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1) Name of the Investment Fund	اسم صندوق الاستثمار
SNB Capital North America Index Fund	صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
2) Investment Objectives and Policies	2) أهداف وسياسات الاستثمار وممارساته
Fund's Objectives: The fund aims to achieve capital growth over the long term. The Fund seeks to replicate as closely as possible, before expenses, the performance of the MSCI North America Islamic M-Series Index (Net Total Return USD). Investment Policies and Practices: The Fund Primarily invests in the stocks of large-medium cap listed in American and Canadian markets.	أهداف الصندوق: يهدف الصندوق إلى نمو رأس المال على المدى الطويل من خلال تحقيق عائد إجمالي يعادل أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي). سياسات الاستثمار وممارساته: يستثمر الصندوق بشكل أساسي في أسهم شركات أمريكا الشمالية المدرجة الكبيرة والمتوسطة حيث يركز الصندوق استثماراته في أسهم الشركات المدرجة في الأسواق الأمريكية والأسواق الكندية.
3) Distribution of Income & Gain Policy	3) سياسة توزيع الدخل والأرباح
Income and dividends will be reinvested in the Fund. No income or dividends will be distributed to Unitholders.	يتم إعادة استثمار الدخل والأرباح في الصندوق، ولا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
4) The fund's reports are available upon request free of charge.	4) تتاح تقارير الصندوق عند الطلب وبدون مقابل.
5) The fund's benchmark and the service provider's website (if any)	5) المؤشر الاسترشادي للصندوق، والموقع الإلكتروني لمزود الخدمة (إن وجد)
MSCI North America Islamic M-Series Index (Net Total Return USD). The benchmark service and its data are provided by (MSCI Inc.).	مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي). ويتم تزويد خدمة المؤشر وبياناته عن طريق (MSCI Inc.).

A) Fund Performance
ب) أداء الصندوق

1) A comparative table covering the last three financial years/or since inception, highlighting:

1) جدول مقارنة يغطي السنوات المالية الثلاث الأخيرة/ أو منذ التأسيس، يوضح:

السنة	2022	2023	2024	Year
صافي قيمة أصول الصندوق*	337,672,429	458,534,322	627,020,752	NAV*
صافي قيمة أصول الصندوق لكل وحدة*	6.68	8.42	9.91	NAV per Unit*
أعلى سعر وحدة*	8.52	8.46	10.31	Highest Price per Unit*
أقل سعر وحدة*	6.08	6.62	8.26	Lowest Price per Unit*
عدد الوحدات	50,534,069	54,453,112	63,247,841	Number of Units
قيمة الأرباح الموزعة لكل وحدة	N/A	N/A	N/A	Income Distribution Per Unit
نسبة الرسوم والمصروفات	0.35%	0.40%	0.42%	Fees & Expense Ratio
نسبة الأصول المقرضة من إجمالي قيمة الأصول، ومدة انكشافها وتاريخ استحقاقها (إن وجدت)	N/A	N/A	N/A	Percentage of borrowed assets from the total asset value, the period of their exposure period and due date (if any)

*In US Dollar

*بالدولار الأمريكي

2) A performance record that covers the following:

2) سجل أداء يغطي ما يلي:

a. The total return for the fund compared to the benchmark for 1 year, 3 years, 5 years and since inception:

أ. العائد الإجمالي للصندوق مقارنة بالمؤشر لسنة واحدة، ثلاث سنوات، خمس سنوات ومنذ التأسيس:

الفترة	1 Year سنة	3 Years 3 سنوات	5 Years 5 سنوات	Since Inception منذ التأسيس	Period
عائد الصندوق %	17.73	5.24	12.99	7.43	Return %
عائد المؤشر %	17.57	5.45	13.35	9.54	Benchmark %

b. The annual total return for the fund compared to the benchmark for the last 10 years/ or since inception:

ب. العائد الإجمالي السنوي للصندوق مقارنة بالمؤشر للعشر سنوات الماضية/ أو منذ التأسيس:

السنة	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Year
عائد الصندوق %	-0.54	4.18	20.00	-4.17	28.49	23.25	28.20	-21.43	26.02	17.73	Return %
عائد المؤشر %	3.14	7.34	20.43	-3.82	29.08	24.01	28.67	-21.29	26.70	17.57	Benchmark %

c. Actual fees and fund expenses paid by the investment fund during the year as a percentage of average Net Asset Value:

ج. مقابل الخدمات والعمولات والأتعاب التي تحملها الصندوق على مدار العام كنسبة مئوية من متوسط صافي قيمة أصول الصندوق:

الرسوم والمصروفات	النسبة المئوية %	ألف دولار USD '000	Fees and Expenses
أتعاب الإدارة	0.30%	1,672	Management Fees
ضريبة القيمة المضافة على أتعاب الإدارة	0.04%	231	VAT on Management Fees
رسوم الحفظ	0.01%	41	Custodian Fees
أتعاب مراجع الحسابات	0.01%	14	Auditor Fees
مصاريف العمليات الإدارية	0.06%	346	Fund Admin Expenses
رسوم هيئة السوق المالية	0.00%	2	CMA Fees
رسوم نشر معلومات الصندوق على موقع تداول	0.00%	2	Tadawul Fees
أتعاب خدمات اللجنة الشرعية	0.00%	4	Shariah Committee Fees
مكافآت أعضاء مجلس إدارة الصندوق المستقلين	0.00%	1	Independent Fund Board Remunerations
مجموع الرسوم والمصاريف	0.42%	2,313	Total Fees and Expenses

3) Material Changes

There were no material changes that occurred during the period.

3) تغيرات جوهرية حدثت خلال الفترة

لم تحدث أي تغييرات جوهرية تؤثر على أداء الصندوق خلال الفترة.

4) Exercising of Voting Rights

The Fund Manager has exercised voting rights, for more details kindly refer to the "Exercising of Voting Right Annex".

4) ممارسات التصويت السنوية

قام مدير الصندوق بممارسات التصويت السنوية. وللمزيد من التفاصيل يرجى مراجعة "ملحق ممارسات التصويت السنوية".

5) Fund Board Annual Report

5) تقرير مجلس إدارة الصندوق السنوي

a. Names of Fund Board Members

- Naif Al Saif – Chairman – Non-Independent Member
- Wisam Fasihaldin - Non-Independent Member
- Dr. Asem Al Homaidi - Independent Member
- Mohammed Al Oyaidi - Independent Member

أ. أسماء أعضاء مجلس إدارة الصندوق

- نايف آل سيف - رئيس مجلس إدارة الصندوق - عضو غير مستقل
- وسام فصيح الدين - عضو غير مستقل
- د. عاصم الحميضي - عضو مستقل
- محمد العبيدي - عضو مستقل

b. A brief about of the fund board members' qualifications

Naif Al-Saif: He is currently the Head of Principal Investments in SNB Capital. Naif joined Samba in February 2006. He has 15 years of experience. In Samba, Naif has managed the fixed income portfolio of more than SAR 60 billion and managed the public budget of SAR 225 billion. He is also the Chief Operating Officer in Samba London. Moreover, he is a member in Samba's Asset and Liability Committee. He has taken part in

ب. نبذة عن مؤهلات أعضاء مجلس إدارة الصندوق

نايف آل سيف: رئيس إدارة الاستثمارات الخاصة لدى شركة الأهلي المالية. انضم نايف إلى سامبا في فبراير 2006 حاصل على 15 سنة من الخبرة في العمل في سامبا، تولى نايف إدارة محفظة الدخل الثابت والتي تتجاوز 60 مليار ريال سعودي، بالإضافة إلى إدارة الميزانية العمومية التي تتجاوز 225 مليار ريال سعودي. وهو أيضاً رئيس المتداولين لفرع سامبا لندن. وهو عضو في لجنة الأصول والخصوم في سامبا. وقد شارك في العديد من المشاريع الاستراتيجية في

several strategic projects in developing the Saudi banking sector. Prior to joining Samba, he worked for Saudi Hollandi Bank, Derivatives Department, Treasury Section. Naif holds a bachelor's degree with Honors in Finance and Economics from King Fahd University of Petroleum and Minerals and MBA from Prince Sultan University.

Wisam Fasihaldin: He is the Chief Financial Officer at Jeddah Central Development Company (A subsidiary of PIF). Also, he was the Chief Financial Officer at SNB Capital. He joined SNB Capital in 2014G. Prior to that he held multiple roles at Saudi National Bank. He has more than 20 years of experience in financial sector. He received an MBA degree - specialized in Finance University of Business & Technology (former CBA). He holds a Bachelor degree - specialized in Business Administration from King Abdulaziz University.

Dr. Asem Al Homaidi: He is an assistant professor of Finance and Investment. He received PhD in Finance from the University of New Orleans in United States of America, a Master in Financial Economics from University of New Orleans in United States of America, a Master of Finance from University of Tampa, FL and Bachelor's degree from King Saud University in Business Administration (major in Finance) Excellent grade with First Class Honor.

Mohammed Al Oyaidi: He is the Partner of OCPAs, has more than (19) years of experience in the area of capital markets, accounting, auditing and risk management. He has also worked in some international companies and agencies such as KPMG, Ernst & Young, the World Bank Group and the Saudi Capital Market Authority. He received a Master of Business Administration from Oklahoma City University and a Bachelor's degree in Accounting from King Saud University. He was awarded CPA Fellowship as well as SOCPA Fellowship. Aloyaidi is a commercial bankruptcy trustee certified by the Bankruptcy Commission.

c. Roles and responsibilities of the Fund Board

The responsibilities of the members of the fund board shall include the following:

1. Approving material contracts, decisions and reports involving the fund.
2. Approve a written policy in regards to the voting rights related to the fund assets.
3. Overseeing and, where appropriate, approving or ratifying any conflicts of interest the fund manager has identified.
4. Meeting at least twice annually with the fund manager's compliance committee or its compliance officer to review the fund manager's compliance with all applicable rules, laws and regulations.
5. Approving all changes stipulated in Articles (62) and (63) of the Investment Funds Regulations "IFRs" before the fund manager obtains the approval or notification of the unitholders and the Authority (as applicable).

تطوير القطاع المصرفي السعودي. قبل انضمامه إلى سامبا، عمل في البنك السعودي الهولندي، قسم المشتقات المالية - إدارة الخزينة. حصل نايف على درجة البكالوريوس في العلوم المالية والاقتصاد من جامعة الملك فهد للبترول والمعادن وشهادة الماجستير في إدارة الأعمال / مالية من جامعة الأمير سلطان بمرتبة الشرف.

وسام فصيح الدين: المدير المالي لشركة وسط جدة للتطوير (إحدى الشركات التابعة لصندوق الاستثمارات العامة). شغل سابقاً منصب المدير المالي في شركة الأهلي المالية. انضم إلى شركة الأهلي المالية عام 2014م. شغل عدة مناصب في البنك الأهلي السعودي. لديه أكثر من 20 عاماً من الخبرة في الإدارة المالية. حاصل على ماجستير في إدارة الأعمال من جامعة الأعمال والتكنولوجيا في المملكة العربية السعودية، وشهادة مراقب تكاليف معتمد. وحاصل على درجة البكالوريوس في إدارة الأعمال من جامعة الملك عبدالعزيز.

د. عاصم الحميضي: الدكتور عاصم، أستاذ المالية والاستثمار المساعد. حصل على درجة الدكتوراه في الفلسفة المالية من جامعة نيو أورلينز في الولايات المتحدة الأمريكية، ودرجة الماجستير في الاقتصاد المالي من جامعة نيو أورلينز ومن جامعة تامبا في الولايات المتحدة الأمريكية، ودرجة الماجستير في العلوم المالية من جامعة تامبا في الولايات المتحدة الأمريكية. درس في جامعة الملك سعود وحصل على درجة البكالوريوس في إدارة الأعمال (تخصص المالية) بتقدير امتياز مع مرتبة الشرف الأولى.

محمد العبيدي: شريك في شركة العبيدي والسلوم محاسبون ومراجعون قانونيون، يمتلك خبرة أكثر من (19) عام في السوق المالية والمحاسبة والمراجعة وإدارة المخاطر. سبق له العمل في بعض بيوت الخبرة العالمية مثل شركة كي بي إم جي (KPMG)، وارنست آند يونغ (Ernst & Young)، والبنك الدولي، وهيئة السوق المالية السعودية. حصل على ماجستير إدارة أعمال من جامعة مدينة أوكلاهوما، وشهادة البكالوريوس في المحاسبة من جامعة الملك سعود وزمالة المحاسبين القانونيين الأمريكية (CPA)، وزمالة الهيئة السعودية للمحاسبين القانونيين (SOCPA)، وهو أمين افلاس تجاري معتمد لدى لجنة الإفلاس.

ج. أدوار مجلس إدارة الصندوق ومسؤولياته

تشمل مسؤوليات أعضاء مجلس إدارة الصندوق، على سبيل المثال لا الحصر، الآتي:

1. الموافقة على جميع العقود والقرارات والتقارير الجوهرية التي يكون الصندوق طرفاً فيها.
2. اعتماد سياسة مكتوبة فيما يتعلق بحقوق التصويت المتعلقة بأصول الصندوق.
3. الإشراف، ومتى كان ذلك مناسباً، الموافقة أو المصادقة على أي تعارض مصالح يفصح عنه مدير الصندوق وفقاً للائحة صناديق الاستثمار.
4. الاجتماع مرتين سنوياً على الأقل مع لجنة المطابقة والالتزام لدى مدير الصندوق أو مسؤول المطابقة والالتزام لديه، للتأكد من التزام مدير الصندوق بجميع اللوائح والأنظمة المتبعة.

6. Confirming the completeness and accuracy (complete, clear, accurate, and not misleading), and compliance with the IFRs, of the Terms and Conditions and of any other document, contractual or otherwise.
7. Ensuring that the fund manager carries out its obligations in the best interests of the unitholders, in accordance with the IFRs and the Fund's Terms and Conditions.
8. Reviewing the report that includes assessment of the performance and quality of services provided by the parties involved in providing significant services to the fund referred to in Paragraph (l) of Article (9) of IFRs, in order to ensure that the fund manager fulfils his responsibilities in the interest of unitholders in accordance with the Fund's Terms and Conditions and the provisions stipulated in IFRs.
9. Assessing the mechanism of the fund manager's handling of the risks related to the fund's assets in accordance with the fund manager's policies and procedures that detect the fund's risks and how to treat such risks.
10. Have a fiduciary duty to unitholders, including a duty to act in good faith, a duty to act in the best interests of the unitholders and a duty to exercise all reasonable care and skill.
11. Approving the appointment of the external Auditor nominated by the Fund Manager.
12. Taking minutes of meetings that provide all deliberations and facts of the meetings and the decisions taken by the fund's board of director.
13. Review the report containing all complaints and the measures taken regarding them referred to in Paragraph (m) of Article (9) of IFRs, in order to ensure that the fund manager carries out his responsibilities in a way that serves the interest of unitholders in accordance with the Fund's Terms and Conditions and what contained in this Regulation.

d. Remuneration of fund board members

Each member of the Fund's independent Board of Directors receives USD (37,333.33) annually, divided by the number of open-ended public investment funds managed by the Fund Manager and supervised by the Fund Board.

e. A statement of any conflict or potential conflict of interest between the interests of a fund board member and the interests of the fund

Members of the Fund Board may be members of other funds that may seek investment objectives similar to those of the Fund. Therefore, in the exercise of its business, a member of the Fund Board may find himself in a situation of potential conflict of duties or interests with one or more funds.

5. الموافقة على جميع التغييرات المنصوص عليها في المادتين (62) و (63) من لائحة صناديق الاستثمار وذلك قبل حصول مدير الصندوق على موافقة مالكي الوحدات والهيئة أو إشعارهم (حيثما ينطبق).
6. التأكد من اكتمال ودقة شروط وأحكام الصندوق وأي مستند آخر (سواء أكان عقداً أم غيره) يتضمن إفصاحات تتعلق بالصندوق ومدير الصندوق وإدارته للصندوق، إضافةً إلى التأكد من توافق ما سبق مع أحكام لائحة صناديق الاستثمار.
7. التأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالكي الوحدات وفقاً لشروط وأحكام الصندوق، وأحكام لائحة صناديق الاستثمار.
8. الاطلاع على التقرير المتضمن تقييم أداء وجودة الخدمات المقدمة من الأطراف المعنية بتقديم الخدمات الجوهرية للصندوق المشار إليه في الفقرة (ل) من المادة (9) من لائحة صناديق الاستثمار؛ وذلك للتأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالك الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.
9. تقييم آلية تعامل مدير الصندوق مع المخاطر المتعلقة بأصول الصندوق وفقاً لسياسات وإجراءات مدير الصندوق حيال رصد المخاطر المتعلقة بالصندوق وكيفية التعامل معها.
10. العمل بأمانة وحسن نية واهتمام ومهارة وعناية وحرص وبما يحقق مصلحة مالكي الوحدات.
11. الموافقة على تعيين مراجع الحسابات بعد ترشيحه من قبل مدير الصندوق.
12. تدوين محاضر الاجتماعات التي تشتمل على جميع وقائع الاجتماعات والقرارات التي اتخذها مجلس إدارة الصندوق.
13. الاطلاع على التقرير المتضمن جميع الشكاوى والإجراءات المتخذة حيالها المشار إليه في الفقرة (م) من المادة (9) من لائحة صناديق الاستثمار؛ وذلك للتأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالكي الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.

د. مكافآت أعضاء مجلس إدارة الصندوق

يتقاضى عضو مجلس إدارة الصندوق المستقل (37,333.33) دولار سنوياً مقسمة على عدد الصناديق العامة المفتوحة المدارة من قبل مدير الصندوق والتي يشرف عليها المجلس.

هـ. تعارض المصالح بين مصالح عضو مجلس إدارة الصندوق

ومصالح الصندوق

يجوز لأعضاء مجلس إدارة الصندوق أن يكونوا أعضاء من حين لآخر لصناديق أخرى قد تنشأ أهدافاً استثمارية مماثلة لتلك الخاصة بالصندوق. ولذلك، فمن الممكن أن يجد أحد أعضاء مجلس إدارة الصندوق، في نطاق ممارسته لأعماله، أنه في موقف ينطوي على تعارض محتمل في الواجبات أو المصالح مع واحد أو

However, in such cases, the member shall take into account his obligations to act in the best interests of the Unitholders to the maximum practicable extent and not to overlook his obligations to his other clients when he considers any investment that may involve a potential conflict of interest, and in situations requiring voting, that Member shall refrain from doing so. To the date of issuing the Terms and Conditions, there is no significant business or other interest to the members of the Fund Board, which is likely to conflict with the interests of the Fund.

أكثر من الصناديق. وعلى أي حال، ففي تلك الحالات سوف يراعي عضو مجلس الإدارة التزاماته بالتصرف بما يحقق أقصى مصالح مالكي الوحدات المعنيين إلى أقصى درجة ممكنة عملياً، وعدم إغفال التزاماته تجاه عملائه الآخرين عند الاطلاع بأي استثمار قد ينطوي على تعارض محتمل في المصالح، وفي الحالات التي تتطلب التصويت سوف يمتنع ذلك العضو عن ذلك. علماً أنه إلى تاريخ إعداد الشروط والأحكام، لا يوجد أي نشاط عمل أو مصلحة أخرى مهمة لأعضاء مجلس إدارة الصندوق أو أعضاء مجلس إدارة الصندوق يُحتمل تعارضها مع مصالح الصندوق.

f. A statement showing all the funds boards that the relevant board member is participating in

و. جدول يوضح جميع مجالس إدارة الصناديق التي يشارك فيها عضو مجلس الصندوق

Fund's/ Member's Name	محمد العبيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital GCC Growth and Income Fund	✓	✓	✓	✓	صندوق الأهلي الخليجي للنمو والدخل
SNB Capital Global REITs Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للريت
SNB Capital Fund of REITs Fund	✓	✓	✓	✓	صندوق الأهلي القابض لصناديق الاستثمار العقارية المتداولة
SNB Capital Freestyle Saudi Equity Fund	✓	✓	✓	✓	صندوق الأهلي المرن للأسهم السعودية
SNB Capital Saudi Small and Mid-Cap Equity Fund	✓	✓	✓	✓	صندوق الأهلي لأسهم الشركات السعودية الصغيرة والمتوسطة
SNB Capital Global Health Care Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للرعاية الصحية
SNB Capital GCC Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم الخليجية
SNB Capital Saudi Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم السعودية
SNB Capital Asia Pacific Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم آسيا والباسيفيك
SNB Capital Emerging Markets Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم الأسواق الناشئة
SNB Capital North America Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
SNB Capital Europe Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أوروبا
SNB Capital Global Megatrends Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للقطاعات الواعدة
SNB Capital Saudi Nomu Market Fund	✓	✓	✓	✓	صندوق الأهلي لأسهم سوق نمو السعودي
SNB Capital GCC Petrochemical Sector Fund	✓	✓	✓	✓	صندوق الأهلي لقطاع البتروكيماويات الخليجي
SNB Capital Sovereign Sukuk Fund				✓	صندوق الأهلي للصكوك السيادية
AlAhli SEDCO Residential Development Fund	✓	✓			صندوق الأهلي سدكو للتطوير السكني
SNB Capital Real Estate Income Fund	✓	✓			صندوق الأهلي العقاري للدخل
SNB Capital Danat AlJanob Real Estate Fund	✓	✓			صندوق الأهلي دانة الجنوب العقاري
SNB Capital AlJawharah Real Estate Fund	✓	✓			صندوق الأهلي الجوهرة العقاري
SNB Capital AlJawharah Real Estate Fund II	✓	✓			صندوق الأهلي الجوهرة العقاري الثاني

Fund's/ Member's Name	محمد العبيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital AlBasateen Real Estate Fund	✓	✓			صندوق الأهلي البساتين العقاري
AlAhli REIT Fund (1)	✓				صندوق الأهلي ريت (1)
AlAhli Makkah Hospitality Fund	✓				صندوق الأهلي للضيافة بمكة المكرمة
SNB Capital Real Estate Fund	✓				صندوق الأهلي العقاري

g. Topics discussed and issued resolutions, as well as the fund performance and fund achievement of its objectives

The Fund's Board of Directors held three meetings during 2024G. The following is a summary of the key decisions approved and the matters discussed by the Fund's Board of Directors:

- Fund's objectives achievement and performance review.
- Risks related to the funds; including: liquidity, market, and operational risks.
- Ensuring fund's compliance to all applicable rules and regulations.

ز. الموضوعات التي تمت مناقشتها والقرارات الصادرة بشأنها بما في ذلك أداء الصندوق وتحقيق الصندوق لأهدافه

عقد مجلس إدارة الصندوق ثلاثة اجتماعات خلال العام 2024م، وفيما يلي ملخصاً لأهم القرارات التي تم إقرارها والمواضيع التي تمت مناقشتها من قبل مجلس إدارة الصندوق:

- مناقشة تحقيق الصندوق لأهدافه وأدائه خلال العام.
- المخاطر المتعلقة بالصندوق بما في ذلك مخاطر السيولة، السوق، والتشغيل.
- التزام الصناديق بلوائح هيئة السوق المالية مع مسؤول المطابقة والالتزام.

