (ex. spin-off, acquisitions)

L'exemple le plus marquant : Chez **LVMH**, 10 résolutions ont été votées "contre", notamment sur les rémunérations de Bernard Arnault et d'autres dirigeants.

Répartition des votes contre le management par  
thématique ESG



## 5. Conflit d'intérêts

Mansartis a établi une politique de gestion des conflits d'intérêts permettant la détection et la prévention de toute situation potentielle de conflit d'intérêts ainsi qu'un dispositif de résolutions de ceux-ci. Cette politique est consultable sur le site internet de Mansartis.

Mansartis n'a pas relevé de conflit d'intérêts pour l'exercice des droits de vote attachés aux titres détenus par le fonds Mansartis Zone Euro ISR.

## Annexe - Liste des résolutions

VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MANSARTIS ZONE EURO  
ISR

Deutsche Telekom AG

Meeting Date: 04/10/2024Country: GermanyTicker: DTE

Record Date: 04/05/2024Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 322,231

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	For
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For
9	Approve Remuneration Report	Mgmt	For

Straumann Holding AG

Meeting Date: 04/12/2024Country: SwitzerlandTicker: STMN

Record Date:Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	Do Not Vote
1.3	Approve Non-Financial Report	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	Do Not Vote
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.2 Million	Mgmt	Do Not Vote
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	Do Not Vote
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	Do Not Vote
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	Do Not Vote
6.2	Reelect Olivier Filliol as Director	Mgmt	Do Not Vote
6.3	Reelect Marco Gadola as Director	Mgmt	Do Not Vote
6.4	Reelect Thomas Straumann as Director	Mgmt	Do Not Vote
6.5	Reelect Regula Wallimann as Director	Mgmt	Do Not Vote
6.6	Elect Xiaoqun Clever-Steg as Director	Mgmt	Do Not Vote
6.7	Elect Stefan Meister as Director	Mgmt	Do Not Vote
7.1	Appoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	Do Not Vote
9	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
10	Transact Other Business (Voting)	Mgmt	Do Not Vote

Straumann Holding AG

Meeting Date: 04/12/2024

Record Date:

Primary Security ID: H8300N127

Country: Switzerland

Meeting Type: Annual

Ticker: STMN

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

Stellantis NV

Meeting Date: 04/16/2024

Record Date: 03/19/2024

Primary Security ID: N82405106

Country: Netherlands

Meeting Type: Annual

Ticker: STLAM

Shares Voted: 306,554

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.c	Discussion on Company's Corporate Governance Structure	Mgmt	
2.d	Approve Remuneration Report	Mgmt	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.f	Approve Dividends	Mgmt	For
2.g	Approve Discharge of Directors	Mgmt	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
6.a	Approve Cancellation of Common Shares	Mgmt	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For
7	Close Meeting	Mgmt	

Ferrari NV

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N3167Y103

Country: Netherlands

Meeting Type: Annual

Ticker: RACE

Shares Voted: 6,663

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Director's Board Report (Non-Voting)	Mgmt	
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.c	Discuss Corporate Governance Chapter in Board Report	Mgmt	
2.d	Approve Remuneration Report	Mgmt	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For
2.f	Approve Dividends	Mgmt	For
2.g	Approve Discharge of Directors	Mgmt	For
3.a	Reelect John Elkann as Executive Director	Mgmt	Against

Ferrari NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	Against
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For
3.k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
5	Amend Remuneration Policy of Board of Directors	Mgmt	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For
7	Reappoint Auditors	Mgmt	For
8	Approve Awards to Executive Director	Mgmt	For
9	Close Meeting	Mgmt	

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024	Country: France	Ticker: MC
Record Date: 04/16/2024	Meeting Type: Annual/Special	
Primary Security ID: F58485115		

Shares Voted: 11,996

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

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect Antoine Arnault as Director	Mgmt	Against
6	Elect Henri de Castries as Director	Mgmt	For
7	Elect Alexandre Arnault as Director	Mgmt	Against
8	Elect Frederic Arnault as Director	Mgmt	Against
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Against
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
17	Extraordinary Business	Mgmt	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For

Siemens Healthineers AG

Meeting Date: 04/18/2024	Country: Germany	Ticker: SHL
Record Date: 04/11/2024	Meeting Type: Annual	
Primary Security ID: D6T479107		

Shares Voted: 59,254

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Amend Corporate Purpose	Mgmt	For
8	Amend Articles of Association	Mgmt	For
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	Against
9.2	Elect Karl-Heinz Strelbich to the Supervisory Board	Mgmt	For
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	Against

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	Against
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	Against
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	Against
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	Against
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	Against
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	Against

L'Oreal SA

Meeting Date: 04/23/2024	Country: France	Ticker: OR
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F58149133		