B) Fund Manager

ج) مدير الصندوق

1) Name and address of the Fund Manager	اسم مدير الصندوق، وعنوانه
SNB Capital Company	شركة الأهلي المالية
King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia	طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية
Tel: +966 920000232	هاتف: +966 920000232
Website: www.alahlicapital.com	الموقع الإلكتروني: www.alahlicapital.com
2) Names and addresses of Sub-Manager / Investment Adviser	اسم وعنوان مدير الصندوق من الباطن و/أو مستشارين الاستثمار (إن وجد)

AMUNDI Asset Management

90 Boulevard Pasteur, 75015 Paris, France.

3) Investment Activities during the period	أنشطة الاستثمار خلال الفترة
The fund targets to replicate as closely as possible, before expenses, the performance of the MSCI North America Islamic M-series Index (Net Total Return USD).	يهدف الصندوق إلى مواكبة أدائه (قبل المصروفات) قدر المستطاع مع أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من فئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).
4) Report of investment fund's performance during the period	4) تقرير الأداء خلال الفترة
Fund Performance 17.73%	أداء الصندوق 17.73%
Benchmark Performance 17.57%	أداء المؤشر 17.57%
The fund outperformed the benchmark by 16 bps.	تفوق أداء الصندوق عن أداء المؤشر بفارق 16 نقطة أساس.
5) Terms & Conditions Material Changes	5) تغيرات حدثت في شروط وأحكام الصندوق

None.	لا يوجد.
6) Any other information that would enable unitholders to make an informed judgment about the fund's activities during the period	6) أي معلومة أخرى من شأنها أن تُمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة
None.	لا يوجد.
7) Investments in other Investment Funds	7) الاستثمار في صناديق استثمارية أخرى
The fund has not invested substantially in other investment funds.	الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.
8) Special commission received by the fund manager during the period	8) العمولات الخاصة التي حصل عليها مدير الصندوق خلال الفترة
No special commissions were received during the period.	لم يحصل مدير الصندوق على أي عمولات خاصة خلال الفترة.
9) Any other data and other information required by Investment Fund Regulations to be included in this report	9) أي بيانات ومعلومات أخرى أوجبت لائحة صناديق الاستثمار تضمينها بهذا التقرير
a. Conflict of Interests	أ. تعارض في المصالح
There is no conflict of interests.	لا يوجد تعارض مصالح.
b. Fund Distribution During The Year	ب. توزيعات الصندوق خلال العام
No income or dividends will be distributed to Unitholders.	لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
c. Incorrect Valuation or Pricing	ج. خطأ في التقويم والتسعير
None.	لا يوجد.
d. Investment Limitation Breaches	د. مخالفة قيود الاستثمار
None.	لا يوجد.
10) Period for the management of the person registered as fund manager	10) مدة إدارة الشخص المسجل كمدير للصندوق
Since August – 2022.	منذ أغسطس – 2022م.
11) A disclosure of the expense ratio of each underlying fund at end of year and the weighted average expense ratio of all underlying funds that invested in (where applicable)	11) الإفصاح عن نسبة مصروفات كل صندوق بنهاية العام والمتوسط المرجح لنسبة مصروفات كل الصناديق الرئيسة المستثمر فيها (حيثما ينطبق)
N/A.	لا ينطبق.

C) Custodian

د) أمين الحفظ

1) Name and address of custodian	1) اسم أمين الحفظ، وعنوانه
The Northern Trust Company of Saudi Arabia	شركة نورثن ترست العربية السعودية
Floor 20, Kingdom Tower, Olaya, 12214-9597 Riyadh, Saudi Arabia	الدور 20، برج المملكة طريق العروبة – العليا، الرياض 12214-9597 المملكة العربية السعودية
Tel.: +96614167922	هاتف: +966114167922
Website: www.northerntrust.com	الموقع الإلكتروني: www.northerntrust.com

2) Custodian's duties and responsibilities	(2) واجبات ومسؤوليات أمين الحفظ
- Notwithstanding the delegation by a custodian to one or more third parties under the provisions of Investment Funds Regulations or the Capital Market Institutions Regulations, the custodian shall remain fully responsible for compliance with its responsibilities in accordance to the provisions of Investment Funds Regulations. - The custodian shall be held responsible to the fund manager and unitholders for any losses caused to the investment fund due to the custodian fraud, negligence, misconduct or willful default. - The custodian shall be responsible for taking custody and protecting the fund's assets on behalf of unitholders, and taking all necessary administrative measures in relation to the custody of the fund's assets.	- يعد أمين الحفظ مسؤولاً عن التزاماته وفقاً لأحكام لائحة صناديق الاستثمار، سواء قام بتأدية مسؤولياته بشكل مباشر أم كلف بها طرفاً ثالثاً بموجب أحكام لائحة صناديق الاستثمار أو لائحة مؤسسات السوق المالية. - يعد أمين الحفظ مسؤولاً تجاه مدير الصندوق ومالكي الوحدات عن خسائر الصندوق الناجمة بسبب احتياله أو إهماله أو سوء تصرفه المتعمد أو تقصيره المتعمد. - يعد أمين الحفظ مسؤولاً عن حفظ أصول الصندوق وحمايتها لصالح مالكي الوحدات، وهو مسؤول كذلك عن اتخاذ جميع الإجراءات الإدارية اللازمة فيما يتعلق بحفظ أصول الصندوق.

D) Fund Operator مشغل الصندوق

1) Name and address of fund operator	(1) اسم مشغل الصندوق، وعنوانه
SNB Capital Company King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia Tel: +966 920000232 Website: www.alahlicapital.com	شركة الأهلي المالية طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية هاتف: +966 920000232 الموقع الإلكتروني: www.alahlicapital.com
2) Operator's duties and responsibilities	(2) واجبات ومسؤوليات مشغل الصندوق
- In relation to investment funds, the fund operator shall be responsible for operating the investment fund. - The fund operator must maintain the books and records related to the operation of the fund it operates. - The fund operator must establish a register of unitholders and must maintain it in the Kingdom in accordance to the Investment Funds Regulations. - The fund operator shall be responsible for the process of dividends distribution (if available) to unitholders. - The fund operator must process requests for subscriptions, redemption or transfer according to the fund's Terms & Conditions. - The fund operator shall be responsible for calculating the price of the units and valuing the assets of the fund. In so doing, the fund operator shall conduct a full and fair valuation according to the fund's Terms & Conditions.	- يكون مشغل الصندوق مسؤولاً عن تشغيل الصندوق. - يقوم مشغل الصندوق بالاحتفاظ بالدفاتر والسجلات ذات الصلة بتشغيل الصندوق. - يقوم مشغل الصندوق بإعداد وتحديث سجل مالكي الوحدات وحفظه في المملكة وفقاً لمتطلبات لائحة صناديق الاستثمار. - يُعدّ مشغل الصندوق مسؤولاً عن عملية توزيع الأرباح (إن وجدت) حسب سياسة التوزيع المنصوص عليها في شروط وأحكام الصندوق. - يقوم مشغل الصندوق بإجراءات الاشتراك والاسترداد والتحويل حسب المنصوص عليها في شروط وأحكام الصندوق. - يُعدّ مشغل الصندوق مسؤولاً عن تقييم أصول الصندوق تقييماً كاملاً وعادلاً وحساب سعر وحدات الصندوق حسب ما ورد في شروط وأحكام الصندوق.

E) Auditor

و) مراجع الحسابات

Name and Address of Auditor

KPMG Professional Services

Roshn Front – Airport Road P.O Box. 92876, Riyadh 11663, Saudi Arabia

Tel: +966118748500

Website: www.kpmg.com/sa

اسم مراجع الحسابات، عنوانه

كي بي ام جي للخدمات المهنية

واجهة روشن – طريق المطار ص.ب. 92876، الرياض 11663 المملكة العربية السعودية

هاتف: +966118748500

الموقع الإلكتروني: www.kpmg.com/sa

F) Financial Statements

ز) القوائم المالية

As shown below in the financial statements section.

كما هو موضح أدناه في قسم القوائم المالية.

G) Zakat Calculations

ح) حساب الزكاة

New regulations effective during the year

"The Minister of Finance via Ministerial Resolution No. (29791) dated 9 Jumada-al-Awwal 1444 H (corresponding to 3 December 2022) approved the Zakat Rules for Investment Funds permitted by the CMA.

The Rules are effective from 1 January 2023 requiring Investment Funds to register with Zakat, Tax and Customs Authority (ZATCA). The Rules also require the Investment Funds to submit an information declaration to ZATCA within 120 days from the end of their fiscal year, including audited financial statements, records of related party transactions and any other data requested by ZATCA. Under the Rules, Investment Funds are not subject to Zakat provided they do not engage in unstipulated economic or investment activities as per their CMA approved Terms and Conditions. Unitholders are obliged to pay due ZAKAT based on their unit owned.

During the current year, the Fund Manager has completed the registration of the Fund with ZATCA and submitted information declaration on time and the due ZAKAT amount for the year ended 31 December 2024 for the fund units was amounted to 0.9469 Saudi Riyal per unit".

اللائحة الجديدة سارية المفعول خلال العام

"وافق وزير المالية بموجب القرار الوزاري رقم (29791) وتاريخ 9 جمادى الأولى 1444 هـ (الموافق 3 ديسمبر 2022م) على قواعد الزكاة لصناديق الاستثمار المسموح بها من قبل هيئة السوق المالية.

تسري القواعد اعتباراً من 1 يناير 2023 وتتطلب من صناديق الاستثمار التسجيل لدى هيئة الزكاة والضرائب والجمارك (الهيئة). كما تلزم القواعد أيضاً من صناديق الاستثمار تقديم إقرار معلومات إلى (الهيئة) خلال 120 يوماً من نهاية سنتها المالية، بما في ذلك القوائم المالية المدققة وسجلات المعاملات الأطراف ذات العلاقة وأي بيانات أخرى تطلبها الهيئة بموجب القواعد، لا تخضع صناديق الاستثمار للزكاة بشرط ألا تمارس أنشطة اقتصادية أو استثمارية غير مشروطة وفقاً للشروط والأحكام المعتمدة من هيئة أسواق المال. سيتحمل كل مالك في حدود ملكيته سداد الزكاة عن تلك الوحدات.

خلال العام الحالي، أكمل مدير الصندوق عملية تسجيل الصندوق لدى الهيئة وتم تقديم إعلان المعلومات في الوقت المناسب وكان مبلغ الزكاة الواجب أدائه للعام المالي المنتهي في 31 ديسمبر 2024 عن وحدات الصندوق 0.9469 ريال سعودي عن كل وحدة".

Annex - Exercised Voting Rights

ملحق - ممارسات التصويت السنوية

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Zscaler, Inc.	05-Jan-24	Elect Director Jagtar (Jay) Chaudhry	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria. There are concerns regarding how this Board member has exercised his or her responsibilities.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Zscaler, Inc.	05-Jan-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zscaler, Inc.	05-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration. The structure of executive pay is considered inadequate.
D.R. Horton, Inc.	17-Jan-24	Elect Director Donald R. Horton	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	17-Jan-24	Elect Director Barbara K. Allen	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
D.R. Horton, Inc.	17-Jan-24	Elect Director Brad S. Anderson	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
D.R. Horton, Inc.	17-Jan-24	Elect Director David V. Auld	Against	The board is not sufficiently independent as per our voting policy.
D.R. Horton, Inc.	17-Jan-24	Elect Director Michael R. Buchanan	Against	The board is not sufficiently independent as per our voting policy.
D.R. Horton, Inc.	17-Jan-24	Elect Director Benjamin S. Carson, Sr.	Against	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines.
D.R. Horton, Inc.	17-Jan-24	Elect Director Maribess L. Miller	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
D.R. Horton, Inc.	17-Jan-24	Elect Director Paul J. Romanowski	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	17-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
D.R. Horton, Inc.	17-Jan-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
D.R. Horton, Inc.	17-Jan-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	17-Jan-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Eve Burton	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Scott D. Cook	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Richard L. Dalzell	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Sasan K. Goodarzi	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Deborah Liu	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Tekedra Mawakana	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Suzanne Nora Johnson	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Ryan Roslansky	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Thomas Szkutak	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Raul Vazquez	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Elect Director Eric S. Yuan	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG KPIs.
Intuit Inc.	18-Jan-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Intuit Inc.	18-Jan-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	18-Jan-24	Report on Climate Risk in Retirement Plan Options	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Micron Technology, Inc.	18-Jan-24	Elect Director Richard M. Beyer	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Elect Director Lynn A. Dugle	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Micron Technology, Inc.	18-Jan-24	Elect Director Steven J. Gomo	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as a Chair and 1 as a Chair of audit committee) and is therefore considered overboarded.
Micron Technology, Inc.	18-Jan-24	Elect Director Linnie M. Haynesworth	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Elect Director Mary Pat McCarthy	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Elect Director Sanjay Mehrotra	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Elect Director Robert E. Switz	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Elect Director MaryAnn Wright	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration.
Micron Technology, Inc.	18-Jan-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Micron Technology, Inc.	18-Jan-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	18-Jan-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Becton, Dickinson and Company	23-Jan-24	Elect Director William M. Brown	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Becton, Dickinson and Company	23-Jan-24	Elect Director Catherine M. Burzik	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	23-Jan-24	Elect Director Carrie L. Byington	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	23-Jan-24	Elect Director R. Andrew Eckert	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Becton, Dickinson and Company	23-Jan-24	Elect Director Claire M. Fraser	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Becton, Dickinson and Company	23-Jan-24	Elect Director Jeffrey W. Henderson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Becton, Dickinson and Company	23-Jan-24	Elect Director Christopher Jones	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	23-Jan-24	Elect Director Thomas E. Polen	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Becton, Dickinson and Company	23-Jan-24	Elect Director Timothy M. Ring	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	23-Jan-24	Elect Director Bertram L. Scott	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Becton, Dickinson and Company	23-Jan-24	Elect Director Joanne Waldstreicher	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	23-Jan-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	23-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Steven J. Demetriou	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Christopher M.T. Thompson	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Priya Abani	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Vincent K. Brooks	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Ralph E. (Ed) Eberhart	Against	The gender diversity of the board is below our guidelines. There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Manny Fernandez	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Georgette D. Kiser	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Barbara L. Loughran	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Robert A. McNamara	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Louis V. Pinkham	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Robert V. Pragada	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Peter J. Robertson	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Jacobs Solutions, Inc.	24-Jan-24	Elect Director Julie A. Sloat	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Amend Charter to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Jacobs Solutions, Inc.	24-Jan-24	Adopt Simple Majority Vote	For	The proposal is in the shareholders' interest.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Tonit M. Calaway	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Charles Cogut	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Lisa A. Davis	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Seifollah (Seifi) Ghasemi	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Jessica Trocchi Graziano	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director David H.Y. Ho	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Edward L. Monser	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Matthew H. Paull	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	25-Jan-24	Elect Director Wayne T. Smith	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Air Products and Chemicals, Inc.	25-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. There are concerns regarding the alignment between pay and performance. The structure of the LTIP is considered inadequate. There is a lack of relevant Climate criteria in the variable compensation.
Air Products and Chemicals, Inc.	25-Jan-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Michael J. Barber	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Steven K. Barg	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director J. Martin Carroll	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Rolf Classon	Against	The gender diversity of the board is below our guidelines.
Catalent, Inc.	25-Jan-24	Elect Director Frank A. D'Amelio	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as Chair of the audit committee) and is therefore considered overboarded.
Catalent, Inc.	25-Jan-24	Elect Director John J. Greisch	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Gregory T. Lucier	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Alessandro Maselli	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Donald E. Morel, Jr.	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Stephanie Okey	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Michelle R. Ryan	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Elect Director Jack Stahl	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Catalent, Inc.	25-Jan-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Lori-Ann Beausoleil	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Maryse Bertrand	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Metro Inc.	30-Jan-24	Elect Director Pierre Boivin	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Francois J. Coutu	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Michel Coutu	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Stephanie Coyles	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Genevieve Fortier	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Marc Guay	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Metro Inc.	30-Jan-24	Elect Director Eric R. La Fleche	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Elect Director Christine Magee	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Metro Inc.	30-Jan-24	Elect Director Brian McManus	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Metro Inc.	30-Jan-24	Elect Director Pietro Satriano	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	30-Jan-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG criteria in the variable compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Metro Inc.	30-Jan-24	SP 1: Report on Cage-Free Egg Goal	For	Increased reporting and transparency on animal testing will overall help ensure the Company respect customer preferences over animal welfare. The proposal therefore has merit.
Metro Inc.	30-Jan-24	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For	This proposal would improve the company's corporate governance structure.
Metro Inc.	30-Jan-24	SP 3: Auditor Rotation	For	This proposal would improve the company's corporate governance structure.
Metro Inc.	30-Jan-24	SP 4: Report on Anticompetitive Practices	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Accenture plc	31-Jan-24	Elect Director Jaime Ardila	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Elect Director Martin Bruder Muller	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Elect Director Alan Jope	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Elect Director Nancy McKinstry	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as an Executive and 1 as a Chair of audit committee) and is therefore considered overboarded.
Accenture plc	31-Jan-24	Elect Director Beth E. Mooney	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Accenture plc	31-Jan-24	Elect Director Gilles C. Pelisson	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Elect Director Paula A. Price	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (3 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
Accenture plc	31-Jan-24	Elect Director Venkata (Murthy) Renduchintala	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Elect Director Arun Sarin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Accenture plc	31-Jan-24	Elect Director Julie Sweet	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Elect Director Tracey T. Travis	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as a Chair of audit committee and 1 as Executive) and is therefore considered overboarded.
Accenture plc	31-Jan-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation.
Accenture plc	31-Jan-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Amend Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Accenture plc	31-Jan-24	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Against	Excessive capital increase without preemptive rights.
Accenture plc	31-Jan-24	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Sophie Brochu	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director George A. Cope	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Jacynthe Cote	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Julie Godin	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Serge Godin	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Andre Imbeau	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
CGI Inc.	31-Jan-24	Elect Director Gilles Labbe	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Michael B. Pedersen	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Stephen S. Poloz	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Mary G. Powell	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Alison C. Reed	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Michael E. Roach	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director George D. Schindler	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	Elect Director Kathy N. Waller	Withhold	The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair of audit committee) and is therefore considered overboarded.
CGI Inc.	31-Jan-24	Elect Director Frank Witter	Withhold	The nominee holds an excessive number of board mandates (3 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
CGI Inc.	31-Jan-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	31-Jan-24	SP 1: Approve Incentive Compensation Relating to ESG Goals	For	This proposal would improve the company's corporate governance structure.
CGI Inc.	31-Jan-24	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	For	This proposal would improve the company's corporate governance structure.
Emerson Electric Co.	06-Feb-24	Elect Director Mark A. Blinn	Against	The gender diversity of the board is below our guidelines.
Emerson Electric Co.	06-Feb-24	Elect Director Leticia Goncalves Lourenco	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	06-Feb-24	Elect Director James M. McKelvey	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	06-Feb-24	Elect Director James S. Turley	Against	The gender diversity of the board is below our guidelines. The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair and 1 as a Chair of audit committee) and is therefore considered overboarded.
Emerson Electric Co.	06-Feb-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	06-Feb-24	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	06-Feb-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	06-Feb-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	06-Feb-24	Adopt Simple Majority Vote	For	This proposal would improve the company's corporate governance structure.
Rockwell Automation, Inc.	06-Feb-24	Elect Director Alice L. Jolla	For	The vote is in line with the Amundi Voting policy.
Rockwell Automation, Inc.	06-Feb-24	Elect Director Lisa A. Payne	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Rockwell Automation, Inc.	06-Feb-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Rockwell Automation, Inc.	06-Feb-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pioneer Natural Resources Company	07-Feb-24	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Pioneer Natural Resources Company	07-Feb-24	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Fair Isaac Corporation	14-Feb-24	Elect Director Braden R. Kelly	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	14-Feb-24	Elect Director Fabiola R. Arredondo	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	14-Feb-24	Elect Director James D. Kirsner	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	14-Feb-24	Elect Director William J. Lansing	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	14-Feb-24	Elect Director Eva Manolis	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	14-Feb-24	Elect Director Marc F. McMorris	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	14-Feb-24	Elect Director Joanna Rees	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	14-Feb-24	Elect Director David A. Rey	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	14-Feb-24	Elect Director H. Tayloe Stansbury	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	14-Feb-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate. There are concerns regarding the alignment between pay and performance. There are concerns with the Board decisions related to executive pay.
Fair Isaac Corporation	14-Feb-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	14-Feb-24	Elect Director Neil Barua	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	14-Feb-24	Elect Director Mark Benjamin	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	14-Feb-24	Elect Director Janice Chaffin	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	14-Feb-24	Elect Director Amar Hanspal	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	14-Feb-24	Elect Director Michal Katz	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	14-Feb-24	Elect Director Paul Lacy	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	14-Feb-24	Elect Director Corinna Lathan	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	14-Feb-24	Elect Director Janesh Moorjani	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	14-Feb-24	Elect Director Robert Schechter	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	14-Feb-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
PTC Inc.	14-Feb-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	05-Mar-24	Elect Director Frank M. Jaehnert	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	05-Mar-24	Elect Director Ginger M. Jones	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Nordson Corporation	05-Mar-24	Elect Director Christopher L. Mapes	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Nordson Corporation	05-Mar-24	Elect Director Milton M. Morris	Withhold	The gender diversity of the Board is below our guidelines.
Nordson Corporation	05-Mar-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Nordson Corporation	05-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
QUALCOMM Incorporated	05-Mar-24	Elect Director Sylvia Acevedo	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Cristiano R. Amon	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Mark Fields	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Jeffrey W. Henderson	Against	The nominee holds an excessive number of Board mandates (four in total, including one as a non-executive Chair and two as a non-executive Chair of Audit Committee) and is therefore considered overboarded.
QUALCOMM Incorporated	05-Mar-24	Elect Director Gregory N. Johnson	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Ann M. Livermore	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Mark D. McLaughlin	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Jamie S. Miller	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Irene B. Rosenfeld	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Kornelis (Neil) Smit	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Jean-Pascal Tricoire	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Elect Director Anthony J. Vinciguerra	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
QUALCOMM Incorporated	05-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
QUALCOMM Incorporated	05-Mar-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	05-Mar-24	Amend Bylaws to Add Federal Forum Selection Provision	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Elect Director Rani Borkar	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Applied Materials, Inc.	07-Mar-24	Elect Director Judy Bruner	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Applied Materials, Inc.	07-Mar-24	Elect Director Xun (Eric) Chen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Applied Materials, Inc.	07-Mar-24	Elect Director Aart J. de Geus	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Elect Director Gary E. Dickerson	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Elect Director Thomas J. Iannotti	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Applied Materials, Inc.	07-Mar-24	Elect Director Alexander A. Karsner	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Applied Materials, Inc.	07-Mar-24	Elect Director Kevin P. March	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Elect Director Yvonne McGill	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Elect Director Scott A. McGregor	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Applied Materials, Inc.	07-Mar-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	07-Mar-24	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Applied Materials, Inc.	07-Mar-24	Report on Median and Adjusted Gender/Racial Pay Gaps	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
Hologic, Inc.	07-Mar-24	Elect Director Stephen P. MacMillan	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Hologic, Inc.	07-Mar-24	Elect Director Sally W. Crawford	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Hologic, Inc.	07-Mar-24	Elect Director Charles J. Dockendorff	Against	The nominee holds an excessive number of board mandates (4 in total, including 3 as a non-executive Chair of audit committee) and is therefore considered overboarded.
Hologic, Inc.	07-Mar-24	Elect Director Scott T. Garrett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Hologic, Inc.	07-Mar-24	Elect Director Ludwig N. Hantson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Hologic, Inc.	07-Mar-24	Elect Director Nanaz Mohtashami	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	07-Mar-24	Elect Director Christiana Stamoulis	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	07-Mar-24	Elect Director Stacey D. Stewart	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	07-Mar-24	Elect Director Amy M. Wendell	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	07-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered

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				inadequate (insufficient portion of LTIP is performance based). Compensation is considered excessive compared to peers.
Hologic, Inc.	07-Mar-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director Vincent Roche	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director Stephen M. Jennings	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director Andre Andonian	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director James A. Champy	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director Edward H. Frank	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Analog Devices, Inc.	13-Mar-24	Elect Director Laurie H. Glimcher	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Analog Devices, Inc.	13-Mar-24	Elect Director Karen M. Golz	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Analog Devices, Inc.	13-Mar-24	Elect Director Peter B. Henry	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director Mercedes Johnson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Analog Devices, Inc.	13-Mar-24	Elect Director Ray Stata	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	13-Mar-24	Elect Director Susie Wee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Analog Devices, Inc.	13-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions).
Analog Devices, Inc.	13-Mar-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Analog Devices, Inc.	13-Mar-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Johnson Controls International plc	13-Mar-24	Elect Director Timothy Archer	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Jean Blackwell	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Pierre Cohade	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director W. Roy Dunbar	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Johnson Controls International plc	13-Mar-24	Elect Director Gretchen R. Haggerty	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Ayesha Khanna	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Seetarama (Swamy) Kotagiri	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Simone Menne	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Johnson Controls International plc	13-Mar-24	Elect Director George R. Oliver	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Jurgen Tinggren	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Elect Director Mark Vergnano	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Johnson Controls International plc	13-Mar-24	Elect Director John D. Young	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Johnson Controls International plc	13-Mar-24	Authorize Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Authorize Market Purchases of Company Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Johnson Controls International plc	13-Mar-24	Approve the Directors' Authority to Allot Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	13-Mar-24	Approve the Disapplication of Statutory Pre-Emption Rights	Against	Excessive capital increase without preemptive rights.
Starbucks Corporation	13-Mar-24	Elect Director Ritch Allison	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Starbucks Corporation	13-Mar-24	Elect Director Andy Campion	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Starbucks Corporation	13-Mar-24	Elect Director Beth Ford	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	13-Mar-24	Elect Director Melody Hobson	Withhold	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Starbucks Corporation	13-Mar-24	Elect Director Jorgen Vig Knudstorp	Withhold	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines.
Starbucks Corporation	13-Mar-24	Elect Director Neal Mohan	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	13-Mar-24	Elect Director Satya Nadella	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Starbucks Corporation	13-Mar-24	Elect Director Laxman Narasimhan	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	13-Mar-24	Elect Director Daniel Servitje	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	13-Mar-24	Elect Director Mike Sievert	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	13-Mar-24	Elect Director Wei Zhang	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	13-Mar-24	Elect Dissident Nominee Director Maria Echaveste		This is a non-votable item
Starbucks Corporation	13-Mar-24	Elect Dissident Nominee Director Joshua Gotbaum		This is a non-votable item
Starbucks Corporation	13-Mar-24	Elect Dissident Nominee Director Wilma B. Liebman		This is a non-votable item

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Starbucks Corporation	13-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Starbucks Corporation	13-Mar-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Starbucks Corporation	13-Mar-24	Report on Plant-Based Milk Pricing	For	Increased disclosure would allow shareholders to more fully assess risks and opportunities in a context of increasing demand for alternatives to dairy milk and to assess how this risk is managed by the company.
Starbucks Corporation	13-Mar-24	Conduct Audit and Report on Systemic Discrimination	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Starbucks Corporation	13-Mar-24	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
TE Connectivity Ltd.	13-Mar-24	Elect Director Jean-Pierre Clamadieu	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Elect Director Terrence R. Curtin	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Carol A. ("John") Davidson	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Lynn A. Dugle	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director William A. Jeffrey	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Syaru Shirley Lin	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Heath A. Mitts	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Abhijit Y. Talwalkar	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Mark C. Trudeau	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Dawn C. Willoughby	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Director Laura H. Wright	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Board Chairman Carol A. ("John") Davidson	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Designate Proxy Voting Services GmbH as Independent Proxy	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Accept Annual Report for Fiscal Year Ended September 29,2023	For	The vote is in line with the Amundi Voting policy.

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TE Connectivity Ltd.	13-Mar-24	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Discharge of Board and Senior Management	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Ltd.	13-Mar-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Ratify Deloitte AG as Swiss Registered Auditors	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Ratify PricewaterhouseCoopers AG as Special Auditors	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
TE Connectivity Ltd.	13-Mar-24	Approve Remuneration Report	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
TE Connectivity Ltd.	13-Mar-24	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Allocation of Available Earnings at September 29, 2023	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Declaration of Dividend	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Amend Articles to Reflect Changes in Capital	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Reduction in Share Capital via Cancellation of Shares	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Amend Articles Re: General Meeting and Shareholders Matters	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Virtual-Only Shareholder Meetings	Against	Amundi favours hybrid meetings rather than virtual-only meetings that can deprive shareholders of some of their rights.
TE Connectivity Ltd.	13-Mar-24	Amend Articles Re: Board of Directors, Compensation and Mandates	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	13-Mar-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	14-Mar-24	Elect Director Mala Anand	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agilent Technologies, Inc.	14-Mar-24	Elect Director Koh Boon Hwee	Against	The gender diversity of the Board is below our guidelines.
Agilent Technologies, Inc.	14-Mar-24	Elect Director Michael R. McMullen	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	14-Mar-24	Elect Director Daniel K. Podolsky	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	14-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Agilent Technologies, Inc.	14-Mar-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.

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Agilent Technologies, Inc.	14-Mar-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
F5, Inc.	14-Mar-24	Elect Director Marianne N. Budnik	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Elizabeth L. Buse	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Michel Combes	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Michael L. Dreyer	Against	The gender diversity of the Board is below our guidelines.
F5, Inc.	14-Mar-24	Elect Director Tami Erwin	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Alan J. Higginson	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Peter S. Klein	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
F5, Inc.	14-Mar-24	Elect Director Francois Locoh-Donou	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Nikhil Mehta	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Michael F. Montoya	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Elect Director Sripada Shivananda	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	14-Mar-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
HEICO Corporation	15-Mar-24	Elect Director Thomas M. Culligan	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	15-Mar-24	Elect Director Carol F. Fine	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	15-Mar-24	Elect Director Adolfo Henriques	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
HEICO Corporation	15-Mar-24	Elect Director Mark H. Hildebrandt	Against	The Board is not sufficiently independent as per our voting policy. The Chair of the Nomination Committee is held accountable for the lack of independence. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
HEICO Corporation	15-Mar-24	Elect Director Eric A. Mendelson	Against	The Board is not sufficiently independent as per our voting policy.
HEICO Corporation	15-Mar-24	Elect Director Laurans A. Mendelson	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
HEICO Corporation	15-Mar-24	Elect Director Victor H. Mendelson	Against	The Board is not sufficiently independent as per our voting policy.
HEICO Corporation	15-Mar-24	Elect Director Julie Neitzel	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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HEICO Corporation	15-Mar-24	Elect Director Alan Schriesheim	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
HEICO Corporation	15-Mar-24	Elect Director Frank J. Schwitter	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
HEICO Corporation	15-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are concerns regarding the alignment between pay and performance. The structure of executive pay is considered inadequate (discretion). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal). The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based). There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
HEICO Corporation	15-Mar-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Colleen E. Jay	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director William A. Kozy	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Lawrence E. Kurzius	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Cynthia L. Lucchese	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Teresa S. Madden	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Maria Rivas	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Robert S. Weiss	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Elect Director Albert G. White, III	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	19-Mar-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
The Cooper Companies, Inc.	19-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based). There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Toro Company	19-Mar-24	Elect Director Gary L. Ellis	For	The vote is in line with the Amundi Voting policy.
The Toro Company	19-Mar-24	Elect Director Jill M. Pemberton	For	The vote is in line with the Amundi Voting policy.
The Toro Company	19-Mar-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.

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The Toro Company	19-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Keysight Technologies, Inc.	21-Mar-24	Elect Director Charles J. Dockendorff	Against	The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Keysight Technologies, Inc.	21-Mar-24	Elect Director Ronald S. Nersesian	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	21-Mar-24	Elect Director Robert A. Rango	Against	The gender diversity of the Board is below our guidelines.
Keysight Technologies, Inc.	21-Mar-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	21-Mar-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	21-Mar-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	21-Mar-24	Amend Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	21-Mar-24	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	21-Mar-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Juniper Networks, Inc.	02-Apr-24	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	02-Apr-24	Advisory Vote on Golden Parachutes	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	02-Apr-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	02-Apr-24	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	03-Apr-24	Elect Director Yousry Bissada	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
FirstService Corporation	03-Apr-24	Elect Director Elizabeth Carducci	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	03-Apr-24	Elect Director Steve H. Grimshaw	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
FirstService Corporation	03-Apr-24	Elect Director Jay S. Hennick	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	03-Apr-24	Elect Director D. Scott Patterson	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	03-Apr-24	Elect Director Frederick F. Reichheld	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	03-Apr-24	Elect Director Joan Eloise Sproul	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	03-Apr-24	Elect Director Erin J. Wallace	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
FirstService Corporation	03-Apr-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.

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FirstService Corporation	03-Apr-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Schlumberger N.V.	03-Apr-24	Elect Director Peter Coleman	Against	The gender diversity of the Board is below our guidelines.
Schlumberger N.V.	03-Apr-24	Elect Director Patrick de La Chevardiere	Against	There are concerns regarding how the Board is overseeing ESG matters.
Schlumberger N.V.	03-Apr-24	Elect Director Miguel Galuccio	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Jim Hackett	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded.
Schlumberger N.V.	03-Apr-24	Elect Director Olivier Le Peuch	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Samuel Leupold	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Tatiana Mitrova	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Maria Moraeus Hanssen	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Vanitha Narayanan	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Jeff Sheets	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Elect Director Ulrich Spiesshofer	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Adopt and Approve Financials and Dividends	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	03-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
A. O. Smith Corporation	09-Apr-24	Elect Director Victoria M. Holt	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
A. O. Smith Corporation	09-Apr-24	Elect Director Ilham Kadri	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
A. O. Smith Corporation	09-Apr-24	Elect Director Michael M. Larsen	Withhold	The gender diversity of the Board is below our guidelines.
A. O. Smith Corporation	09-Apr-24	Elect Director Christopher L. Mapes	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded. The gender diversity of the Board is below our guidelines.
A. O. Smith Corporation	09-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
A. O. Smith Corporation	09-Apr-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
A. O. Smith Corporation	09-Apr-24	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Lennar Corporation	10-Apr-24	Elect Director Amy Banse	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Lennar Corporation	10-Apr-24	Elect Director Theron (Tig) Gilliam	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67 % independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	10-Apr-24	Elect Director Sherrill W. Hudson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67 % independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	10-Apr-24	Elect Director Jonathan M. Jaffe	Against	There are concerns regarding how the Board is overseeing ESG matters.
Lennar Corporation	10-Apr-24	Elect Director Sidney Lapidus	Against	There are concerns regarding how the Board is overseeing ESG matters.
Lennar Corporation	10-Apr-24	Elect Director Teri P. McClure	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	10-Apr-24	Elect Director Stuart Miller	Against	There are concerns regarding how the Board is overseeing ESG matters. The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Lennar Corporation	10-Apr-24	Elect Director Armando Olivera	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are concerns regarding how the Board is overseeing ESG matters.
Lennar Corporation	10-Apr-24	Elect Director Dacona Smith	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	10-Apr-24	Elect Director Jeffrey Sonnenfeld	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67 % independent directors. The gender diversity of the board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
Lennar Corporation	10-Apr-24	Elect Director Serena Wolfe	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Lennar Corporation	10-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate (general, excessive amount).
Lennar Corporation	10-Apr-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Lennar Corporation	10-Apr-24	Amend Certificate of Incorporation to Limit the Liability of Officers	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	10-Apr-24	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Lennar Corporation	10-Apr-24	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Lennar Corporation	10-Apr-24	Report on Climate Change	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Synopsys, Inc.	10-Apr-24	Elect Director Aart J. de Geus	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director Roy Vallee	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director Sassine Ghazi	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director Luis Borgen	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director Marc N. Casper	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director Janice D. Chaffin	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director Bruce R. Chizen	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded.
Synopsys, Inc.	10-Apr-24	Elect Director Mercedes Johnson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Synopsys, Inc.	10-Apr-24	Elect Director Robert G. Painter	Against	The gender diversity of the Board is below our guidelines.
Synopsys, Inc.	10-Apr-24	Elect Director Jeannine P. Sargent	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Elect Director John G. Schwarz	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Synopsys, Inc.	10-Apr-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Synopsys, Inc.	10-Apr-24	Require Independent Board Chair	For	This proposal would improve the Company's corporate governance structure.
Adobe Inc.	17-Apr-24	Elect Director Cristiano Amon	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director Amy Banse	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Adobe Inc.	17-Apr-24	Elect Director Brett Biggs	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director Melanie Boulden	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Adobe Inc.	17-Apr-24	Elect Director Frank Calderoni	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director Laura Desmond	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Adobe Inc.	17-Apr-24	Elect Director Shantanu Narayen	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director Spencer Neumann	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director Kathleen Oberg	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director Dheeraj Pandey	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Elect Director David Ricks	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Adobe Inc.	17-Apr-24	Elect Director Daniel Rosensweig	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	17-Apr-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Adobe Inc.	17-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.

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Adobe Inc.	17-Apr-24	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against	The proposal is not in the shareholder's interest.
Adobe Inc.	17-Apr-24	Report on Hiring of Persons with Arrest or Incarceration Records	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
The Sherwin-Williams Company	17-Apr-24	Elect Director Kerrii B. Anderson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
The Sherwin-Williams Company	17-Apr-24	Elect Director Arthur F. Anton	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
The Sherwin-Williams Company	17-Apr-24	Elect Director Jeff M. Fettig	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Elect Director John G. Morikis	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Elect Director Heidi G. Petz	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Elect Director Christine A. Poon	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Sherwin-Williams Company	17-Apr-24	Elect Director Aaron M. Powell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Sherwin-Williams Company	17-Apr-24	Elect Director Marta R. Stewart	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Elect Director Michael H. Thaman	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Elect Director Matthew Thornton, III	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Elect Director Thomas L. Williams	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	17-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
The Sherwin-Williams Company	17-Apr-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
The Sherwin-Williams Company	17-Apr-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Carrier Global Corporation	18-Apr-24	Elect Director Jean-Pierre Garnier	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carrier Global Corporation	18-Apr-24	Elect Director David L. Gitlin	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	18-Apr-24	Elect Director John J. Greisch	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carrier Global Corporation	18-Apr-24	Elect Director Charles M. Holley, Jr.	Against	The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Carrier Global Corporation	18-Apr-24	Elect Director Michael M. McNamara	Against	The gender diversity of the Board is below our guidelines.
Carrier Global Corporation	18-Apr-24	Elect Director Susan N. Story	For	The vote is in line with the Amundi Voting policy.

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Carrier Global Corporation	18-Apr-24	Elect Director Michael A. Todman	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Carrier Global Corporation	18-Apr-24	Elect Director Maximilian (Max) Viessmann	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	18-Apr-24	Elect Director Virginia M. Wilson	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	18-Apr-24	Elect Director Beth A. Wozniak	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	18-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Carrier Global Corporation	18-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	18-Apr-24	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Javed Ahmed	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Robert C. Arzbaecher	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Christopher D. Bohn	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Deborah L. DeHaas	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director John W. Eaves	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Susan A. Ellerbusch	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Stephen J. Hagge	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Jesus Madrazo Yris	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Anne P. Noonan	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Michael J. Toelle	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Theresa E. Wagler	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director Celso L. White	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Elect Director W. Anthony Will	Against	There are concerns regarding how the Board is overseeing ESG matters.
CF Industries Holdings, Inc.	18-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
CF Industries Holdings, Inc.	18-Apr-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.

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PPG Industries, Inc.	18-Apr-24	Elect Director Michael W. Lamach	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PPG Industries, Inc.	18-Apr-24	Elect Director Martin H. Richenhagen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PPG Industries, Inc.	18-Apr-24	Elect Director Christopher N. Roberts, III	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	18-Apr-24	Elect Director Catherine R. Smith	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
PPG Industries, Inc.	18-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
PPG Industries, Inc.	18-Apr-24	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	18-Apr-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	18-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Elect Director Diane M. Bryant	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	22-Apr-24	Elect Director Gayla J. Delly	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Elect Director Kenneth Y. Hao	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Elect Director Eddy W. Hartenstein	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	22-Apr-24	Elect Director Check Kian Low	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	22-Apr-24	Elect Director Justine F. Page	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Elect Director Henry Samueli	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Elect Director Hock E. Tan	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Elect Director Harry L. You	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive, 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Broadcom Inc.	22-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	22-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate (general, excessive amount). The weight of the ESG criteria in the variable compensation is insufficient.
Bio-Rad Laboratories, Inc.	23-Apr-24	Elect Director Melinda Litherland	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	23-Apr-24	Elect Director Arnold A. Pinkston	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	23-Apr-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	23-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Henry A. Fernandez	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Robert G. Ashe	Against	The gender diversity of the Board is below our guidelines.
MSCI Inc.	23-Apr-24	Elect Director Chirantan "CJ" Desai	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Wayne Edmunds	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
MSCI Inc.	23-Apr-24	Elect Director Robin Matlock	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Jacques P. Perold	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director C.D. Baer Pettit	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Sandy C. Ratray	Against	The gender diversity of the Board is below our guidelines.
MSCI Inc.	23-Apr-24	Elect Director Linda H. Riefler	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Marcus L. Smith	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Rajat Taneja	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Elect Director Paula Volent	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	23-Apr-24	Report on "Chinese Military-Industry Companies" in Company Indices	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Revvity, Inc.	23-Apr-24	Elect Director Peter Barrett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Revvity, Inc.	23-Apr-24	Elect Director Samuel R. Chapin	For	The vote is in line with the Amundi Voting policy.
Revvity, Inc.	23-Apr-24	Elect Director Michael A. Klobuchar	For	The vote is in line with the Amundi Voting policy.
Revvity, Inc.	23-Apr-24	Elect Director Michelle McMurry-Heath	For	The vote is in line with the Amundi Voting policy.
Revvity, Inc.	23-Apr-24	Elect Director Alexis P. Michas	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Revvity, Inc.	23-Apr-24	Elect Director Prahlad R. Singh	For	The vote is in line with the Amundi Voting policy.
Revvity, Inc.	23-Apr-24	Elect Director Sophie V. Vandebroek	For	The vote is in line with the Amundi Voting policy.
Revvity, Inc.	23-Apr-24	Elect Director Michel Vounatsos	Against	The gender diversity of the Board is below our guidelines.
Revvity, Inc.	23-Apr-24	Elect Director Frank Witney	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Revvity, Inc.	23-Apr-24	Elect Director Pascale Witz	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Revvity, Inc.	23-Apr-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Revvity, Inc.	23-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Revvity, Inc.	23-Apr-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Rollins, Inc.	23-Apr-24	Elect Director Gary W. Rollins	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	23-Apr-24	Elect Director P. Russell Hardin	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	23-Apr-24	Elect Director Dale E. Jones	Withhold	The gender diversity of the board is below our guidelines.
Rollins, Inc.	23-Apr-24	Elect Director Pamela R. Rollins	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	23-Apr-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Mark A. Buthman	For	The vote is in line with the Amundi Voting policy.