Shares Voted: 25,622

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For
4	Elect Jacques Ripoll as Director	Mgmt	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For
6	Reelect Ilham Kadri as Director	Mgmt	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For
8	Reelect Nicolas Meyers as Director	Mgmt	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For
14	Approve Remuneration Policy of Directors	Mgmt	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
16	Approve Remuneration Policy of CEO	Mgmt	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
18	Extraordinary Business	Mgmt	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

ASML Holding NV

Meeting Date: 04/24/2024

Record Date: 03/27/2024

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 16,210

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Annual Meeting Agenda	Mgmt	
	Open Meeting	Mgmt	

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt	
3a	Approve Remuneration Report	Mgmt	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
3e	Approve Dividends	Mgmt	For
4a	Approve Discharge of Management Board	Mgmt	For
4b	Approve Discharge of Supervisory Board	Mgmt	For
5	Approve Number of Shares for Management Board	Mgmt	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	
7a	Discuss Updated Profile of the Supervisory Board	Mgmt	
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For
7e	Discuss Composition of the Supervisory Board	Mgmt	
8a	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
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For
11	Other Business (Non-Voting)	Mgmt	

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
12	Close Meeting	Mgmt	

Assa Abloy AB

Meeting Date: 04/24/2024	Country: Sweden	Ticker: ASSA.B
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: W0817X204		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	
4	Approve Agenda of Meeting	Mgmt	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	Do Not Vote
7	Receive President's Report	Mgmt	
8.a	Receive Financial Statements and Statutory Reports	Mgmt	
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
8.c	Receive Board's Report	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	Do Not Vote
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
11.b	Approve Remuneration of Auditors	Mgmt	Do Not Vote
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	Do Not Vote
14	Approve Remuneration Report	Mgmt	Do Not Vote
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Do Not Vote
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	Do Not Vote
17	Close Meeting	Mgmt	

Atlas Copco AB

Meeting Date: 04/24/2024	Country: Sweden	Ticker: ATCO.A
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: W1R924252		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt	
7	Receive CEO's Report	Mgmt	
8.a	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	Do Not Vote
8.b2	Approve Discharge of Staffan Bohman	Mgmt	Do Not Vote
8.b3	Approve Discharge of Johan Forssell	Mgmt	Do Not Vote
8.b4	Approve Discharge of Helene Mellquist	Mgmt	Do Not Vote
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	Do Not Vote
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	Do Not Vote
8.b7	Approve Discharge of Gordon Riske	Mgmt	Do Not Vote
8.b8	Approve Discharge of Hans Straberg	Mgmt	Do Not Vote
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	Do Not Vote
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	Do Not Vote
8.b11	Approve Discharge of Benny Larsson	Mgmt	Do Not Vote
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	Do Not Vote
8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	Do Not Vote
8.d	Approve Record Date for Dividend Payment	Mgmt	Do Not Vote
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	Do Not Vote
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Do Not Vote
10.a1	Reelect Juman Al Sibai as Director	Mgmt	Do Not Vote
10.a2	Reelect Johan Forssell as Director	Mgmt	Do Not Vote
10.a3	Reelect Helene Mellquist as Director	Mgmt	Do Not Vote
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	Do Not Vote
10.a5	Reelect Gordon Riske as Director	Mgmt	Do Not Vote
10.a6	Reelect Hans Straberg as Director	Mgmt	Do Not Vote
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	Do Not Vote
10.b1	Elect Vagner Rego as New Director	Mgmt	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.b2	Elect Karin Radstrom as New Director	Mgmt	Do Not Vote
10.c	Reelect Hans Straberg as Board Chair	Mgmt	Do Not Vote
10.d	Ratify Ernst & Young as Auditors	Mgmt	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	Do Not Vote
12.a	Approve Remuneration Report	Mgmt	Do Not Vote
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Do Not Vote
12.c	Approve Stock Option Plan 2024 for Key Employees	Mgmt	Do Not Vote
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	Do Not Vote
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	Do Not Vote
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	Mgmt	Do Not Vote
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	Do Not Vote
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	Mgmt	Do Not Vote
14	Close Meeting	Mgmt	

RELX Plc

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

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
5	Reelect Kim Ann Mink as Director	Mgmt	For
6	Reelect Monica de Virgiliis as Director	Mgmt	Against
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For
11	Approve Remuneration Policy of CEO	Mgmt	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For
23	Ordinary Business	Mgmt	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt	

EssilorLuxottica SA

Meeting Date: 04/30/2024	Country: France	Ticker: EL
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F31665106		