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West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director William F. Feehery	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Robert F. Friel	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Eric M. Green	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Thomas W. Hofmann	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Molly E. Joseph	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Deborah L. V. Keller	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Myla P. Lai-Goldman	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Stephen H. Lockhart	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Douglas A. Michels	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The gender diversity of the Board is below our guidelines.
West Pharmaceutical Services, Inc.	23-Apr-24	Elect Director Paolo Pucci	Against	The gender diversity of the Board is below our guidelines.
West Pharmaceutical Services, Inc.	23-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
West Pharmaceutical Services, Inc.	23-Apr-24	Eliminate Supermajority Transaction Requirement	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	23-Apr-24	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	23-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
West Pharmaceutical Services, Inc.	23-Apr-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Aptiv PLC	24-Apr-24	Elect Director Kevin P. Clark	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	24-Apr-24	Elect Director Nancy E. Cooper	Against	There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Aptiv PLC	24-Apr-24	Elect Director Joseph L. (Jay) Hooley	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aptiv PLC	24-Apr-24	Elect Director Vasumati P. (Vasu) Jakkal	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	24-Apr-24	Elect Director Merit E. Janow	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aptiv PLC	24-Apr-24	Elect Director Sean O. Mahoney	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	24-Apr-24	Elect Director Paul M. Meister	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Aptiv PLC	24-Apr-24	Elect Director Robert K. (Kelly) Ortberg	Against	There are concerns regarding how the Board is overseeing ESG matters.
Aptiv PLC	24-Apr-24	Elect Director Colin J. Parris	Against	There are concerns regarding how the Board is overseeing ESG matters.
Aptiv PLC	24-Apr-24	Elect Director Ana G. Pinczuk	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	24-Apr-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	24-Apr-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	24-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Aptiv PLC	24-Apr-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Canadian Pacific Kansas City Limited	24-Apr-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	24-Apr-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Canadian Pacific Kansas City Limited	24-Apr-24	Management Advisory Vote on Climate Change	Against	CPKC derived 7% of its freight revenues from coal in 2023. The company says that its Canadian coal business consists mainly of metallurgical coal, implying that US coal is primarily thermal. 61% of the coal is Canadian (4.27% of revenues). The remaining 39% is US coal (2.73% of revenues). CPKC is also involved in the transport of "Energy, chemicals and plastics" (19% of 2023 combined sales) which comprise crude oil and other fossil fuels. As a carrier of fossil fuels we also expect the company's climate plan to include a phase-out plan for the transportation of such products that is aligned with the modelled scenarios consistent with a 1.5°C objective.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director John Baird	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Isabelle Courville	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Keith E. Creel	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Antonio Garza	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Edward R. Hamberger	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Janet H. Kennedy	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Henry J. Maier	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Matthew H. Paull	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Jane L. Peverett	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Andrea Robertson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Canadian Pacific Kansas City Limited	24-Apr-24	Elect Director Gordon T. Trafton	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	24-Apr-24	SP 1: Adopt a Paid Sick Leave Policy	For	We concur with the proponent that further disclosure to shareholders of the company's commitment to provide a healthy work environment for its employees would be beneficial.
Eaton Corporation plc	24-Apr-24	Elect Director Craig Arnold	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Eaton Corporation plc	24-Apr-24	Elect Director Silvio Napoli	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	24-Apr-24	Elect Director Gregory R. Page	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Eaton Corporation plc	24-Apr-24	Elect Director Sandra Pianalto	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	24-Apr-24	Elect Director Robert V. Pragada	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	24-Apr-24	Elect Director Lori J. Ryerkerk	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	24-Apr-24	Elect Director Gerald B. Smith	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Eaton Corporation plc	24-Apr-24	Elect Director Dorothy C. Thompson	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Eaton Corporation plc	24-Apr-24	Elect Director Darryl L. Wilson	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Eaton Corporation plc	24-Apr-24	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Against	The auditor tenure is above 24 years.
Eaton Corporation plc	24-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Eaton Corporation plc	24-Apr-24	Authorize Issue of Equity with Pre-emptive Rights	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	24-Apr-24	Authorise Issue of Equity without Pre-emptive Rights	Against	Excessive capital increase without preemptive rights.
Eaton Corporation plc	24-Apr-24	Authorize Share Repurchase of Issued Share Capital	For	The vote is in line with the Amundi Voting policy.

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Newmont Corporation	24-Apr-24	Elect Director Philip Aiken	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Gregory H. Boyce	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Bruce R. Brook	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Maura J. Clark	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Newmont Corporation	24-Apr-24	Elect Director Emma FitzGerald	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Sally-Anne Layman	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Newmont Corporation	24-Apr-24	Elect Director Jose Manuel Madero	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Rene Medori	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Newmont Corporation	24-Apr-24	Elect Director Jane Nelson	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Thomas R. Palmer	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Julio M. Quintana	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Elect Director Susan N. Story	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	24-Apr-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Rodney C. Adkins	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
W.W. Grainger, Inc.	24-Apr-24	Elect Director George S. Davis	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Katherine D. Jaspon	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Christopher J. Klein	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Stuart L. Levenick	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
W.W. Grainger, Inc.	24-Apr-24	Elect Director D.G. Macpherson	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Cindy J. Miller	For	The vote is in line with the Amundi Voting policy.

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W.W. Grainger, Inc.	24-Apr-24	Elect Director Neil S. Novich	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Beatriz R. Perez	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	24-Apr-24	Elect Director E. Scott Santi	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Susan Slavik Williams	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Lucas E. Watson	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	24-Apr-24	Elect Director Steven A. White	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	24-Apr-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	24-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
West Fraser Timber Co. Ltd.	24-Apr-24	Fix Number of Directors at Twelve	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Henry H. (Hank) Ketcham	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Doyle N. Beneby	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Eric L. Butler	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Reid E. Carter	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director John N. Floren	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Ellis Ketcham Johnson	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Brian G. Kenning	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Marian Lawson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Sean P. McLaren	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Colleen M. McMorrow	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Janice G. Rennie	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	24-Apr-24	Elect Director Gillian D. Winckler	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	24-Apr-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
West Fraser Timber Co. Ltd.	24-Apr-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Avery Dennison Corporation	25-Apr-24	Elect Director Bradley A. Alford	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Avery Dennison Corporation	25-Apr-24	Elect Director Mitchell R. Butier	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Elect Director Ken C. Hicks	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Avery Dennison Corporation	25-Apr-24	Elect Director Andres A. Lopez	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Avery Dennison Corporation	25-Apr-24	Elect Director Maria Fernanda Mejia	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Elect Director Francesca Reverberi	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Elect Director Patrick T. Siewert	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines.
Avery Dennison Corporation	25-Apr-24	Elect Director Deon M. Stander	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Elect Director Martha N. Sullivan	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Elect Director William R. Wagner	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Avery Dennison Corporation	25-Apr-24	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	25-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Fastenal Company	25-Apr-24	Elect Director Scott A. Satterlee	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Elect Director Michael J. Ancius	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Fastenal Company	25-Apr-24	Elect Director Stephen L. Eastman	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	25-Apr-24	Elect Director Daniel L. Florness	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Elect Director Rita J. Heise	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	25-Apr-24	Elect Director Hsenghung Sam Hsu	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Elect Director Daniel L. Johnson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	25-Apr-24	Elect Director Nicholas J. Lundquist	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Elect Director Sarah N. Nielsen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	25-Apr-24	Elect Director Irene A. Quarshie	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Elect Director Reyne K. Wisecup	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Fastenal Company	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Fastenal Company	25-Apr-24	Eliminate Supermajority Vote Requirement for Business Combinations	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	25-Apr-24	Adopt Simple Majority Vote	For	This proposal would improve the company's corporate governance structure.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Craig H. Barratt	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Joseph C. Beery	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Lewis Chew	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Gary S. Guthart	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Amal M. Johnson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Sreelakshmi Kolli	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Amy L. Ladd	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Keith R. Leonard, Jr.	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Jami Dover Nachtsheim	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Monica P. Reed	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	25-Apr-24	Elect Director Mark J. Rubash	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Intuitive Surgical, Inc.	25-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Intuitive Surgical, Inc.	25-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	25-Apr-24	Report on Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Francesca M. Edwardson	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Sharilyn S. Gasaway	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Thad (John B., III) Hill	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Bryan Hunt	Against	The Board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Persio Lisboa	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Patrick Ottensmeyer	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director John N. Roberts, III	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director James L. Robo	Against	The Board is not sufficiently independent as per our voting policy. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Elect Director Shelley Simpson	Against	The Board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
J.B. Hunt Transport Services, Inc.	25-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Darius Adamczyk	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Mary C. Beckerle	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director D. Scott Davis	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Johnson & Johnson	25-Apr-24	Elect Director Jennifer A. Doudna	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Joaquin Duato	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Marillyn A. Hewson	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Paula A. Johnson	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Hubert Joly	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Mark B. McClellan	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Anne M. Mulcahy	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Mark A. Weinberger	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Nadja Y. West	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Elect Director Eugene A. Woods	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Johnson & Johnson	25-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Johnson & Johnson	25-Apr-24	Report on Gender-Based Compensation and Benefits Inequities	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Johnson & Johnson	25-Apr-24	Report on Impact of Extended Patent Exclusivities on Product Access		This is a non-votable item
Pfizer Inc.	25-Apr-24	Elect Director Ronald E. Blaylock	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Albert Bourla	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Susan Desmond-Hellmann	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Joseph J. Echevarria	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Scott Gottlieb	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Helen H. Hobbs	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Susan Hockfield	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Dan R. Littman	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Shantanu Narayen	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director Suzanne Nora Johnson	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director James Quincey	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Elect Director James C. Smith	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Pfizer Inc.	25-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	25-Apr-24	Require Independent Board Chair	Against	The board is sufficiently independent and there is already a lead independent director.
Pfizer Inc.	25-Apr-24	Report on Congruency of Political Spending with Company Stated Values and Priorities	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Pfizer Inc.	25-Apr-24	Amend Director Resignation Processes *Withdrawn Resolution*		This is a non-votable item
Pfizer Inc.	25-Apr-24	Report on Corporate Contributions	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Texas Instruments Incorporated	25-Apr-24	Elect Director Mark A. Blinn	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Texas Instruments Incorporated	25-Apr-24	Elect Director Todd M. Bluedorn	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	25-Apr-24	Elect Director Janet F. Clark	Against	There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	25-Apr-24	Elect Director Carrie S. Cox	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Texas Instruments Incorporated	25-Apr-24	Elect Director Martin S. Craighead	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Texas Instruments Incorporated	25-Apr-24	Elect Director Reginald DesRoches	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	25-Apr-24	Elect Director Curtis C. Farmer	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	25-Apr-24	Elect Director Jean M. Hobby	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Texas Instruments Incorporated	25-Apr-24	Elect Director Haviv Ilan	Against	There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	25-Apr-24	Elect Director Ronald Kirk	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Texas Instruments Incorporated	25-Apr-24	Elect Director Pamela H. Patsley	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Texas Instruments Incorporated	25-Apr-24	Elect Director Robert E. Sanchez	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	25-Apr-24	Elect Director Richard K. Templeton	Against	There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	25-Apr-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	25-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Texas Instruments Incorporated	25-Apr-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Texas Instruments Incorporated	25-Apr-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Texas Instruments Incorporated	25-Apr-24	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Increased disclosure would allow shareholders to more fully assess how the company managed the risks of end-user misuse

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				of their products, in particular in case of violations of international law.
TFI International Inc.	25-Apr-24	Elect Director Leslie Abi-Karam	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
TFI International Inc.	25-Apr-24	Elect Director Alain Bedard	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
TFI International Inc.	25-Apr-24	Elect Director Andre Berard	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
TFI International Inc.	25-Apr-24	Elect Director William T. England	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	25-Apr-24	Elect Director Diane Giard	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	25-Apr-24	Elect Director Debra Kelly-Ennis	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	25-Apr-24	Elect Director Neil Donald Manning	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
TFI International Inc.	25-Apr-24	Elect Director Sebastien Martel	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	25-Apr-24	Elect Director John M. Pratt	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	25-Apr-24	Elect Director Joey Saputo	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
TFI International Inc.	25-Apr-24	Elect Director Rosemary Turner	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
TFI International Inc.	25-Apr-24	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	25-Apr-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Abbott Laboratories	26-Apr-24	Elect Director Robert J. Alpern	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Abbott Laboratories	26-Apr-24	Elect Director Claire Babineaux-Fontenot	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	26-Apr-24	Elect Director Sally E. Blount	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Abbott Laboratories	26-Apr-24	Elect Director Robert B. Ford	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Abbott Laboratories	26-Apr-24	Elect Director Paola Gonzalez	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Abbott Laboratories	26-Apr-24	Elect Director Michelle A. Kumbier	For	The vote is in line with the Amundi Voting policy.

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Abbott Laboratories	26-Apr-24	Elect Director Darren W. McDew	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Abbott Laboratories	26-Apr-24	Elect Director Nancy McKinstry	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Abbott Laboratories	26-Apr-24	Elect Director Michael G. O'Grady	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	26-Apr-24	Elect Director Michael F. Roman	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	26-Apr-24	Elect Director Daniel J. Starks	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	26-Apr-24	Elect Director John G. Stratton	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Abbott Laboratories	26-Apr-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	26-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Leona Aglukkaq	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Ammar Al-Joundi	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Sean Boyd	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Martine A. Celej	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Jonathan Gill	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Peter Grosskopf	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Elizabeth Lewis-Gray	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Deborah McCombe	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Jeffrey Parr	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director J. Merfyn Roberts	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Elect Director Jamie C. Sokalsky	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Agnico Eagle Mines Limited	26-Apr-24	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Agnico Eagle Mines Limited	26-Apr-24	Amend Incentive Share Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	26-Apr-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Canadian National Railway Company	26-Apr-24	Elect Director Shauneen Bruder	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Jo-ann dePass Olsovsky	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director David Freeman	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Canadian National Railway Company	26-Apr-24	Elect Director Denise Gray	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Justin M. Howell	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Susan C. Jones	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Robert Knight	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Michel Letellier	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Margaret A. McKenzie	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Al Monaco	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Elect Director Tracy Robinson	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Ratify KPMG LLP as Auditors	Withhold	The auditor tenure is above 24 years.
Canadian National Railway Company	26-Apr-24	Approve Advance Notice Requirement	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Amend Long-Term Incentive Plan	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	26-Apr-24	Management Advisory Vote on Climate Change	Against	In FY2023, Canadian National Railway (CN) derived 6% of its sales from the transport of coal vs 5.5% in FY2022. Transport of coal revenues increased from USD 937 million in 2022 to USD 1017 million – a 7% increase. The coal segment consists of thermal coal, metallurgical and petroleum coke. From the company's reporting, it is not possible to ascertain the proportion of thermal coal/metallurgical coal. In addition, 19% of 2022 sales were derived from petroleum and chemicals (chemicals and plastics, refined petroleum products, natural gas liquids crude oil and sulfur). As a carrier of fossil fuels we expect the company's climate plan to include a "transition-out" plan for the transportation of such products that is aligned with the modelled scenarios consistent with the 1.5°C objective."
Canadian National Railway Company	26-Apr-24	SP 1: Adopt a Paid Sick Leave Policy	For	We concur with the proponent that further disclosure to shareholders of the company's commitment to provide a healthy work environment for its employees would be beneficial.
Corteva, Inc.	26-Apr-24	Elect Director Lamberto Andreotti	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	26-Apr-24	Elect Director Klaus A. Engel	Against	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines.
Corteva, Inc.	26-Apr-24	Elect Director David C. Everitt	Against	The gender diversity of the Board is below our guidelines.
Corteva, Inc.	26-Apr-24	Elect Director Janet P. Giesselman	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	26-Apr-24	Elect Director Karen H. Grimes	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	26-Apr-24	Elect Director Michael O. Johanns	Against	The gender diversity of the Board is below our guidelines.
Corteva, Inc.	26-Apr-24	Elect Director Rebecca B. Liebert	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Corteva, Inc.	26-Apr-24	Elect Director Marcos M. Lutz	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	26-Apr-24	Elect Director Charles V. Magro	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	26-Apr-24	Elect Director Nayaki R. Nayyar	Against	There are concerns regarding how the Board is overseeing ESG matters.
Corteva, Inc.	26-Apr-24	Elect Director Gregory R. Page	Against	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Corteva, Inc.	26-Apr-24	Elect Director Kerry J. Preete	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	26-Apr-24	Elect Director Patrick J. Ward	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	26-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Corteva, Inc.	26-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Corteva, Inc.	26-Apr-24	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Diamondback Energy, Inc.	26-Apr-24	Issue Shares in Connection with Merger	For	The vote is in line with the Amundi Voting policy.
Diamondback Energy, Inc.	26-Apr-24	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
Diamondback Energy, Inc.	26-Apr-24	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Graco Inc.	26-Apr-24	Elect Director Heather L. Anfang	For	The vote is in line with the Amundi Voting policy.
Graco Inc.	26-Apr-24	Elect Director Archie C. Black	For	The vote is in line with the Amundi Voting policy.
Graco Inc.	26-Apr-24	Elect Director Brett C. Carter	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Graco Inc.	26-Apr-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Graco Inc.	26-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based). There is a lack of relevant and quantifiable Climate criteria in the variable compensation
Graco Inc.	26-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	29-Apr-24	Elect Director Elizabeth W. Camp	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Genuine Parts Company	29-Apr-24	Elect Director Richard Cox, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Genuine Parts Company	29-Apr-24	Elect Director Paul D. Donahue	Withhold	There are concerns regarding how the Board is overseeing ESG matters. The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Genuine Parts Company	29-Apr-24	Elect Director Gary P. Fayard	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Genuine Parts Company	29-Apr-24	Elect Director P. Russell Hardin	Withhold	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Genuine Parts Company	29-Apr-24	Elect Director John R. Holder	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	29-Apr-24	Elect Director Donna W. Hyland	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	29-Apr-24	Elect Director John D. Johns	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	29-Apr-24	Elect Director Jean-Jacques Lafont	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Genuine Parts Company	29-Apr-24	Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Genuine Parts Company	29-Apr-24	Elect Director Wendy B. Needham	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Genuine Parts Company	29-Apr-24	Elect Director Juliette W. Pryor	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Genuine Parts Company	29-Apr-24	Elect Director Darren Rebelez	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	29-Apr-24	Elect Director Charles K. Stevens, III	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Genuine Parts Company	29-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Genuine Parts Company	29-Apr-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	29-Apr-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Paycom Software, Inc.	29-Apr-24	Elect Director Robert J. Levenson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Paycom Software, Inc.	29-Apr-24	Elect Director Frederick C. Peters, II	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	29-Apr-24	Elect Director Felicia Williams	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the Board is below our guidelines.
Paycom Software, Inc.	29-Apr-24	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	29-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions). The structure of executive pay is considered inadequate (general).
Barrick Gold Corporation	30-Apr-24	Elect Director D. Mark Bristow	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Barrick Gold Corporation	30-Apr-24	Elect Director Helen Cai	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Barrick Gold Corporation	30-Apr-24	Elect Director Christopher L. Coleman	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive 1 as a Chair) and is therefore considered overboarded.
Barrick Gold Corporation	30-Apr-24	Elect Director Isela A. Costantini	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	30-Apr-24	Elect Director Brian L. Greenspun	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	30-Apr-24	Elect Director J. Brett Harvey	Withhold	There are concerns regarding how the Board is overseeing ESG matters.The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Barrick Gold Corporation	30-Apr-24	Elect Director Anne N. Kabagambe	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Barrick Gold Corporation	30-Apr-24	Elect Director Andrew J. Quinn	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Barrick Gold Corporation	30-Apr-24	Elect Director M. Loreto Silva	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	30-Apr-24	Elect Director John L. Thornton	Withhold	There are concerns regarding how the Board is overseeing ESG matters.The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Barrick Gold Corporation	30-Apr-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Barrick Gold Corporation	30-Apr-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	30-Apr-24	Commission an Independent Third Party Audit of Environmental Water Impacts	For	While we do acknowledge Barrick's leading practices to ensure transparency around relevant ESG risks including water, we support the proposal to better assess alignment of the company's water practices with international norms and standards which could be above local law in some areas of operation. Considering past controversies around water pollution, their exposure to some water stressed regions, and the risks around pollution due to required use of Riverine tailings in PNG at Porgera we are in favor of this resolution to encourage greater transparency as to how Barrick is managing these risks at high risk assets.
Constellation Energy Corporation	30-Apr-24	Elect Director Bradley M. Halverson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Constellation Energy Corporation	30-Apr-24	Elect Director Charles L. Harrington	Withhold	The gender diversity of the Board is below our guidelines.
Constellation Energy Corporation	30-Apr-24	Elect Director Dhiaa M. Jamil	For	The vote is in line with the Amundi Voting policy.
Constellation Energy Corporation	30-Apr-24	Elect Director Nneka Rimmer	For	The vote is in line with the Amundi Voting policy.
Constellation Energy Corporation	30-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.The weight of the ESG criteria in the variable compensation is insufficient.
Constellation Energy Corporation	30-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Andrew Berkenfield	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Derrick Burks	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Philip Calian	Withhold	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director David Contis	Withhold	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Constance Freedman	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Thomas Heneghan	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Marguerite Nader	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Radhika Papandreou	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	30-Apr-24	Elect Director Scott Peppet	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	30-Apr-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Equity LifeStyle Properties, Inc.	30-Apr-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Equity LifeStyle Properties, Inc.	30-Apr-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	30-Apr-24	Elect Director D.W. (David) Cornhill	Against	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal. The gender diversity of the board is below our guidelines.
Imperial Oil Limited	30-Apr-24	Elect Director B.W. (Bradley) Corson	Against	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Imperial Oil Limited	30-Apr-24	Elect Director S.R. (Sharon) Driscoll	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Imperial Oil Limited	30-Apr-24	Elect Director J.N. (John) Floren	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	30-Apr-24	Elect Director G.J. (Gary) Goldberg	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	30-Apr-24	Elect Director N.A. (Neil) Hansen	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Imperial Oil Limited	30-Apr-24	Elect Director M.C. (Miranda) Hubbs	Against	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Imperial Oil Limited	30-Apr-24	Ratify PricewaterhouseCoopers LLP as Auditors	Withhold	The auditor tenure is above 24 years.
Imperial Oil Limited	30-Apr-24	Report on Impact of Climate Transition on Asset Retirement Obligations	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Carlisle Companies Incorporated	01-May-24	Elect Director James D. Frias	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carlisle Companies Incorporated	01-May-24	Elect Director Maia A. Hansen	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	01-May-24	Elect Director Corrine D. Ricard	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carlisle Companies Incorporated	01-May-24	Amend Charter	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	01-May-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	01-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	01-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Carlisle Companies Incorporated	01-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	01-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	01-May-24	Elect Director Stephen E. Bradley	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	01-May-24	Elect Director Keith M. Casey	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Elect Director Michael J. Crothers	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	01-May-24	Elect Director James D. Girgulis	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	01-May-24	Elect Director Jane E. Kinney	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Elect Director Eva L. Kwok	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Elect Director Melanie A. Little	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	01-May-24	Elect Director Richard J. Marcogliese	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Elect Director Jonathan M. McKenzie	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Cenovus Energy Inc.	01-May-24	Elect Director Claude Mongeau	Against	The gender diversity of the Board is below our guidelines. There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Elect Director Alexander J. Pourbaix	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Elect Director Frank J. Sixt	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (6 in total, including 2 as an Executive and 2 as a Chair) and is therefore considered overboarded.
Cenovus Energy Inc.	01-May-24	Elect Director Rhonda I. Zygocki	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
Cenovus Energy Inc.	01-May-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Cenovus Energy Inc.	01-May-24	Re-approve Shareholder Rights Plan	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	01-May-24	Elect Director Dorothy M. Ables	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Robert S. Boswell	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Amanda M. Brock	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Dan O. Dinges	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Paul N. Eckley	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Hans Helmerich	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Thomas E. Jorden	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Lisa A. Stewart	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Frances M. Vallejo	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Elect Director Marcus A. Watts	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Coterra Energy Inc.	01-May-24	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation and to Make Certain Non-substantive Updates	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	01-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	01-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Franco-Nevada Corporation	01-May-24	Elect Director David Harquail	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Elect Director Paul Brink	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Elect Director Tom Albanese	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Franco-Nevada Corporation	01-May-24	Elect Director Hugo Dryland	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Elect Director Derek W. Evans	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Elect Director Catharine Farrow	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Elect Director Maureen Jensen	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Elect Director Jennifer Maki	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Franco-Nevada Corporation	01-May-24	Elect Director Jacques Perron	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	01-May-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director Segun Agbaje	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director Jennifer Bailey	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director Cesar Conde	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
PepsiCo, Inc.	01-May-24	Elect Director Ian Cook	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
PepsiCo, Inc.	01-May-24	Elect Director Edith W. Cooper	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director Susan M. Diamond	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director Dina Dublon	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PepsiCo, Inc.	01-May-24	Elect Director Michelle Gass	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director Ramon L. Laguarta	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
PepsiCo, Inc.	01-May-24	Elect Director Dave J. Lewis	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Elect Director David C. Page	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PepsiCo, Inc.	01-May-24	Elect Director Robert C. Pohlard	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
PepsiCo, Inc.	01-May-24	Elect Director Daniel Vasella	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
PepsiCo, Inc.	01-May-24	Elect Director Darren Walker	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
PepsiCo, Inc.	01-May-24	Elect Director Alberto Weisser	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	01-May-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
PepsiCo, Inc.	01-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
PepsiCo, Inc.	01-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	01-May-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	The company already puts in place a limit in line with Amundi's policy.
PepsiCo, Inc.	01-May-24	Report on Gender-Based Compensation and Benefits Inequities	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
PepsiCo, Inc.	01-May-24	Amend Bylaws to Adopt a Director Election Resignation	For	The proposal is in the shareholders' interest.
PepsiCo, Inc.	01-May-24	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	We concur with the proponent that disclosure to shareholders of the risk associated with the use of non-sugar sweeteners would be beneficial.
PepsiCo, Inc.	01-May-24	Report on Risks Related to Biodiversity and Nature Loss	For	Additional disclosure would be useful to shareholders to assess potential risks on biodiversity. We consider as key for all food and beverage companies to fulfill a material biodiversity dependency and impact assessment as they rely on nature to get their raw materials, which is the case for PepsiCo. The company needs to better understand the biodiversity risks to better mitigate them at a global scale.
PepsiCo, Inc.	01-May-24	Report on Third-Party Racial Equity Audit	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
PepsiCo, Inc.	01-May-24	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
PepsiCo, Inc.	01-May-24	Issue Transparency Report on Global Public Policy and Political Influence	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Pool Corporation	01-May-24	Elect Director Peter D. Arvan	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	01-May-24	Elect Director Martha "Marty" S. Gervasi	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	01-May-24	Elect Director James "Jim" D. Hope	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	01-May-24	Elect Director Debra S. Oler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	01-May-24	Elect Director Manuel J. Perez de la Mesa	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	01-May-24	Elect Director Carlos A. Sabater	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	01-May-24	Elect Director John E. Stokely	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	01-May-24	Elect Director David G. Whalen	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	01-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Pool Corporation	01-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Coca-Cola Company	01-May-24	Elect Director Herb Allen	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Coca-Cola Company	01-May-24	Elect Director Marc Bolland	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	01-May-24	Elect Director Ana Botin	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Coca-Cola Company	01-May-24	Elect Director Christopher C. Davis	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
The Coca-Cola Company	01-May-24	Elect Director Barry Diller	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as an Executive) and is therefore considered overboarded. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Coca-Cola Company	01-May-24	Elect Director Carolyn Everson	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	01-May-24	Elect Director Helene D. Gayle	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Coca-Cola Company	01-May-24	Elect Director Thomas S. Gayner	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive, 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
The Coca-Cola Company	01-May-24	Elect Director Alexis M. Herman	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Coca-Cola Company	01-May-24	Elect Director Maria Elena Lagomasino	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Coca-Cola Company	01-May-24	Elect Director Amity Millhiser	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	01-May-24	Elect Director James Quincey	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
The Coca-Cola Company	01-May-24	Elect Director Caroline J. Tsay	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	01-May-24	Elect Director David B. Weinberg	Against	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Coca-Cola Company	01-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based). The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration.
The Coca-Cola Company	01-May-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	01-May-24	Approve Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	01-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
The Coca-Cola Company	01-May-24	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
The Coca-Cola Company	01-May-24	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	We concur with the proponent that disclosure to shareholders of the risk associated with the use of non-sugar sweeteners would be beneficial.
The Coca-Cola Company	01-May-24	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Against	The resolution failed to demonstrate how the company is impacted or might impact the matter.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Boston Scientific Corporation	02-May-24	Elect Director Charles J. Dockendorff	Against	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Boston Scientific Corporation	02-May-24	Elect Director Yoshiaki Fujimori	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director Edward J. Ludwig	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director Michael F. Mahoney	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director Jessica L. Mega	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director Susan E. Morano	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director John E. Sununu	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director David S. Wichmann	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Elect Director Ellen M. Zane	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Boston Scientific Corporation	02-May-24	Amend Advance Notice Provisions	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	02-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Cadence Design Systems, Inc.	02-May-24	Elect Director Mark W. Adams	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	02-May-24	Elect Director Ita Brennan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Elect Director Lewis Chew	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Cadence Design Systems, Inc.	02-May-24	Elect Director Anirudh Devgan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Elect Director ML Krakauer	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	02-May-24	Elect Director Julia Liuson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	02-May-24	Elect Director James D. Plummer	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Elect Director Alberto Sangiovanni-Vincentelli	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Elect Director Young K. Sohn	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Against	The proposed amendment to articles of association are not in shareholders' interest.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Cadence Design Systems, Inc.	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Cadence Design Systems, Inc.	02-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	02-May-24	Submit Severance Agreement to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Canadian Natural Resources Limited	02-May-24	Elect Director Catherine M. Best	Withhold	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director M. Elizabeth Cannon	Withhold	Nomination Committee members are held accountable for the lack of independence. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director N. Murray Edwards	Withhold	The Board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of Board mandates (3 in total, including 2 as an Executive, and 1 as a Chair) and is therefore considered overboarded. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director Christopher L. Fong	Withhold	The Board is not sufficiently independent as per our voting policy. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director Gordon D. Giffin	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director Wilfred A. Gobert	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director Christine M. Healy	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	02-May-24	Elect Director Steve W. Laut	Withhold	The Board is not sufficiently independent as per our voting policy. There are issues with the companies' practices or policies which do not enable support of the proposal.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Canadian Natural Resources Limited	02-May-24	Elect Director Frank J. McKenna	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair and 1 as Executive) and is therefore considered overboarded. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director Scott G. Stauth	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	02-May-24	Elect Director David A. Tuer	Withhold	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Elect Director Annette M. Verschuren	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	02-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Canadian Natural Resources Limited	02-May-24	Approve Share Split	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	02-May-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	02-May-24	Elect Director Bradlen S. Cashaw	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence.
Church & Dwight Co., Inc.	02-May-24	Elect Director Matthew T. Farrell	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Church & Dwight Co., Inc.	02-May-24	Elect Director Bradley C. Irwin	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence.
Church & Dwight Co., Inc.	02-May-24	Elect Director Penry W. Price	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Church & Dwight Co., Inc.	02-May-24	Elect Director Susan G. Saideman	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence.

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Church & Dwight Co., Inc.	02-May-24	Elect Director Ravichandra K. Saligram	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence.
Church & Dwight Co., Inc.	02-May-24	Elect Director Robert K. Shearer	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Church & Dwight Co., Inc.	02-May-24	Elect Director Janet S. Vergis	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence.
Church & Dwight Co., Inc.	02-May-24	Elect Director Arthur B. Winkleblack	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Church & Dwight Co., Inc.	02-May-24	Elect Director Laurie J. Yoler	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence.
Church & Dwight Co., Inc.	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Church & Dwight Co., Inc.	02-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Church & Dwight Co., Inc.	02-May-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	02-May-24	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Corning Incorporated	02-May-24	Elect Director Leslie A. Brun	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	02-May-24	Elect Director Stephanie A. Burns	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Corning Incorporated	02-May-24	Elect Director Pamela J. Craig	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	02-May-24	Elect Director Robert F. Cummings, Jr.	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Corning Incorporated	02-May-24	Elect Director Roger W. Ferguson, Jr.	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.

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Corning Incorporated	02-May-24	Elect Director Thomas D. French	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	02-May-24	Elect Director Deborah A. Henretta	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	02-May-24	Elect Director Daniel P. Huttenlocher	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	02-May-24	Elect Director Kurt M. Landgraf	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	02-May-24	Elect Director Kevin J. Martin	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Corning Incorporated	02-May-24	Elect Director Deborah D. Rieman	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	02-May-24	Elect Director Hansel E. Tookes, II	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	02-May-24	Elect Director Wendell P. Weeks	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Corning Incorporated	02-May-24	Elect Director Mark S. Wrighton	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Corning Incorporated	02-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Ecolab Inc.	02-May-24	Elect Director Judson B. Althoff	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Shari L. Ballard	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Christophe Beck	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Eric M. Green	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Arthur J. Higgins	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Michael Larson	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director David W. MacLennan	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Tracy B. McKibben	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Elect Director Lionel L. Nowell, III	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Ecolab Inc.	02-May-24	Elect Director Victoria J. Reich	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Ecolab Inc.	02-May-24	Elect Director Suzanne M. Vautrinot	For	The vote is in line with the Amundi Voting policy.

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Ecolab Inc.	02-May-24	Elect Director John J. Zillmer	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair) and is therefore considered overboarded.
Ecolab Inc.	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	02-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Ecolab Inc.	02-May-24	Require Independent Board Chair	Against	The proposal is not in the shareholders' interest.
Equifax Inc.	02-May-24	Elect Director Mark W. Begor	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	02-May-24	Elect Director Mark L. Feidler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equifax Inc.	02-May-24	Elect Director Karen L. Fichuk	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	02-May-24	Elect Director G. Thomas Hough	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Equifax Inc.	02-May-24	Elect Director Robert D. Marcus	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equifax Inc.	02-May-24	Elect Director Scott A. McGregor	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	02-May-24	Elect Director John A. McKinley	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	02-May-24	Elect Director Melissa D. Smith	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equifax Inc.	02-May-24	Elect Director Audrey Boone Tillman	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Equifax Inc.	02-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director Sylvia M. Burwell	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director John W. Culver	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Kimberly-Clark Corporation	02-May-24	Elect Director Michael D. Hsu	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director Mae C. Jemison	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Kimberly-Clark Corporation	02-May-24	Elect Director Deeptha Khanna	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director S. Todd Maclin	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director Deirdre A. Mahlan	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as Chair of the Audit Committee) and is therefore considered overboarded.
Kimberly-Clark Corporation	02-May-24	Elect Director Sherilyn S. McCoy	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director Christa S. Quarles	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director Jaime A. Ramirez	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Elect Director Dunia A. Shive	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Kimberly-Clark Corporation	02-May-24	Elect Director Mark T. Smucker	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	02-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Kimberly-Clark Corporation	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Kimberly-Clark Corporation	02-May-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	02-May-24	Elect Director Peter J. Blake	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	02-May-24	Elect Director Benjamin D. Cherniavsky	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	02-May-24	Elect Director Jeffrey S. Chisholm	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	02-May-24	Elect Director Cathryn E. Cranston	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	02-May-24	Elect Director Sharon L. Hodgson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	02-May-24	Elect Director Michael S. McMillan	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	02-May-24	Elect Director Frederick J. Mifflin	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	02-May-24	Elect Director Katherine A. Rethy	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	02-May-24	Elect Director Richard G. Roy	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	02-May-24	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Toromont Industries Ltd.	02-May-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Toromont Industries Ltd.	02-May-24	Re-approve Shareholder Rights Plan	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	02-May-24	Amend Long-Term Incentive Plan	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	02-May-24	Elect Director Carol Tome	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	02-May-24	Elect Director Rodney Adkins	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
United Parcel Service, Inc.	02-May-24	Elect Director Eva Boratto	Against	There are concerns regarding how the Board is overseeing ESG matters.
United Parcel Service, Inc.	02-May-24	Elect Director Michael Burns	Against	There are concerns regarding how the Board is overseeing ESG matters.
United Parcel Service, Inc.	02-May-24	Elect Director Wayne Hewett	Against	There are concerns regarding how the Board is overseeing ESG matters.
United Parcel Service, Inc.	02-May-24	Elect Director Angela Hwang	Against	There are concerns regarding how the Board is overseeing ESG matters.
United Parcel Service, Inc.	02-May-24	Elect Director Kate Johnson	For	The vote is in line with the Amundi Voting policy.

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United Parcel Service, Inc.	02-May-24	Elect Director William Johnson	Against	There are concerns regarding how the Board is overseeing ESG matters.
United Parcel Service, Inc.	02-May-24	Elect Director Franck Moison	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	02-May-24	Elect Director Christiana Smith Shi	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	02-May-24	Elect Director Russell Stokes	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	02-May-24	Elect Director Kevin Warsh	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	02-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
United Parcel Service, Inc.	02-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
United Parcel Service, Inc.	02-May-24	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	The proposal is in the shareholders' interest.
United Parcel Service, Inc.	02-May-24	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
United Parcel Service, Inc.	02-May-24	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
AbbVie Inc.	03-May-24	Elect Director Roxanne S. Austin	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
AbbVie Inc.	03-May-24	Elect Director Richard A. Gonzalez	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Elect Director Susan E. Quaggin	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Elect Director Rebecca B. Roberts	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Elect Director Glenn F. Tilton	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
AbbVie Inc.	03-May-24	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	03-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
AbbVie Inc.	03-May-24	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
AbbVie Inc.	03-May-24	Report on Impact of Extended Patent Exclusivities on Product Access	For	Amundi will vote FOR because shareholders would benefit from more disclosure of the company's processes.
Dover Corporation	03-May-24	Elect Director Deborah L. DeHaas	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director H. John Gilbertson, Jr.	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Kristiane C. Graham	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Marc A. Howze	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Michael F. Johnston	Against	The gender diversity of the Board is below our guidelines.

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Dover Corporation	03-May-24	Elect Director Michael Manley	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Danita K. Ostling	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Eric A. Spiegel	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Richard J. Tobin	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Elect Director Keith E. Wandell	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	03-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Dover Corporation	03-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Dover Corporation	03-May-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	03-May-24	Elect Director Daniel J. Brutto	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Illinois Tool Works Inc.	03-May-24	Elect Director Susan Crown	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	03-May-24	Elect Director Darrell L. Ford	Against	The gender diversity of the Board is below our guidelines. The Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	03-May-24	Elect Director Kelly J. Grier	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	03-May-24	Elect Director James W. Griffith	Against	The Board is not sufficiently independent as per our voting policy. The gender diversity of the Board is below our guidelines. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	03-May-24	Elect Director Jay L. Henderson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Illinois Tool Works Inc.	03-May-24	Elect Director Jaime Irick	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Illinois Tool Works Inc.	03-May-24	Elect Director Richard H. Lenny	Against	The gender diversity of the Board is below our guidelines. The Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	03-May-24	Elect Director Christopher A. O'Herlihy	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	03-May-24	Elect Director E. Scott Santi	Against	The Board is not sufficiently independent as per our voting policy.
Illinois Tool Works Inc.	03-May-24	Elect Director David B. Smith, Jr.	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Illinois Tool Works Inc.	03-May-24	Elect Director Pamela B. Strobel	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	03-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Illinois Tool Works Inc.	03-May-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	03-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	03-May-24	Submit Severance Agreement to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Lattice Semiconductor Corporation	03-May-24	Elect Director James R. Anderson	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Elect Director Robin A. Abrams	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Elect Director Douglas Bettinger	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Elect Director Que Thanh Dallara	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Elect Director John Forsyth	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Elect Director Mark E. Jensen	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Lattice Semiconductor Corporation	03-May-24	Elect Director James P. Lederer	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lattice Semiconductor Corporation	03-May-24	Elect Director D. Jeffrey Richardson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lattice Semiconductor Corporation	03-May-24	Elect Director Elizabeth Schwarting	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lattice Semiconductor Corporation	03-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Teleflex Incorporated	03-May-24	Elect Director Candace H. Duncan	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	03-May-24	Elect Director Gretchen R. Haggerty	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Teleflex Incorporated	03-May-24	Elect Director Liam J. Kelly	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Teleflex Incorporated	03-May-24	Elect Director Stephen K. Klasko	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Teleflex Incorporated	03-May-24	Elect Director Stuart A. Randle	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Teleflex Incorporated	03-May-24	Elect Director Jaewon Ryu	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	03-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Teleflex Incorporated	03-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Teleflex Incorporated	03-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in the shareholders' interest.
Eli Lilly and Company	06-May-24	Elect Director Katherine Baicker	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	06-May-24	Elect Director J. Erik Fyrwald	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eli Lilly and Company	06-May-24	Elect Director Jamere Jackson	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Eli Lilly and Company	06-May-24	Elect Director Gabrielle Sulzberger	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Eli Lilly and Company	06-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Eli Lilly and Company	06-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Eli Lilly and Company	06-May-24	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	06-May-24	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	06-May-24	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Eli Lilly and Company	06-May-24	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Eli Lilly and Company	06-May-24	Report on Impact of Extended Patent Exclusivities on Product Access	For	Amundi will vote FOR because shareholders would benefit from more disclosure of the company's processes.
Eli Lilly and Company	06-May-24	Adopt a Comprehensive Human Rights Policy	For	Amundi supports efforts that assess and mitigate human rights risk.
IDEXX Laboratories, Inc.	06-May-24	Elect Director Irene Chang Britt	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	06-May-24	Elect Director Bruce L. Clafin	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	06-May-24	Elect Director Asha S. Collins	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	06-May-24	Elect Director Sam Samad	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	06-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	06-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
IDEXX Laboratories, Inc.	06-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Moderna, Inc.	06-May-24	Elect Director Robert Langer	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Moderna, Inc.	06-May-24	Elect Director Elizabeth Nabel	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Moderna, Inc.	06-May-24	Elect Director Elizabeth Tallett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Moderna, Inc.	06-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Moderna, Inc.	06-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Moderna, Inc.	06-May-24	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.

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Moderna, Inc.	06-May-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	06-May-24	Elect Director Kristen Actis-Grande	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	06-May-24	Elect Director Brian P. Anderson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
PulteGroup, Inc.	06-May-24	Elect Director Bryce Blair	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines.
PulteGroup, Inc.	06-May-24	Elect Director Thomas J. Folliard	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
PulteGroup, Inc.	06-May-24	Elect Director Cheryl W. Grise	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	06-May-24	Elect Director Andre J. Hawaux	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	06-May-24	Elect Director J. Phillip Holloman	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	06-May-24	Elect Director Ryan R. Marshall	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	06-May-24	Elect Director John R. Peshkin	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	06-May-24	Elect Director Scott F. Powers	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	06-May-24	Elect Director Lila Snyder	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	06-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
PulteGroup, Inc.	06-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
PulteGroup, Inc.	06-May-24	Eliminate Supermajority Vote Requirements	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	06-May-24	Elect Director Michele G. Buck	Withhold	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
The Hershey Company	06-May-24	Elect Director Victor L. Crawford	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	06-May-24	Elect Director Robert M. Dutkowsky	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Hershey Company	06-May-24	Elect Director Mary Kay Haben	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	06-May-24	Elect Director M. Diane Koken	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Hershey Company	06-May-24	Elect Director Huong Maria T. Kraus	For	The vote is in line with the Amundi Voting policy.

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The Hershey Company	06-May-24	Elect Director Robert M. Malcolm	Withhold	There are concerns regarding how the Board is overseeing ESG matters.Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Hershey Company	06-May-24	Elect Director Kevin M. Ozan	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	06-May-24	Elect Director Anthony J. Palmer	Withhold	There are concerns regarding how the Board is overseeing ESG matters.Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Hershey Company	06-May-24	Elect Director Juan R. Perez	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Hershey Company	06-May-24	Elect Director Cordel Robbin-Coker	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	06-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	06-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Hershey Company	06-May-24	Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	For	While we recognize the Company's efforts through sourcing visibility, additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.
The Hershey Company	06-May-24	Report on Support for a Circular Economy for Packaging	For	We consider that current disclosure could be more robust and that shareholders would benefit from additional information on how the company is managing risks related to its use of plastic packaging.
Uber Technologies, Inc.	06-May-24	Elect Director Ronald Sugar	Against	There are concerns regarding how the Board is overseeing ESG matters.Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Uber Technologies, Inc.	06-May-24	Elect Director Revathi Advaiti	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Elect Director Turki Alnowaiser	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Elect Director Ursula Burns	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Elect Director Robert Eckert	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Uber Technologies, Inc.	06-May-24	Elect Director Amanda Ginsberg	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Uber Technologies, Inc.	06-May-24	Elect Director Dara Khosrowshahi	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Elect Director Wan Ling Martello	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Uber Technologies, Inc.	06-May-24	Elect Director John Thain	For	The vote is in line with the Amundi Voting policy.

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Uber Technologies, Inc.	06-May-24	Elect Director David I. Trujillo	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee's attendance was under 75% without any satisfactory explanation.
Uber Technologies, Inc.	06-May-24	Elect Director Alexander Wynaendts	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Uber Technologies, Inc.	06-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	06-May-24	Commission a Third-Party Audit on Driver Health and Safety	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Albemarle Corporation	07-May-24	Elect Director M. Lauren Brilas	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Albemarle Corporation	07-May-24	Elect Director Ralf H. Cramer	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	07-May-24	Elect Director J. Kent Masters, Jr.	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	07-May-24	Elect Director Glenda J. Minor	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	07-May-24	Elect Director James J. O'Brien	Against	The gender diversity of the Board is below our guidelines.
Albemarle Corporation	07-May-24	Elect Director Diarmuid B. O'Connell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	07-May-24	Elect Director Dean L. Seavers	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	07-May-24	Elect Director Gerald A. Steiner	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	07-May-24	Elect Director Holly A. Van Deursen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	07-May-24	Elect Director Alejandro D. Wolff	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Albemarle Corporation	07-May-24	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	07-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
AMETEK, Inc.	07-May-24	Elect Director Tod E. Carpenter	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
AMETEK, Inc.	07-May-24	Elect Director Karleen M. Oberton	For	The vote is in line with the Amundi Voting policy.
AMETEK, Inc.	07-May-24	Elect Director Suzanne L. Stefany	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
AMETEK, Inc.	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
AMETEK, Inc.	07-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Bristol-Myers Squibb Company	07-May-24	Elect Director Peter J. Arduini	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Deepak L. Bhatt	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Christopher S. Boerner	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Julia A. Haller	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Manuel Hidalgo Medina	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Paula A. Price	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Bristol-Myers Squibb Company	07-May-24	Elect Director Derica W. Rice	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Bristol-Myers Squibb Company	07-May-24	Elect Director Theodore R. Samuels	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Karen H. Vousden	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Elect Director Phyllis R. Yale	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	07-May-24	Require Independent Board Chair	Against	Amundi prefers the functions of Chair and Chief Executive Officer to be separate. Where this separation of powers does not exist, Amundi requires the creation of a position of Lead independent Director. In this case, the board has already a lead independent director and is sufficiently independent.
Bristol-Myers Squibb Company	07-May-24	Adopt Share Retention Policy For Senior Executives	For	The shareholder proposal is in the interest of long-term shareholders and may align the interests of Senior Executives and long-term shareholder value.
Danaher Corporation	07-May-24	Elect Director Rainer M. Blair	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	07-May-24	Elect Director Feroz Dewan	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	07-May-24	Elect Director Linda Filler	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the lack of independence.