Shares Voted: 24,580

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Ordinary Business	Mgmt	For
	Approve Financial Statements and Statutory Reports	Mgmt	
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	
	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	
	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	
	Approve Compensation Report of Corporate Officers	Mgmt	
	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Remuneration Policy of Directors	Mgmt	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
11	Elect Francesco Milleri as Director	Mgmt	Against
12	Elect Paul du Saillant as Director	Mgmt	For
13	Elect Romolo Bardin as Director	Mgmt	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For
16	Elect Jose Gonzalo as Director	Mgmt	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For
18	Elect Mario Notari as Director	Mgmt	For
19	Elect Swati Piramal as Director	Mgmt	For
20	Elect Cristina Scocchia as Director	Mgmt	For
21	Elect Nathalie von Siemens as Director	Mgmt	For
22	Elect Andrea Zappia as Director	Mgmt	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For
	Ordinary Business	Mgmt	
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Hermes International SCA

Meeting Date: 04/30/2024

Country: France

Ticker: RMS

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F48051100

Shares Voted: 3,520

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of General Managers	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For

## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration Policy of General Managers	Mgmt	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	Against
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For
18	Extraordinary Business	Mgmt	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## SPIE SA

Meeting Date: 05/03/2024	Country: France	Ticker: SPIE
Record Date: 04/30/2024	Meeting Type: Annual/Special	
Primary Security ID: F8691R101		

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.83 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
6	Approve Compensation of Chairman and CEO	Mgmt	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
8	Approve Compensation Report	Mgmt	For
9	Approve Remuneration Policy of Directors	Mgmt	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
12	Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value	Mgmt	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For

SPIE SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For
16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
20	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

DSM-Firmenich AG

Meeting Date: 05/07/2024	Country: Switzerland	Ticker: DSFIR
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: H0245V108		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Sustainability Report	Mgmt	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	Do Not Vote
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	Do Not Vote
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	Do Not Vote

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	Do Not Vote
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	Do Not Vote
4.1.e	Reelect Erica Mann as Director	Mgmt	Do Not Vote
4.1.f	Reelect Carla Mahieu as Director	Mgmt	Do Not Vote
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	Do Not Vote
4.1.h	Reelect Andre Pometta as Director	Mgmt	Do Not Vote
4.1.i	Reelect John Ramsay as Director	Mgmt	Do Not Vote
4.1.j	Reelect Richard Ridinger as Director	Mgmt	Do Not Vote
4.1.k	Reelect Corien Wortmann as Director	Mgmt	Do Not Vote
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	Do Not Vote
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	Do Not Vote
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	Do Not Vote
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	Do Not Vote
5.3	Approve Remuneration Report	Mgmt	Do Not Vote
6	Ratify KPMG as Auditors	Mgmt	Do Not Vote
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	Do Not Vote

DSM-Firmenich AG

Meeting Date: 05/07/2024Country: SwitzerlandTicker: DSFIR

Record Date:Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

Wolters Kluwer NV

Meeting Date: 05/08/2024Country: NetherlandsTicker: WKL

Record Date: 04/10/2024Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 50,538

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Executive Board	Mgmt	
2.b	Discussion on Company's Corporate Governance Structure	Mgmt	
2.c	Receive Report of Supervisory Board	Mgmt	
2.d	Approve Remuneration Report	Mgmt	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt	
3.c	Approve Dividends	Mgmt	For
4.a	Approve Discharge of Executive Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.b	Amend Remuneration of Supervisory Board	Mgmt	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
9	Approve Cancellation of Shares	Mgmt	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For
11	Other Business	Mgmt	
12	Close Meeting	Mgmt	

SAP SE

Meeting Date: 05/15/2024

Record Date: 04/23/2024

Primary Security ID: D66992104

Country: Germany

Meeting Type: Annual

Ticker: SAP

Shares Voted: 71,419

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	Against
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For

SAP SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	Against
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For

Symrise AG

Meeting Date: 05/15/2024	Country: Germany	Ticker: SY1
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: D827A1108		

Shares Voted: 38,506

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For

Symrise AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For

Capgemini SE

Meeting Date: 05/16/2024

Record Date: 05/14/2024

Primary Security ID: F4973Q101

Country: France

Meeting Type: Annual/Special

Ticker: CAP

Shares Voted: 28,519

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
9	Approve Remuneration Policy of CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Reelect Sian Herbert-Jones as Director	Mgmt	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For
13	Reelect Aiman Ezzat as Director	Mgmt	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/17/2024Country: FranceTicker: ML

Record Date: 05/15/2024Meeting Type: Annual/Special

Primary Security ID: F61824870

Shares Voted: 67,757

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
6	Approve Remuneration Policy of General Managers	Mgmt	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For

# Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Compensation Report of Corporate Officers	Mgmt	For
9	Approve Compensation of Florent Menegaux	Mgmt	For
10	Approve Compensation of Yves Chapot	Mgmt	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
16	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For

# Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## Dassault Systemes SE

**Meeting Date:** 05/22/2024

**Country:** France

**Ticker:** DSY

**Record Date:** 05/20/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F24571451

Shares Voted: 126,172

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	Against
12	Reelect Laurence Daures as Director	Mgmt	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	Against

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
23	Ordinary Business	Mgmt	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt	

Elis SA

Meeting Date: 05/23/2024	Country: France	Ticker: ELIS
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F2976F106		

Shares Voted: 393,744

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Ordinary Business	Mgmt	For
	Approve Financial Statements and Statutory Reports	Mgmt	
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	
	Approve Treatment of Losses and Dividends of EUR 0.43 per Share	Mgmt	
	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	
	Reelect Amy Flikerski as Supervisory Board Member	Mgmt	
	Reelect Fabrice Barthelemy as Supervisory Board Member	Mgmt	
	Ratify Appointment of BW Gestao de Investimentos Ltda as Supervisory Board Member Following Resignation of Magali Chesse	Mgmt	
	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	
	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	
	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	
	Approve Remuneration Policy of Supervisory Board Members	Mgmt	
	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Remuneration Policy of Management Board Members	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-23 and 25-26 at EUR 115 Million	Mgmt	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Schneider Electric SE

Meeting Date: 05/23/2024	Country: France	Ticker: SU
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F86921107		

Shares Voted: 66,801

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For
11	Approve Remuneration Policy of CEO	Mgmt	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Reelect Fred Kindle as Director	Mgmt	For
15	Reelect Cecile Cabanis as Director	Mgmt	For
16	Reelect Jill Lee as Director	Mgmt	For
17	Elect Philippe Knoche as Director	Mgmt	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Amadeus IT Group SA

Meeting Date: 06/05/2024

Record Date: 05/31/2024

Primary Security ID: E04648114

Country: Spain

Meeting Type: Annual

Ticker: AMS

Shares Voted: 99,969

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For

## Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Non-Financial Information Statement	Mgmt	For
3	Advisory Vote on Remuneration Report	Mgmt	For
4	Approve Allocation of Income and Dividends	Mgmt	For
5	Approve Discharge of Board	Mgmt	For
6.1	Reelect William Connelly as Director	Mgmt	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For
6.8	Reelect Jana Eggers as Director	Mgmt	For
7	Approve Remuneration of Directors	Mgmt	For
8	Approve Remuneration Policy	Mgmt	For
9	Approve Executive Share Plan	Mgmt	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

## Sonova Holding AG

Meeting Date: 06/11/2024	Country: Switzerland	Ticker: SOON
Record Date:	Meeting Type: Annual	
Primary Security ID: H8024W106		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	Do Not Vote

# Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	Do Not Vote
4.1.2	Reelect Stacy Seng as Director	Mgmt	Do Not Vote
4.1.3	Reelect Gregory Behar as Director	Mgmt	Do Not Vote
4.1.4	Reelect Lynn Bleil as Director	Mgmt	Do Not Vote
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	Do Not Vote
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	Do Not Vote
4.1.7	Reelect Julie Tay as Director	Mgmt	Do Not Vote
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	Do Not Vote
4.1.9	Reelect Adrian Widmer as Director	Mgmt	Do Not Vote
4.2	Elect Gilbert Achermann as Director	Mgmt	Do Not Vote
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
4.5	Designate Keller AG as Independent Proxy	Mgmt	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	Do Not Vote
6	Transact Other Business (Voting)	Mgmt	Do Not Vote

## Sonova Holding AG

Meeting Date: 06/11/2024	Country: Switzerland	Ticker: SOON
Record Date:	Meeting Type: Annual	
Primary Security ID: H8024W106		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

## Ashtead Group Plc

Meeting Date: 09/04/2024	Country: United Kingdom	Ticker: AHT
Record Date: 09/02/2024	Meeting Type: Annual	
Primary Security ID: G05320109		

Shares Voted: 65,332

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Remuneration Policy	Mgmt	Against
4	Approve Final Dividend	Mgmt	For
5	Re-elect Paul Walker as Director	Mgmt	For
6	Re-elect Brendan Horgan as Director	Mgmt	For
7	Re-elect Michael Pratt as Director	Mgmt	For
8	Re-elect Angus Cockburn as Director	Mgmt	For
9	Re-elect Lucinda Riches as Director	Mgmt	For
10	Re-elect Tanya Fratto as Director	Mgmt	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For
13	Elect Roy Twite as Director	Mgmt	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Amend Long-Term Incentive Plan	Mgmt	Against
17	Authorise Issue of Equity	Mgmt	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Wolters Kluwer NV

Meeting Date: 10/28/2024	Country: Netherlands	Ticker: WKL
Record Date: 09/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N9643A197		

Shares Voted: 52,311

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Elect Anjana Harve to Supervisory Board	Mgmt	For
3	Close Meeting	Mgmt	