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Danaher Corporation	07-May-24	Elect Director Teri List	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	07-May-24	Elect Director Jessica L. Mega	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Danaher Corporation	07-May-24	Elect Director Mitchell P. Rales	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	07-May-24	Elect Director Steven M. Rales	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	07-May-24	Elect Director Pardis C. Sabeti	Against	The Board is not sufficiently independent as per our voting policy.
Danaher Corporation	07-May-24	Elect Director A. Shane Sanders	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the lack of independence.
Danaher Corporation	07-May-24	Elect Director John T. Schwieters	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the lack of independence.
Danaher Corporation	07-May-24	Elect Director Alan G. Spoon	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Danaher Corporation	07-May-24	Elect Director Raymond C. Stevens	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	07-May-24	Elect Director Elias A. Zerhouni	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the lack of independence.
Danaher Corporation	07-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Danaher Corporation	07-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Danaher Corporation	07-May-24	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Edwards Lifesciences Corporation	07-May-24	Elect Director Leslie C. Davis	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Elect Director Kieran T. Gallahue	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Elect Director Leslie S. Heisz	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Elect Director Paul A. LaViolette	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Edwards Lifesciences Corporation	07-May-24	Elect Director Steven R. Loranger	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Elect Director Ramona Sequeira	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Elect Director Nicholas J. Valeriani	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Elect Director Bernard J. Zovighian	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Edwards Lifesciences Corporation	07-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Edwards Lifesciences Corporation	07-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Glenn M. Alger	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Robert "Bob" P. Carlile	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Elect Director James "Jim" M. DuBois	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Mark A. Emmert	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Diane H. Gulyas	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Expeditors International of Washington, Inc.	07-May-24	Elect Director Jeffrey S. Musser	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Brandon S. Pedersen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Liane J. Pelletier	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Elect Director Olivia D. Polius	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Expeditors International of Washington, Inc.	07-May-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	07-May-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Expeditors International of Washington, Inc.	07-May-24	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Expeditors International of Washington, Inc.	07-May-24	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Fortune Brands Innovations, Inc.	07-May-24	Elect Director Ameer Chande	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	07-May-24	Elect Director Ann Fritz Hackett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortune Brands Innovations, Inc.	07-May-24	Elect Director Jeffery S. Perry	Against	The nominee holds an excessive number of Board mandates (5 in total) and is therefore considered overboarded.
Fortune Brands Innovations, Inc.	07-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based). There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (increase of variable pay).
Fortune Brands Innovations, Inc.	07-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Hubbell Incorporated	07-May-24	Elect Director Gerben W. Bakker	For	The vote is in line with the Amundi Voting policy.

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Hubbell Incorporated	07-May-24	Elect Director Carlos M. Cardoso	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	07-May-24	Elect Director Debra L. Dial	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	07-May-24	Elect Director Anthony J. Guzzi	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	07-May-24	Elect Director Rhett A. Hernandez	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	07-May-24	Elect Director Neal J. Keating	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	07-May-24	Elect Director Bonnie C. Lind	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Hubbell Incorporated	07-May-24	Elect Director John F. Malloy	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	07-May-24	Elect Director Jennifer M. Pollino	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based). There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Hubbell Incorporated	07-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
IDEX Corporation	07-May-24	Elect Director Mark A. Buthman	Against	The gender diversity of the Board is below our guidelines.
IDEX Corporation	07-May-24	Elect Director Lakecia N. Gunter	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	07-May-24	Elect Director L. Paris Watts-Stanfield	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
IDEX Corporation	07-May-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	07-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
IDEX Corporation	07-May-24	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Intel Corporation	07-May-24	Elect Director Patrick P. Gelsinger	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director James J. Goetz	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Andrea J. Goldsmith	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Alyssa H. Henry	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Omar Ishrak	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Risa Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Tsu-Jae King Liu	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Barbara G. Novick	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Gregory D. Smith	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Stacy J. Smith	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Lip-Bu Tan	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Dion J. Weisler	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Elect Director Frank D. Yeary	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	07-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.

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Intel Corporation	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Intel Corporation	07-May-24	Establish Board Committee on Corporate Financial Sustainability	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Intel Corporation	07-May-24	Report on Opposing State Abortion Regulation	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Intel Corporation	07-May-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
MEG Energy Corp.	07-May-24	Elect Director Gary A. Bosgoed	For	The vote is in line with the Amundi Voting policy.
MEG Energy Corp.	07-May-24	Elect Director Darlene M. Gates	For	The vote is in line with the Amundi Voting policy.
MEG Energy Corp.	07-May-24	Elect Director Robert B. Hodgins	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
MEG Energy Corp.	07-May-24	Elect Director Kim Lynch Proctor	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
MEG Energy Corp.	07-May-24	Elect Director Susan M. MacKenzie	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
MEG Energy Corp.	07-May-24	Elect Director Jeffrey J. McCaig	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
MEG Energy Corp.	07-May-24	Elect Director James D. McFarland	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
MEG Energy Corp.	07-May-24	Elect Director Diana J. McQueen	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
MEG Energy Corp.	07-May-24	Elect Director Robert R. Rooney	For	The vote is in line with the Amundi Voting policy.
MEG Energy Corp.	07-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
MEG Energy Corp.	07-May-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	07-May-24	Elect Director Paul C. Saville	Against	The Board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters.
NVR, Inc.	07-May-24	Elect Director C. E. Andrews	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
NVR, Inc.	07-May-24	Elect Director Sallie B. Bailey	Against	There are concerns regarding how the Board is overseeing ESG matters.
NVR, Inc.	07-May-24	Elect Director Thomas D. Eckert	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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NVR, Inc.	07-May-24	Elect Director Alfred E. Festa	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the lack of independence.
NVR, Inc.	07-May-24	Elect Director Alexandra A. Jung	Against	There are concerns regarding how the Board is overseeing ESG matters.
NVR, Inc.	07-May-24	Elect Director Mel Martinez	Against	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the lack of independence.
NVR, Inc.	07-May-24	Elect Director David A. Preiser	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.
NVR, Inc.	07-May-24	Elect Director W. Grady Rosier	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVR, Inc.	07-May-24	Elect Director Susan Williamson Ross	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The Nomination Committee members are held accountable for the lack of independence.
NVR, Inc.	07-May-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
NVR, Inc.	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
NVR, Inc.	07-May-24	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
NVR, Inc.	07-May-24	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Pentair plc	07-May-24	Elect Director Mona Abutaleb Stephenson	For	The vote is in line with the Amundi Voting policy.
Pentair plc	07-May-24	Elect Director Melissa Barra	For	The vote is in line with the Amundi Voting policy.
Pentair plc	07-May-24	Elect Director Tracey C. Doi	For	The vote is in line with the Amundi Voting policy.
Pentair plc	07-May-24	Elect Director T. Michael Glenn	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	07-May-24	Elect Director Theodore L. Harris	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	07-May-24	Elect Director David A. Jones	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	07-May-24	Elect Director Gregory E. Knight	For	The vote is in line with the Amundi Voting policy.

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Pentair plc	07-May-24	Elect Director Michael T. Speetzen	For	The vote is in line with the Amundi Voting policy.
Pentair plc	07-May-24	Elect Director John L. Stauch	For	The vote is in line with the Amundi Voting policy.
Pentair plc	07-May-24	Elect Director Billie I. Williamson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Pentair plc	07-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Pentair plc	07-May-24	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	The auditor tenure is above 24 years.
Pentair plc	07-May-24	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Pentair plc	07-May-24	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Pentair plc	07-May-24	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Elect Director Ian R. Ashby	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Elect Director Patricia M. Bedient	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Suncor Energy Inc.	07-May-24	Elect Director Russell K. Girling	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Suncor Energy Inc.	07-May-24	Elect Director Jean Paul (JP) Gladu	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Suncor Energy Inc.	07-May-24	Elect Director Richard M. Kruger	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Elect Director Brian P. MacDonald	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Suncor Energy Inc.	07-May-24	Elect Director Lorraine Mitchelmore	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Suncor Energy Inc.	07-May-24	Elect Director Jane L. Peverett	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Suncor Energy Inc.	07-May-24	Elect Director Daniel Romasko	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Elect Director Christopher R. Seasons	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Elect Director M. Jacqueline Sheppard	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	07-May-24	Advisory Vote on Executive Compensation Approach	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Suncor Energy Inc.	07-May-24	SP 1: End 2050 Net Zero Pledge	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Suncor Energy Inc.	07-May-24	SP 2: Disclose Audited Results on Climate Transition Assessment	For	It is in the interest of shareholders to have more disclosure on the inputs and outputs of energy transition assessments.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Advanced Micro Devices, Inc.	08-May-24	Elect Director Nora M. Denzel	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Mark Durcan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Michael P. Gregoire	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Joseph A. Householder	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	08-May-24	Elect Director John W. Marren	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Jon A. Olson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Lisa T. Su	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Abhi Y. Talwalkar	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded.
Advanced Micro Devices, Inc.	08-May-24	Elect Director Elizabeth W. Vanderslice	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Advanced Micro Devices, Inc.	08-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Advanced Micro Devices, Inc.	08-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Advanced Micro Devices, Inc.	08-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in the shareholders' interest.
Charles River Laboratories International, Inc.	08-May-24	Elect Director James C. Foster	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Nancy C. Andrews	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Robert Bertolini	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Reshema Kemps-Polanco	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Deborah T. Kochevar	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Charles River Laboratories International, Inc.	08-May-24	Elect Director George Llado, Sr.	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Martin W. Mackay	Against	The Board is not sufficiently independent as per our voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Charles River Laboratories International, Inc.	08-May-24	Elect Director George E. Massaro	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Craig B. Thompson	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Richard F. Wallman	Against	The Board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Charles River Laboratories International, Inc.	08-May-24	Elect Director Virginia M. Wilson	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Charles River Laboratories International, Inc.	08-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Charles River Laboratories International, Inc.	08-May-24	Ratify PricewaterhouseCoopers LLC as Auditors	Against	The auditor tenure is above 24 years.
Charles River Laboratories International, Inc.	08-May-24	Report on Imported Nonhuman Primates	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
CSX Corporation	08-May-24	Elect Director Donna M. Alvarado	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
CSX Corporation	08-May-24	Elect Director Thomas P. Bostick	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director Anne H. Chow	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director Steven T. Halverson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
CSX Corporation	08-May-24	Elect Director Paul C. Hilal	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director Joseph R. Hinrichs	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director David M. Moffett	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
CSX Corporation	08-May-24	Elect Director Linda H. Riefler	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director Suzanne M. Vautrinot	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director James L. Wainscott	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Elect Director J. Steven Whisler	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
CSX Corporation	08-May-24	Elect Director John J. Zillmer	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair) and is therefore considered overboarded.
CSX Corporation	08-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
CSX Corporation	08-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	08-May-24	Establish Railroad Safety Committee	For	Amundi is in favor of initiatives that reduce the risk of railroad accidents with negative environmental and social impact. We therefore support this proposal, which would lead to improved governance oversight on railway safety.
First Solar, Inc.	08-May-24	Elect Director Michael J. Ahearn	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
First Solar, Inc.	08-May-24	Elect Director Anita Marangoly George	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Elect Director Molly E. Joseph	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Elect Director Lisa A. Kro	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Elect Director William J. Post	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
First Solar, Inc.	08-May-24	Elect Director Venkata "Murthy" Renduchintala	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Elect Director Paul H. Stebbins	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines.
First Solar, Inc.	08-May-24	Elect Director Michael T. Sweeney	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
First Solar, Inc.	08-May-24	Elect Director Mark R. Widmar	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Elect Director Norman L. Wright	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	08-May-24	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the Company's corporate governance structure.
Gilead Sciences, Inc.	08-May-24	Elect Director Jacqueline K. Barton	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Elect Director Jeffrey A. Bluestone	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Elect Director Sandra J. Horning	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Elect Director Kelly A. Kramer	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Gilead Sciences, Inc.	08-May-24	Elect Director Ted W. Love	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Elect Director Harish M. Manwani	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Elect Director Daniel P. O'Day	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Elect Director Javier J. Rodriguez	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Gilead Sciences, Inc.	08-May-24	Elect Director Anthony Welters	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Gilead Sciences, Inc.	08-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	08-May-24	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance.
Gilead Sciences, Inc.	08-May-24	Report on Risks of Supporting Abortion	Against	The company appears to be providing sufficient disclosure related to its risk management practices and risks to its business. The disclosure requested by the proposal could subject the company to further legal risk.
Gilead Sciences, Inc.	08-May-24	Adopt Share Retention Policy For Senior Executives	For	The shareholder proposal is in the interest of long-term shareholders and may align the interests of Senior Executives and long-term shareholder value.
Packaging Corporation of America	08-May-24	Elect Director Cheryl K. Beebe	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Packaging Corporation of America	08-May-24	Elect Director Duane C. Farrington	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	08-May-24	Elect Director Karen E. Gowland	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	08-May-24	Elect Director Donna A. Harman	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	08-May-24	Elect Director Mark W. Kowlzan	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	08-May-24	Elect Director Robert C. Lyons	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Packaging Corporation of America	08-May-24	Elect Director Thomas P. Maurer	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Packaging Corporation of America	08-May-24	Elect Director Samuel M. Mencoff	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Packaging Corporation of America	08-May-24	Elect Director Roger B. Porter	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Packaging Corporation of America	08-May-24	Elect Director Thomas S. Souleles	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Packaging Corporation of America	08-May-24	Elect Director Paul T. Stecko	Against	The Board is not sufficiently independent as per our voting policy.
Packaging Corporation of America	08-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	08-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	08-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Packaging Corporation of America	08-May-24	Amend Director Election Resignation Bylaw	Against	The proposal is not in the shareholders' interest.

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Pan American Silver Corp.	08-May-24	Fix Number of Directors at Nine	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	08-May-24	Elect Director John Begeman	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	08-May-24	Elect Director Neil de Gelder	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	08-May-24	Elect Director Chantal Gosselin	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	08-May-24	Elect Director Charles Jeannes	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	08-May-24	Elect Director Kimberly Keating	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Pan American Silver Corp.	08-May-24	Elect Director Jennifer Maki	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Pan American Silver Corp.	08-May-24	Elect Director Kathleen Sendall	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	08-May-24	Elect Director Michael Steinmann	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	08-May-24	Elect Director Gillian Winckler	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Pan American Silver Corp.	08-May-24	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Pan American Silver Corp.	08-May-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director James J. Barber, Jr.	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director David P. Bozeman	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Kermit R. Crawford	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Timothy C. Gokey	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Mark A. Goodburn	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Mary J. Steele Guilfoile	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Jodee A. Kozlak	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Henry J. Maier	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Michael H. McGarry	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Paige K. Robbins	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Paula C. Tolliver	For	The vote is in line with the Amundi Voting policy.

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C.H. Robinson Worldwide, Inc.	09-May-24	Elect Director Henry W. "Jay" Winship	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
C.H. Robinson Worldwide, Inc.	09-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	09-May-24	Elect Director Catherine Gignac	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	09-May-24	Elect Director Daniel Camus	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	09-May-24	Elect Director Tammy Cook-Searson	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	09-May-24	Elect Director Tim Gitzel	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	09-May-24	Elect Director Kathryn (Kate) Jackson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	09-May-24	Elect Director Don Kayne	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	09-May-24	Elect Director Dominique Miniere	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	09-May-24	Elect Director Leontine van Leeuwen-Atkins	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	09-May-24	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Cameco Corporation	09-May-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	09-May-24	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote AGAINST will be treated as not voted.	Abstain	ABSTAIN = No.
Mettler-Toledo International Inc.	09-May-24	Elect Director Roland Diggelmann	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	09-May-24	Elect Director Domitille Doat-Le Bigot	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	09-May-24	Elect Director Elisha W. Finney	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Mettler-Toledo International Inc.	09-May-24	Elect Director Richard Francis	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	09-May-24	Elect Director Michael A. Kelly	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Mettler-Toledo International Inc.	09-May-24	Elect Director Thomas P. Salice	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Mettler-Toledo International Inc.	09-May-24	Elect Director Wolfgang Wienand	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Mettler-Toledo International Inc.	09-May-24	Elect Director Ingrid Zhang	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	09-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Richard H. Anderson	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Philip S. Davidson	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Francesca A. DeBiase	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Marcela E. Donadio	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director John C. Huffard, Jr.	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Christopher T. Jones	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Thomas C. Kelleher	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Amy E. Miles	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Claude Mongeau	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Jennifer F. Scanlon	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Alan H. Shaw	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director John R. Thompson	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Betsy Atkins	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director James Barber, Jr.	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director William Clyburn, Jr.	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Sameh Fahmy	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director John Kasich	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Gilbert Lamphere	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Allison Landry	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Ratify KPMG LLP as Auditors	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Norfolk Southern Corporation	09-May-24	Report on Lobbying Payments and Policy	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Betsy Atkins	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director James Barber, Jr.	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director William Clyburn, Jr.	For	This proposal is in shareholder's best interest
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Sameh Fahmy	For	This proposal is in shareholder's best interest
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director John Kasich	For	This proposal is in shareholder's best interest
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Gilbert Lamphere	For	This proposal is in shareholder's best interest
Norfolk Southern Corporation	09-May-24	Elect Dissident Nominee Director Allison Landry	For	This proposal is in shareholder's best interest
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director John C. Huffard, Jr.	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Claude Mongeau	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Amy E. Miles	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Jennifer F. Scanlon	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Alan H. Shaw	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director John R. Thompson	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Richard H. Anderson	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Philip S. Davidson	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Francesca A. DeBiase	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Marcela E. Donadio	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Christopher T. Jones	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	09-May-24	Elect Management Nominee Director Thomas C. Kelleher	Withhold	Proxy fight
Norfolk Southern Corporation	09-May-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Norfolk Southern Corporation	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general). There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Norfolk Southern Corporation	09-May-24	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Norfolk Southern Corporation	09-May-24	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	09-May-24	Elect Director Norma B. Clayton	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Nucor Corporation	09-May-24	Elect Director Patrick J. Dempsey	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Nucor Corporation	09-May-24	Elect Director Nicholas C. Gangestad	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	09-May-24	Elect Director Christopher J. Kearney	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Nucor Corporation	09-May-24	Elect Director Laurette T. Koellner	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair, and 3 as a Chair of Audit Committee) and is therefore considered overboarded. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are concerns regarding how the Board is overseeing ESG matters.
Nucor Corporation	09-May-24	Elect Director Michael W. Lamach	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	09-May-24	Elect Director Leon J. Topalian	Withhold	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Nucor Corporation	09-May-24	Elect Director Nadja Y. West	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Nucor Corporation	09-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Nucor Corporation	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Prologis, Inc.	09-May-24	Elect Director Hamid R. Moghadam	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Prologis, Inc.	09-May-24	Elect Director Cristina G. Bita	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Elect Director James B. Connor	Against	The Board is not sufficiently independent as per our voting policy.
Prologis, Inc.	09-May-24	Elect Director George L. Fotiadis	Against	The Board is not sufficiently independent as per our voting policy.
Prologis, Inc.	09-May-24	Elect Director Lydia H. Kennard	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence
Prologis, Inc.	09-May-24	Elect Director Irving F. Lyons, III	Against	The Board is not sufficiently independent as per our voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Prologis, Inc.	09-May-24	Elect Director Guy A. Metcalfe	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Elect Director Avid Modjtabai	Against	The Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Prologis, Inc.	09-May-24	Elect Director David P. O'Connor	Against	The Nomination Committee members are held accountable for the lack of independence. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Prologis, Inc.	09-May-24	Elect Director Olivier Piani	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Elect Director Carl B. Webb	Against	The Board is not sufficiently independent as per our voting policy.
Prologis, Inc.	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Reduce Supermajority Vote Requirement to Amend Charter	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Reduce Supermajority Vote Requirement to Amend Bylaws	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	09-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Stantec Inc.	09-May-24	Elect Director Douglas K. Ammerman	Against	The nominee holds an excessive number of Board mandates (5 in total, including 1 as a Chair and 4 as a Chair of Audit Committee) and is therefore considered overboarded.
Stantec Inc.	09-May-24	Elect Director Martin A. a Porta	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Shelley A. M. Brown	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Angeline G. Chen	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Patricia D. Galloway	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Gordon (Gord) A. Johnston	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Donald (Don) J. Lowry	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Marie-Lucie Morin	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Elect Director Celina J. Wang Doka	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	09-May-24	Advisory Vote on Executive Compensation Approach	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Steel Dynamics, Inc.	09-May-24	Elect Director Mark D. Millett	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	09-May-24	Elect Director Sheree L. Bargabos	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	09-May-24	Elect Director Kenneth W. Cornew	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	09-May-24	Elect Director Traci M. Dolan	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	09-May-24	Elect Director Jennifer L. Hamann	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	09-May-24	Elect Director James C. Marcuccilli	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	09-May-24	Elect Director Bradley S. Seaman	Against	The gender diversity of the Board is below our guidelines.
Steel Dynamics, Inc.	09-May-24	Elect Director Gabriel L. Shaheen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	09-May-24	Elect Director Luis M. Sierra	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	09-May-24	Elect Director Richard P. Teets, Jr.	For	The vote is in line with the Amundi Voting policy.

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Steel Dynamics, Inc.	09-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Steel Dynamics, Inc.	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Steel Dynamics, Inc.	09-May-24	Approve Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	09-May-24	Provide Right to Call a Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Stryker Corporation	09-May-24	Elect Director Mary K. Brainerd	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Giovanni Caforio	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Allan C. Golston	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Kevin A. Lobo	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Sherilyn S. McCoy	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Rachel Ruggeri	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Andrew K. Silvernail	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Lisa M. Skeete Tatum	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Ronda E. Stryker	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Elect Director Rajeev Suri	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	09-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Stryker Corporation	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Stryker Corporation	09-May-24	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Teradyne, Inc.	09-May-24	Elect Director Peter Herweck	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Teradyne, Inc.	09-May-24	Elect Director Mercedes Johnson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Teradyne, Inc.	09-May-24	Elect Director Ernest E. Maddock	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Teradyne, Inc.	09-May-24	Elect Director Marilyn Matz	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Teradyne, Inc.	09-May-24	Elect Director Gregory S. Smith	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	09-May-24	Elect Director Ford Tamer	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	09-May-24	Elect Director Paul J. Tufano	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	09-May-24	Elect Director Bridget van Kralingen	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Teradyne, Inc.	09-May-24	Reduce Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	09-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Tractor Supply Company	09-May-24	Elect Director Joy Brown	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	09-May-24	Elect Director Ricardo Cardenas	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	09-May-24	Elect Director Meg Ham	For	The vote is in line with the Amundi Voting policy.

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Tractor Supply Company	09-May-24	Elect Director Andre Hawaux	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	09-May-24	Elect Director Denise L. Jackson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	09-May-24	Elect Director Ramkumar Krishnan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	09-May-24	Elect Director Edna K. Morris	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	09-May-24	Elect Director Mark J. Weikel	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	09-May-24	Elect Director Harry A. Lawton, III	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	09-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Tyler Technologies, Inc.	09-May-24	Elect Director Glenn A. Carter	Withhold	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tyler Technologies, Inc.	09-May-24	Elect Director Margot L. Carter	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	09-May-24	Elect Director Brenda A. Cline	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Tyler Technologies, Inc.	09-May-24	Elect Director Ronnie D. Hawkins, Jr.	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tyler Technologies, Inc.	09-May-24	Elect Director John S. Marr, Jr.	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	09-May-24	Elect Director H. Lynn Moore, Jr.	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	09-May-24	Elect Director Daniel M. Pope	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tyler Technologies, Inc.	09-May-24	Elect Director Andrew D. Teed	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Tyler Technologies, Inc.	09-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Tyler Technologies, Inc.	09-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	09-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Union Pacific Corporation	09-May-24	Elect Director William J. DeLaney	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	09-May-24	Elect Director David B. Dillon	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director Sheri H. Edison	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	09-May-24	Elect Director Teresa M. Finley	For	The vote is in line with the Amundi Voting policy.

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Union Pacific Corporation	09-May-24	Elect Director Deborah C. Hopkins	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	09-May-24	Elect Director Jane H. Lute	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director Michael R. McCarthy	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director Doyle R. Simons	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director John K. Tien, Jr.	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director V. James Vena	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director John P. Wiehoff	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	09-May-24	Elect Director Christopher J. Williams	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Union Pacific Corporation	09-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Union Pacific Corporation	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Union Pacific Corporation	09-May-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Union Pacific Corporation	09-May-24	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For	Considering the company's safety track record (8 fatalities in 2022, 6 in 2021) and the shortcomings identified by the Federal Railroad Administration, we believe that the proposal is in the interest of shareholders and is reasonable and not too burdensome.
WSP Global Inc.	09-May-24	Elect Director Louis-Philippe Carriere	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Christopher Cole	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Alexandre L'Heureux	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Birgit Norgaard	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Suzanne Rancourt	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Linda Smith-Galipeau	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Macky Tall	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Elect Director Claude Tessier	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
WSP Global Inc.	09-May-24	Approve Increase in Maximum Number of Directors from Ten to Fifteen	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	09-May-24	Amend By-Laws	For	The vote is in line with the Amundi Voting policy.
Zebra Technologies Corporation	09-May-24	Elect Director Satish Dhanasekaran	For	The vote is in line with the Amundi Voting policy.
Zebra Technologies Corporation	09-May-24	Elect Director Ross W. Manire	Withhold	The gender diversity of the Board is below our guidelines.

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Zebra Technologies Corporation	09-May-24	Elect Director Kenneth B. Miller	For	The vote is in line with the Amundi Voting policy.
Zebra Technologies Corporation	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal). The structure of executive pay is considered inadequate (general). The structure of the severance package is considered inadequate (excessive amount).
Zebra Technologies Corporation	09-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	10-May-24	Elect Director Sharon Bowen	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	10-May-24	Elect Director Marianne Brown	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	10-May-24	Elect Director Monte Ford	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Akamai Technologies, Inc.	10-May-24	Elect Director Dan Hesse	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	10-May-24	Elect Director Tom Killalea	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Akamai Technologies, Inc.	10-May-24	Elect Director Tom Leighton	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	10-May-24	Elect Director Jonathan Miller	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Akamai Technologies, Inc.	10-May-24	Elect Director Madhu Ranganathan	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Akamai Technologies, Inc.	10-May-24	Elect Director Ben Verwaayen	Against	The gender diversity of the Board is below our guidelines. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Akamai Technologies, Inc.	10-May-24	Elect Director Bill Wagner	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Akamai Technologies, Inc.	10-May-24	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration).
Akamai Technologies, Inc.	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Akamai Technologies, Inc.	10-May-24	Amend Certificate of Incorporation to Limit the Liability of Officers	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	10-May-24	Adjourn Meeting	Against	The proposal is not in the shareholders' interest.
Akamai Technologies, Inc.	10-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Akamai Technologies, Inc.	10-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
ARC Resources Ltd.	10-May-24	Elect Director Harold N. Kvisle	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ARC Resources Ltd.	10-May-24	Elect Director Carol T. Banducci	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ARC Resources Ltd.	10-May-24	Elect Director David R. Collyer	Withhold	The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.

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ARC Resources Ltd.	10-May-24	Elect Director Hugh H. Connett	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	10-May-24	Elect Director Michael R. Culbert	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	10-May-24	Elect Director Michael G. McAllister	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ARC Resources Ltd.	10-May-24	Elect Director Marty L. Proctor	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
ARC Resources Ltd.	10-May-24	Elect Director M. Jacqueline Sheppard	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ARC Resources Ltd.	10-May-24	Elect Director Leontine van Leeuwen-Atkins	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ARC Resources Ltd.	10-May-24	Elect Director Terry M. Anderson	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ARC Resources Ltd.	10-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	10-May-24	Advisory Vote on Executive Compensation Approach	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Camden Property Trust	10-May-24	Elect Director Richard J. Campo	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Camden Property Trust	10-May-24	Elect Director Javier E. Benito	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	10-May-24	Elect Director Heather J. Brunner	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	10-May-24	Elect Director Mark D. Gibson	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	10-May-24	Elect Director Scott S. Ingraham	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Camden Property Trust	10-May-24	Elect Director Renu Khator	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Camden Property Trust	10-May-24	Elect Director D. Keith Oden	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	10-May-24	Elect Director Frances Aldrich Sevilla-Sacasa	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the lack of independence. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. Nomination Committee members are

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Camden Property Trust	10-May-24	Elect Director Steven A. Webster	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Camden Property Trust	10-May-24	Elect Director Kelvin R. Westbrook	Against	The Board is not sufficiently independent as per our voting policy.
Camden Property Trust	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Camden Property Trust	10-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Colgate-Palmolive Company	10-May-24	Elect Director John P. Bilbrey	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Colgate-Palmolive Company	10-May-24	Elect Director John T. Cahill	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Steve Cahillane	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Lisa M. Edwards	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director C. Martin Harris	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Martina Hund-Mejean	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Kimberly A. Nelson	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Brian Newman	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Lorrie M. Norrington	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Elect Director Noel R. Wallace	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	10-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Colgate-Palmolive Company	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).The weight of the ESG criteria in the variable compensation is insufficient.
Colgate-Palmolive Company	10-May-24	Require Independent Board Chair	Against	The proposal is not in the shareholders' interest.
Lundin Mining Corporation	10-May-24	Elect Director Adam I. Lundin	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded.
Lundin Mining Corporation	10-May-24	Elect Director C. Ashley Heppenstall	Against	The nominee holds an excessive number of Board mandates (5 in total, including 1 as a Chair) and is therefore considered overboarded.
Lundin Mining Corporation	10-May-24	Elect Director Donald K. Charter	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Lundin Mining Corporation	10-May-24	Elect Director Juliana L. Lam	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	10-May-24	Elect Director Jack O. A. Lundin	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	10-May-24	Elect Director Dale C. Peniuk	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.The nominee holds an excessive number of Board mandates (4 in total, including 4 as a Chair of Audit Committee) and is therefore considered overboarded.
Lundin Mining Corporation	10-May-24	Elect Director Maria Olivia Recart	Against	The nominee holds an excessive number of Board mandates (5 in total) and is therefore considered overboarded.
Lundin Mining Corporation	10-May-24	Elect Director Natasha N.D. Vaz	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	10-May-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	10-May-24	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	10-May-24	Change Location of Registered Office from Ontario to British Columbia	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	10-May-24	Approve Authorized Share Capital Resolution	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	10-May-24	Elect Director Mark R. Alexander	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Masco Corporation	10-May-24	Elect Director Marie A. Ffolkes	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Masco Corporation	10-May-24	Elect Director John C. Plant	Against	The gender diversity of the Board is below our guidelines.
Masco Corporation	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Masco Corporation	10-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Masco Corporation	10-May-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	10-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Vulcan Materials Company	10-May-24	Elect Director Thomas A. Fanning	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	10-May-24	Elect Director J. Thomas Hill	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	10-May-24	Elect Director Cynthia L. Hostetler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Vulcan Materials Company	10-May-24	Elect Director Richard T. O'Brien	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Vulcan Materials Company	10-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Weyerhaeuser Company	10-May-24	Elect Director Mark A. Emmert	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Weyerhaeuser Company	10-May-24	Elect Director Rick R. Holley	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director Sara Grootwassink Lewis	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director Deidra C. Merriwether	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director Al Monaco	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director James C. O'Rourke	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director Nicole W. Piasecki	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Weyerhaeuser Company	10-May-24	Elect Director Lawrence A. Selzer	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director Devin W. Stockfish	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Elect Director Kim Williams	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Weyerhaeuser Company	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	10-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Elect Director George L. Brack	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Jaimie Donovan	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Elect Director R. Peter Gillin	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Chantal Gosselin	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Jeane Hull	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Glenn Ives	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.

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Wheaton Precious Metals Corp.	10-May-24	Elect Director Charles A. Jeannes	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Marilyn Schonberger	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Randy V.J. Smallwood	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Elect Director Srinivasan Venkatakrishnan	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Wheaton Precious Metals Corp.	10-May-24	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	10-May-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Christopher B. Begley	Against	The gender diversity of the Board is below our guidelines.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Betsy J. Bernard	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Michael J. Farrell	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Robert A. Hagemann	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The gender diversity of the Board is below our guidelines.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Arthur J. Higgins	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Maria Teresa (Tessa) Hilado	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Syed Jafry	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Sreelakshmi Kolli	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Louis Shapiro	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Elect Director Ivan Tornos	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	10-May-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director W. Geoffrey Beattie	Against	The gender diversity of the Board is below our guidelines.
Baker Hughes Company	13-May-24	Elect Director Abdulaziz M. Al Gudaimi	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director Gregory D. Brenneman	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director Cynthia B. Carroll	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director Michael R. Dumais	Against	The gender diversity of the Board is below our guidelines.

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Baker Hughes Company	13-May-24	Elect Director Lynn L. Elsenhans	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director John G. Rice	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director Lorenzo Simonelli	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Elect Director Mohsen M. Sohi	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	13-May-24	Amend Certificate of Incorporation	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Jeff Bender	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director John Billowits	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Lawrence Cunningham	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Susan Gayner	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Claire Kennedy	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as Chair and 1 as Chair of the Audit Committee) and is therefore considered overboarded.
Constellation Software Inc.	13-May-24	Elect Director Robert Kittel	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Constellation Software Inc.	13-May-24	Elect Director Mark Leonard	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Mark Miller	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as an Executive) and is therefore considered overboarded.
Constellation Software Inc.	13-May-24	Elect Director Lori O'Neill	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Donna Parr	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Andrew Pastor	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Constellation Software Inc.	13-May-24	Elect Director Dexter Salna	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Laurie Schultz	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Barry Symons	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-24	Elect Director Robin Van Poelje	For	The vote is in line with the Amundi Voting policy.

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Constellation Software Inc.	13-May-24	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Constellation Software Inc.	13-May-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
3M Company	14-May-24	Elect Director Thomas "Tony" K. Brown	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director William M. Brown	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Audrey Choi	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Anne H. Chow	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director David B. Dillon	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director James R. Fitterling	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Amy E. Hood	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Suzan Kereere	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Gregory R. Page	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
3M Company	14-May-24	Elect Director Pedro J. Pizarro	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Michael F. Roman	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Elect Director Thomas W. Sweet	For	The vote is in line with the Amundi Voting policy.
3M Company	14-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
3M Company	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general). The structure of the LTIP is considered inadequate (performance period, insufficient portion of LTIP is performance based).
3M Company	14-May-24	Adopt Share Retention Policy For Senior Executives	Against	Amundi is in favor of the alignment of the interests of Senior Executives and long-term shareholder value, but we consider this proposal to be excessive.
ConocoPhillips	14-May-24	Elect Director Dennis V. Arriola	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	14-May-24	Elect Director Gay Huey Evans	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
ConocoPhillips	14-May-24	Elect Director Jeffrey A. Joerres	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
ConocoPhillips	14-May-24	Elect Director Ryan M. Lance	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
ConocoPhillips	14-May-24	Elect Director Timothy A. Leach	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
ConocoPhillips	14-May-24	Elect Director William H. McRaven	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
ConocoPhillips	14-May-24	Elect Director Sharmila Mulligan	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
ConocoPhillips	14-May-24	Elect Director Eric D. Mullins	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.

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ConocoPhillips	14-May-24	Elect Director Arjun N. Murti	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
ConocoPhillips	14-May-24	Elect Director Robert A. Niblock	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
ConocoPhillips	14-May-24	Elect Director David T. Seaton	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
ConocoPhillips	14-May-24	Elect Director R.A. Walker	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
ConocoPhillips	14-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
ConocoPhillips	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	14-May-24	Reduce Supermajority Vote Requirement	For	This proposal would improve the Company's corporate governance structure.
ConocoPhillips	14-May-24	Revisit Pay Incentives for GHG Emission Reductions	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Cummins Inc.	14-May-24	Elect Director Jennifer W. Rumsey	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	14-May-24	Elect Director Gary L. Belske	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	14-May-24	Elect Director Robert J. Bernhard	Against	There are concerns regarding how the Board is overseeing ESG matters.
Cummins Inc.	14-May-24	Elect Director Bruno V. Di Leo Allen	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	14-May-24	Elect Director Daniel W. Fisher	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	14-May-24	Elect Director Carla A. Harris	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
Cummins Inc.	14-May-24	Elect Director Thomas J. Lynch	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cummins Inc.	14-May-24	Elect Director William I. Miller	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cummins Inc.	14-May-24	Elect Director Kimberly A. Nelson	Against	There are concerns regarding how the Board is overseeing ESG matters.
Cummins Inc.	14-May-24	Elect Director Karen H. Quintos	Against	There are concerns regarding how the Board is overseeing ESG matters.
Cummins Inc.	14-May-24	Elect Director John H. Stone	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Cummins Inc.	14-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	14-May-24	Require Independent Board Chair	Against	Amundi prefers the functions of Chair and Chief Executive Officer to be separate. Where this separation of powers does not exist, Amundi requires the creation of a position of Lead independent Director. In this case, the board has already a lead independent director and is sufficiently independent.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Cummins Inc.	14-May-24	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For	Amundi is in favour of companies including climate metrics in executive compensation.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Kerrii B. Anderson	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Jeffrey A. Davis	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director D. Gary Gilliland	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Kirsten M. Kliphouse	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Garheng Kong	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Peter M. Neupert	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Richelle P. Parham	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Paul B. Rothman	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Adam H. Schechter	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Elect Director Kathryn E. Wengel	Against	The nominee's attendance was under 75% without any satisfactory explanation.
Laboratory Corporation of America Holdings	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Laboratory Corporation of America Holdings	14-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	14-May-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Laboratory Corporation of America Holdings	14-May-24	Report on Transport of Nonhuman Primates Within the U.S.	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Laboratory Corporation of America Holdings	14-May-24	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Amundi will vote FOR because shareholders would benefit of more disclosure of the company's on processes.
Motorola Solutions, Inc.	14-May-24	Elect Director Gregory Q. Brown	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Elect Director Nicole Anasenes	For	The vote is in line with the Amundi Voting policy.

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Motorola Solutions, Inc.	14-May-24	Elect Director Kenneth D. Denman	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Elect Director Ayanna M. Howard	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Elect Director Clayton M. Jones	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Elect Director Judy C. Lewent	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Elect Director Gregory K. Mondre	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Elect Director Joseph M. Tucci	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. Compensation is considered excessive compared to peers.
Motorola Solutions, Inc.	14-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Elect Director Alan S. Batey	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Skyworks Solutions, Inc.	14-May-24	Elect Director Kevin L. Beebe	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Elect Director Liam K. Griffin	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Elect Director Eric J. Guerin	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Elect Director Christine King	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Skyworks Solutions, Inc.	14-May-24	Elect Director Suzanne E. McBride	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Elect Director David P. McGlade	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Skyworks Solutions, Inc.	14-May-24	Elect Director Robert A. Schriesheim	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Skyworks Solutions, Inc.	14-May-24	Elect Director Maryann Turcke	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Skyworks Solutions, Inc.	14-May-24	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Skyworks Solutions, Inc.	14-May-24	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Skyworks Solutions, Inc.	14-May-24	Adopt GHG Emissions Reduction Targets and Climate Transition Plan Aligned with the Paris Agreement Goal	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Waste Management, Inc.	14-May-24	Elect Director Thomas L. Bene	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director Bruce E. Chinn	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director James C. Fish, Jr.	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director Andres R. Gluski	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director Victoria M. Holt	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director Kathleen M. Mazarella	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director Sean E. Menke	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director William B. Plummer	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Elect Director Maryrose T. Sylvester	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	14-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Enphase Energy, Inc.	15-May-24	Elect Director Badrinarayanan Kothandaraman	For	The vote is in line with the Amundi Voting policy.
Enphase Energy, Inc.	15-May-24	Elect Director Joseph Malchow	Withhold	The Board is not sufficiently independent as per our voting policy. The gender diversity of the Board is below our guidelines.
Enphase Energy, Inc.	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on nature and/or weight of performance criteria). The weight of the ESG criteria in the variable compensation is insufficient. There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Enphase Energy, Inc.	15-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Enphase Energy, Inc.	15-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	15-May-24	Elect Director Terrence J. Checki	Against	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines.
Hess Corporation	15-May-24	Elect Director Leonard S. Coleman, Jr.	Against	The gender diversity of the Board is below our guidelines.
Hess Corporation	15-May-24	Elect Director Lisa Glatch	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	15-May-24	Elect Director John B. Hess	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	15-May-24	Elect Director Edith E. Holiday	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	15-May-24	Elect Director Marc S. Lipschultz	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	15-May-24	Elect Director Raymond J. McGuire	Against	The gender diversity of the Board is below our guidelines.
Hess Corporation	15-May-24	Elect Director David McManus	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Hess Corporation	15-May-24	Elect Director Kevin O. Meyers	Against	There are concerns regarding how the Board is overseeing ESG matters.
Hess Corporation	15-May-24	Elect Director Karyn F. Ovelmen	Against	There are concerns regarding how the Board is overseeing ESG matters.
Hess Corporation	15-May-24	Elect Director James H. Quigley	Against	There are concerns regarding how the Board is overseeing ESG matters.
Hess Corporation	15-May-24	Elect Director William G. Schrader	Against	There are concerns regarding how the Board is overseeing ESG matters.
Hess Corporation	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions).
Hess Corporation	15-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Sherry A. Aaholm	Withhold	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director David S. Congdon	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director John R. Congdon, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Andrew S. Davis	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Kevin M. Freeman	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Bradley R. Gabosch	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Greg C. Gantt	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director John D. Kasarda	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Cheryl S. Miller	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Wendy T. Stallings	Withhold	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Thomas A. Stith, III	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	15-May-24	Elect Director Leo H. Suggs	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Old Dominion Freight Line, Inc.	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Old Dominion Freight Line, Inc.	15-May-24	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	15-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Old Dominion Freight Line, Inc.	15-May-24	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Reliance, Inc.	15-May-24	Elect Director Lisa L. Baldwin	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	15-May-24	Elect Director Karen W. Colonias	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Reliance, Inc.	15-May-24	Elect Director Frank J. Dellaquila	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	15-May-24	Elect Director Mark V. Kaminski	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	15-May-24	Elect Director Karla R. Lewis	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	15-May-24	Elect Director Robert A. McEvoy	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Reliance, Inc.	15-May-24	Elect Director David W. Seeger	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Reliance, Inc.	15-May-24	Elect Director Douglas W. Stotlar	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Reliance, Inc.	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Reliance, Inc.	15-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	15-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Elect Director Jana L. Barsten	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Elect Director Julia L. Coronado	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Elect Director Dirk A. Kempthorne	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Robert Half Inc.	15-May-24	Elect Director Harold M. Messmer, Jr.	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Elect Director Marc H. Morial	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Elect Director Robert J. Pace	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Robert Half Inc.	15-May-24	Elect Director Frederick A. Richman	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Robert Half Inc.	15-May-24	Elect Director M. Keith Waddell	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Elect Director Marnie H. Wilking	For	The vote is in line with the Amundi Voting policy.
Robert Half Inc.	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Robert Half Inc.	15-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	15-May-24	Elect Director Fred M. Diaz	Against	There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Elect Director H. Paulett Eberhart	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Valero Energy Corporation	15-May-24	Elect Director Marie A. Ffolkes	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	15-May-24	Elect Director Joseph W. Gorder	Against	There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Elect Director Kimberly S. Greene	Against	There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Elect Director Deborah P. Majoras	Against	There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Elect Director Eric D. Mullins	Against	There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Elect Director Robert A. Profusek	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Elect Director R. Lane Riggs	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	15-May-24	Elect Director Randall J. Weisenburger	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Valero Energy Corporation	15-May-24	Elect Director Rayford Wilkins, Jr.	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
Valero Energy Corporation	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	15-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Elect Director Vincent K. Brooks	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	15-May-24	Elect Director Jeffrey Dailey	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	15-May-24	Elect Director Bruce Hansen	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Elect Director Gregory Hendrick	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Verisk Analytics, Inc.	15-May-24	Elect Director Kathleen A. Hogenson	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Elect Director Wendy Lane	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	15-May-24	Elect Director Samuel G. Liss	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Elect Director Lee M. Shavel	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Elect Director Olumide Soroye	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Elect Director Kimberly S. Stevenson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	15-May-24	Elect Director Therese M. Vaughan	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Verisk Analytics, Inc.	15-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	15-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Sangeeta Bhatia	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Lloyd Carney	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Alan Garber	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Reshma Kewalramani	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Michel Lagarde	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Jeffrey Leiden	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Diana McKenzie	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Bruce Sachs	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Jennifer Schneider	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Nancy Thornberry	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Vertex Pharmaceuticals Incorporated	15-May-24	Elect Director Suketu Upadhyay	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Vertex Pharmaceuticals Incorporated	15-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Vertex Pharmaceuticals Incorporated	15-May-24	Report on Median and Adjusted Gender/Racial Pay Gaps	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
Alnylam Pharmaceuticals, Inc.	16-May-24	Elect Director Dennis A. Ausiello	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	16-May-24	Elect Director Olivier Brandicourt	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Alnylam Pharmaceuticals, Inc.	16-May-24	Elect Director Peter N. Kellogg	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	16-May-24	Elect Director David E.I. Pyott	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Alnylam Pharmaceuticals, Inc.	16-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	16-May-24	Elect Director Nancy A. Altobello	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	16-May-24	Elect Director David P. Falck	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	16-May-24	Elect Director Edward G. Jepsen	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Amphenol Corporation	16-May-24	Elect Director Rita S. Lane	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	16-May-24	Elect Director Robert A. Livingston	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	16-May-24	Elect Director Martin H. Loeffler	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	16-May-24	Elect Director R. Adam Norwitt	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	16-May-24	Elect Director Prahlad Singh	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Amphenol Corporation	16-May-24	Elect Director Anne Clarke Wolff	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Amphenol Corporation	16-May-24	Approve Non-Employee Director Restricted Stock Plan	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	16-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Amphenol Corporation	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Amphenol Corporation	16-May-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	16-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
AvalonBay Communities, Inc.	16-May-24	Elect Director Glyn F. Aeppel	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Terry S. Brown	Against	The gender diversity of the Board is below our guidelines.
AvalonBay Communities, Inc.	16-May-24	Elect Director Ronald L. Havner, Jr.	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Stephen P. Hills	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Christopher B. Howard	Against	The gender diversity of the Board is below our guidelines.
AvalonBay Communities, Inc.	16-May-24	Elect Director Richard J. Lieb	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Nnenna Lynch	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Charles E. Mueller, Jr.	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Timothy J. Naughton	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Benjamin W. Schall	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Elect Director Susan Swanezy	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
AvalonBay Communities, Inc.	16-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	16-May-24	Elect Director Donald W. Blair	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	16-May-24	Elect Director Lisa Campbell	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dropbox, Inc.	16-May-24	Elect Director Andrew W. Houston	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	16-May-24	Elect Director Paul E. Jacobs	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dropbox, Inc.	16-May-24	Elect Director Sara Mathew	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	16-May-24	Elect Director Andrew Moore	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Dropbox, Inc.	16-May-24	Elect Director Abhay Parasnis	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	16-May-24	Elect Director Karen Peacock	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	16-May-24	Elect Director Michael Seibel	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	16-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Illumina, Inc.	16-May-24	Elect Director Frances Arnold	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Elect Director Caroline D. Dorsa	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Illumina, Inc.	16-May-24	Elect Director Robert S. Epstein	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illumina, Inc.	16-May-24	Elect Director Scott Gottlieb	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illumina, Inc.	16-May-24	Elect Director Gary S. Guthart	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Elect Director Stephen P. MacMillan	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Elect Director Anna Richo	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Elect Director Philip W. Schiller	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Elect Director Susan E. Siegel	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illumina, Inc.	16-May-24	Elect Director Jacob Thaysen	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Elect Director Scott B. Ullem	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Lennox International Inc.	16-May-24	Elect Director Sherry L. Buck	For	The vote is in line with the Amundi Voting policy.
Lennox International Inc.	16-May-24	Elect Director Gregory T. Swienton	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennox International Inc.	16-May-24	Elect Director Todd J. Teske	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Lennox International Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Lennox International Inc.	16-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director Dorothy M. Ables	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director Sue W. Cole	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Martin Marietta Materials, Inc.	16-May-24	Elect Director Anthony R. Foxx	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director John J. Koraleski	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director Mary T. Mack	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director C. Howard Nye	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director Laree E. Perez	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Martin Marietta Materials, Inc.	16-May-24	Elect Director Thomas H. Pike	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director Donald W. Slager	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Elect Director David C. Wajsgas	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Abstain	We abstained as the Company improved the disclosure and included ESG KPIs but a climate-related KPI is missing.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Greg Henslee	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	16-May-24	Elect Director David O'Reilly	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Larry O'Reilly	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Gregory D. Johnson	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Thomas T. Hendrickson	Against	The Board is not sufficiently independent as per our voting policy. The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded. Nomination Committee members are held accountable for the lack of independence.
O'Reilly Automotive, Inc.	16-May-24	Elect Director John R. Murphy	Against	The Board is not sufficiently independent as per our voting policy. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Dana M. Perlman	Against	Nomination Committee members are held accountable for the lack of independence.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Maria A. Sastre	Against	Nomination Committee members are held accountable for the lack of independence.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Andrea M. Weiss	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
O'Reilly Automotive, Inc.	16-May-24	Elect Director Fred Whitfield	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the lack of independence.
O'Reilly Automotive, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
O'Reilly Automotive, Inc.	16-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
O'Reilly Automotive, Inc.	16-May-24	Require Independent Board Chair	For	This proposal would improve the company's corporate governance structure.
ON Semiconductor Corporation	16-May-24	Elect Director Atsushi Abe	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Alan Campbell	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Susan K. Carter	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Thomas L. Deitrich	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Hassane El-Khoury	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Bruce E. Kiddoo	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Christina Lampe-Onnerud	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	16-May-24	Elect Director Paul A. Mascarenas	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Gregory L. Waters	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Elect Director Christine Y. Yan	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
ON Semiconductor Corporation	16-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Otis Worldwide Corporation	16-May-24	Elect Director Thomas A. Bartlett	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Jeffrey H. Black	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Jill C. Brannon	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Nelda J. Connors	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Kathy Hopinkah Hannan	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Shailesh G. Jejurikar	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Christopher J. Kearney	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Judith F. Marks	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Margaret M. V. Preston	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director Shelley Stewart, Jr.	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Elect Director John H. Walker	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Otis Worldwide Corporation	16-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	16-May-24	Adopt Policy on Improved Majority Voting for Election of Directors	Against	The proposal is not in the shareholders' interest.
Quest Diagnostics Incorporated	16-May-24	Elect Director James E. Davis	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Quest Diagnostics Incorporated	16-May-24	Elect Director Luis A. Diaz, Jr.	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	16-May-24	Elect Director Tracey C. Doi	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	16-May-24	Elect Director Vicky B. Gregg	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Quest Diagnostics Incorporated	16-May-24	Elect Director Wright L. Lassiter, III	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	16-May-24	Elect Director Timothy L. Main	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Quest Diagnostics Incorporated	16-May-24	Elect Director Denise M. Morrison	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Quest Diagnostics Incorporated	16-May-24	Elect Director Gary M. Pfeiffer	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Quest Diagnostics Incorporated	16-May-24	Elect Director Timothy M. Ring	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Quest Diagnostics Incorporated	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Quest Diagnostics Incorporated	16-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Quest Diagnostics Incorporated	16-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	16-May-24	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets
Repligen Corporation	16-May-24	Elect Director Tony J. Hunt	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	16-May-24	Elect Director Karen A. Dawes	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	16-May-24	Elect Director Nicolas M. Barthelemy	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Repligen Corporation	16-May-24	Elect Director Carrie Eglinton Manner	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	16-May-24	Elect Director Konstantin Konstantinov	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	16-May-24	Elect Director Martin D. Madaus	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive, and 1 as a Chair) and is therefore considered overboarded.
Repligen Corporation	16-May-24	Elect Director Rohin Mhatre	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Repligen Corporation	16-May-24	Elect Director Glenn P. Muir	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Repligen Corporation	16-May-24	Elect Director Margaret A. Pax	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	16-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
The Home Depot, Inc.	16-May-24	Elect Director Gerard J. Arpey	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Home Depot, Inc.	16-May-24	Elect Director Ari Bousbib	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
The Home Depot, Inc.	16-May-24	Elect Director Jeffery H. Boyd	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Home Depot, Inc.	16-May-24	Elect Director Gregory D. Brenneman	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	16-May-24	Elect Director J. Frank Brown	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
The Home Depot, Inc.	16-May-24	Elect Director Edward P. Decker	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
The Home Depot, Inc.	16-May-24	Elect Director Wayne M. Hewett	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	16-May-24	Elect Director Manuel Kadre	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Home Depot, Inc.	16-May-24	Elect Director Stephanie C. Linnartz	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	16-May-24	Elect Director Paula Santilli	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Home Depot, Inc.	16-May-24	Elect Director Caryn Seidman-Becker	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Home Depot, Inc.	16-May-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
The Home Depot, Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Home Depot, Inc.	16-May-24	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Home Depot, Inc.	16-May-24	Report on Political Spending Congruency	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
The Home Depot, Inc.	16-May-24	Report on Corporate Contributions	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
The Home Depot, Inc.	16-May-24	Report on Civil Rights and Non-Discrimination Audit	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
The Home Depot, Inc.	16-May-24	Disclose a Biodiversity Impact and Dependency Assessment	For	Shareholders would benefit from increased transparency around biodiversity impacts and dependencies across operations and value chain.
The Home Depot, Inc.	16-May-24	Clawback of Incentive Payments	For	This proposal would improve the company's corporate governance structure.
Westinghouse Air Brake Technologies Corporation	16-May-24	Elect Director Linda A. Harty	For	The vote is in line with the Amundi Voting policy.
Westinghouse Air Brake Technologies Corporation	16-May-24	Elect Director Brian P. Hehir	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Westinghouse Air Brake Technologies Corporation	16-May-24	Elect Director Beverley A. Babcock	For	The vote is in line with the Amundi Voting policy.
Westinghouse Air Brake Technologies Corporation	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Westinghouse Air Brake Technologies Corporation	16-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Jeanne Beliveau-Dunn	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Earl R. Ellis	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Robert F. Friel	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Lisa Glatch	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Victoria D. Harker	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Mark D. Morelli	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Jerome A. Peribere	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Matthew F. Pine	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Lila Tretikov	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Elect Director Uday Yadav	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Xylem Inc.	16-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Waste Connections, Inc.	17-May-24	Elect Director Andrea E. Bertone	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Waste Connections, Inc.	17-May-24	Elect Director Edward E. "Ned" Guillet	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Elect Director Michael W. Harlan	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Elect Director Larry S. Hughes	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Elect Director Elise L. Jordan	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Elect Director Susan "Sue" Lee	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Elect Director Ronald J. Mittelstaedt	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Elect Director Carl D. Sparks	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	17-May-24	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Elizabeth McKee Anderson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Barbara W. Bodem	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Athena Countouriotis	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Willard Dere	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Mark J. Enyedy	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Alexander Hardy	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Elaine J. Heron	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Maykin Ho	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Robert J. Hombach	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director Richard A. Meier	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Elect Director David E.I. Pyott	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	21-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	21-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
CDW Corporation	21-May-24	Elect Director Virginia C. Addicott	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Elect Director James A. Bell	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Elect Director Lynda M. Clarizio	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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CDW Corporation	21-May-24	Elect Director Anthony R. Foxx	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	21-May-24	Elect Director Kelly J. Grier	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Elect Director Marc E. Jones	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Elect Director Christine A. Leahy	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Elect Director Sanjay Mehrotra	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	21-May-24	Elect Director David W. Nelms	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Elect Director Joseph R. Swedish	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	21-May-24	Elect Director Donna F. Zarcone	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
CDW Corporation	21-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	21-May-24	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Peter J. Arduini	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director H. Lawrence Culp, Jr.	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Rodney F. Hochman	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Lloyd W. Howell, Jr.	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Risa Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Catherine Lesjak	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Anne T. Madden	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Tomislav Mihaljevic	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director William J. Stromberg	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Elect Director Phoebe L. Yang	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	21-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
GE Healthcare Technologies, Inc.	21-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Mohamad Ali	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Stanley M. Bergman	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Henry Schein, Inc.	21-May-24	Elect Director Deborah Derby	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Henry Schein, Inc.	21-May-24	Elect Director Carole T. Faig	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Henry Schein, Inc.	21-May-24	Elect Director Joseph L. Herring	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Kurt P. Kuehn	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Philip A. Laskawy	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Henry Schein, Inc.	21-May-24	Elect Director Anne H. Margulies	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Mark E. Mlotek	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Carol Raphael	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Scott Serota	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Elect Director Bradley T. Sheares	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Henry Schein, Inc.	21-May-24	Elect Director Reed V. Tuckson	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	21-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Henry Schein, Inc.	21-May-24	Ratify BDO USA, P.C. as Auditor	Against	The auditor tenure is above 24 years.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director H. Eric Bolton, Jr.	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Deborah H. Caplan	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director John P. Case	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Tamara Fischer	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Alan B. Graf, Jr.	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Edith Kelly-Green	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director James K. Lowder	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Thomas H. Lowder	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Claude B. Nielsen	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director W. Reid Sanders	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director Gary S. Shorb	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Mid-America Apartment Communities, Inc.	21-May-24	Elect Director David P. Stockert	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Mid-America Apartment Communities, Inc.	21-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Mid-America Apartment Communities, Inc.	21-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	21-May-24	Elect Director Francoise Colpron	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	21-May-24	Elect Director Shyam P. Kambeyanda	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	21-May-24	Elect Director William H. King	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	21-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	21-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. . The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Veralto Corp.	21-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Align Technology, Inc.	22-May-24	Elect Director Kevin T. Conroy	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	22-May-24	Elect Director Kevin J. Dallas	Against	There are concerns regarding how the Board is overseeing ESG matters.
Align Technology, Inc.	22-May-24	Elect Director Joseph "Joe" M. Hogan	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	22-May-24	Elect Director Joseph Lacob	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Align Technology, Inc.	22-May-24	Elect Director C. Raymond Larkin, Jr.	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
Align Technology, Inc.	22-May-24	Elect Director George J. Morrow	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				held accountable for the Company's inadequate executive pay practices or policies.
Align Technology, Inc.	22-May-24	Elect Director Anne M. Myong	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Align Technology, Inc.	22-May-24	Elect Director Mojdeh Poul	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	22-May-24	Elect Director Andrea L. Saia	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Align Technology, Inc.	22-May-24	Elect Director Susan E. Siegel	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	22-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Align Technology, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Align Technology, Inc.	22-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
ANSYS, Inc.	22-May-24	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	22-May-24	Advisory Vote on Golden Parachutes	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	22-May-24	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director Brandon B. Boze	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CBRE Group, Inc.	22-May-24	Elect Director Beth F. Cobert	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CBRE Group, Inc.	22-May-24	Elect Director Reginald H. Gilyard	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
CBRE Group, Inc.	22-May-24	Elect Director Shira D. Goodman	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director E.M. Blake Hutcheson	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director Christopher T. Jenny	Against	The gender diversity of the Board is below our guidelines.
CBRE Group, Inc.	22-May-24	Elect Director Gerardo I. Lopez	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director Guy A. Metcalfe	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director Oscar Munoz	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director Robert E. Sulentic	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Elect Director Sanjiv Yajnik	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CBRE Group, Inc.	22-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
DexCom, Inc.	22-May-24	Elect Director Kevin R. Sayer	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	22-May-24	Elect Director Steven R. Altman	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DexCom, Inc.	22-May-24	Elect Director Nicholas Augustinos	Against	The gender diversity of the Board is below our guidelines.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
DexCom, Inc.	22-May-24	Elect Director Richard A. Collins	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	22-May-24	Elect Director Karen Dahut	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DexCom, Inc.	22-May-24	Elect Director Rimma Driscoll	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	22-May-24	Elect Director Mark G. Foletta	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
DexCom, Inc.	22-May-24	Elect Director Bridgette P. Heller	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DexCom, Inc.	22-May-24	Elect Director Kyle Malady	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	22-May-24	Elect Director Eric J. Topol	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	22-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
DexCom, Inc.	22-May-24	Report on Median Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
DexCom, Inc.	22-May-24	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them
EOG Resources, Inc.	22-May-24	Elect Director Janet F. Clark	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Charles R. Crisp	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Robert P. Daniels	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Lynn A. Dugle	For	The vote is in line with the Amundi Voting policy.
EOG Resources, Inc.	22-May-24	Elect Director C. Christopher Gaut	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Michael T. Kerr	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Julie J. Robertson	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Donald F. Textor	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Elect Director Ezra Y. Yacob	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
EOG Resources, Inc.	22-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EOG Resources, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director James F. Albaugh	Against	The gender diversity of the Board is below our guidelines.
Howmet Aerospace Inc.	22-May-24	Elect Director Amy E. Alving	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director Sharon R. Barner	For	The vote is in line with the Amundi Voting policy.

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Howmet Aerospace Inc.	22-May-24	Elect Director Joseph S. Cantie	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Howmet Aerospace Inc.	22-May-24	Elect Director Robert F. Leduc	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director David J. Miller	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director Jody G. Miller	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director John C. Plant	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director Ulrich R. Schmidt	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Elect Director Gunner S. Smith	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Howmet Aerospace Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Howmet Aerospace Inc.	22-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	22-May-24	Submit Severance Agreement to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Insulet Corporation	22-May-24	Elect Director Wayne A.I. Frederick	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Insulet Corporation	22-May-24	Elect Director Flavia H. Pease	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	22-May-24	Elect Director Timothy J. Scannell	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Insulet Corporation	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Insulet Corporation	22-May-24	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Elect Director Anthony Capuano	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Elect Director Kareem Daniel	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Elect Director Lloyd Dean	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
McDonald's Corporation	22-May-24	Elect Director Catherine Engelbert	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	22-May-24	Elect Director Margaret Georgiadis	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	22-May-24	Elect Director Michael Hsu	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Elect Director Christopher Kempczinski	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
McDonald's Corporation	22-May-24	Elect Director John Mulligan	Against	There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
McDonald's Corporation	22-May-24	Elect Director Jennifer Taubert	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Elect Director Paul Walsh	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
McDonald's Corporation	22-May-24	Elect Director Amy Weaver	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Elect Director Miles White	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
McDonald's Corporation	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
McDonald's Corporation	22-May-24	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Amend Certificate of Incorporation	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	22-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
McDonald's Corporation	22-May-24	Adopt Antibiotics Policy	For	Increased management of antibiotics is in the interest of shareholders to help better address material risks for investors around antibiotic use. The proposal therefore has merit.
McDonald's Corporation	22-May-24	Approve Request on Cage Free Egg Progress Disclosure	For	Increased reporting and transparency on animal testing will overall help ensure the Company respect customer preferences over animal welfare. The proposal therefore has merit.
McDonald's Corporation	22-May-24	Disclose Poultry Welfare Indicators	For	Increased reporting and transparency on animal welfare will overall help ensure the Company respect customer preferences over animal welfare and labeling which could reinforce customer retention.
McDonald's Corporation	22-May-24	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
McDonald's Corporation	22-May-24	Report on Corporate Contributions	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
McDonald's Corporation	22-May-24	Issue Transparency Report on Global Public Policy and Political Influence	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Mondelez International, Inc.	22-May-24	Elect Director Cees 't Hart	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Mondelez International, Inc.	22-May-24	Elect Director Charles E. Bunch	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Elect Director Ertharin Cousin	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Elect Director Brian J. McNamara	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Elect Director Jorge S. Mesquita	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Elect Director Anindita Mukherjee	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Elect Director Jane Hamilton Nielsen	For	The vote is in line with the Amundi Voting policy.

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Mondelez International, Inc.	22-May-24	Elect Director Paula A. Price	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Mondelez International, Inc.	22-May-24	Elect Director Patrick T. Siewert	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Elect Director Michael A. Todman	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Mondelez International, Inc.	22-May-24	Elect Director Dirk Van de Put	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	22-May-24	Establish Subcommittee Study on Company Affiliations	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Mondelez International, Inc.	22-May-24	Require Independent Board Chair	For	There is a combined chair & CEO, and an independent LID. However, next year the LID will not be independant anymore according to Amundi Policy (12th year). Therefore we will support the proposal.
Mondelez International, Inc.	22-May-24	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For	While we recognize the Company's efforts through sourcing visibility, additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.
Mondelez International, Inc.	22-May-24	Report on Risks of Doing Business in Conflict-Affected Areas	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Neurocrine Biosciences, Inc.	22-May-24	Elect Director William H. Rastetter	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair) and is therefore considered overboarded.
Neurocrine Biosciences, Inc.	22-May-24	Elect Director George J. Morrow	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	22-May-24	Elect Director Leslie V. Norwalk	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	22-May-24	Elect Director Christine A. Poon	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Neurocrine Biosciences, Inc.	22-May-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	22-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Ross Stores, Inc.	22-May-24	Elect Director Michael Balmuth	Against	The Board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	22-May-24	Elect Director K. Gunnar Bjorklund	Against	The Board is not sufficiently independent as per our voting policy. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.

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Ross Stores, Inc.	22-May-24	Elect Director Michael J. Bush	Against	The Board is not sufficiently independent as per our voting policy. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.
Ross Stores, Inc.	22-May-24	Elect Director Edward G. Cannizzaro	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	22-May-24	Elect Director Sharon D. Garrett	Against	The Board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters.
Ross Stores, Inc.	22-May-24	Elect Director Michael J. Hartshorn	Against	The Board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	22-May-24	Elect Director Stephen D. Milligan	Against	There are concerns regarding how the Board is overseeing ESG matters.
Ross Stores, Inc.	22-May-24	Elect Director Patricia H. Mueller	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.
Ross Stores, Inc.	22-May-24	Elect Director George P. Orban	Against	The Board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	22-May-24	Elect Director Barbara Rentler	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	22-May-24	Elect Director Doniel N. Sutton	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.
Ross Stores, Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Ross Stores, Inc.	22-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Ross Stores, Inc.	22-May-24	Disclose All Material Value Chain GHG Emissions	For	Shareholders would benefit from increased transparency concerning all material GHG emissions in their value chain.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Marc N. Casper	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Nelson J. Chai	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Ruby R. Chandy	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director C. Martin Harris	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Tyler Jacks	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Jennifer M. Johnson	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director R. Alexandra Keith	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director James C. Mullen	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Debora L. Spar	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Scott M. Sperling	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Elect Director Dion J. Weisler	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Thermo Fisher Scientific Inc.	22-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	22-May-24	Adopt Simple Majority Vote Requirement	Against	The proposal is not in the shareholder's interest.
Zoetis Inc.	22-May-24	Elect Director Paul M. Bisaro	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Zoetis Inc.	22-May-24	Elect Director Vanessa Broadhurst	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Frank A. D'Amelio	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Zoetis Inc.	22-May-24	Elect Director Gavin D.K. Hattersley	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Sanjay Khosla	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Antoinette R. Leatherberry	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Michael B. McCallister	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Gregory Norden	Against	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Zoetis Inc.	22-May-24	Elect Director Louise M. Parent	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Kristin C. Peck	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Willie M. Reed	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Elect Director Robert W. Scully	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Zoetis Inc.	22-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	22-May-24	Adopt Policy on Improved Majority Voting for Election of Directors	Against	The proposal is not in shareholder's interest.
Archer-Daniels-Midland Company	23-May-24	Elect Director Michael S. Burke	Against	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Archer-Daniels-Midland Company	23-May-24	Elect Director Theodore Colbert	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	23-May-24	Elect Director James C. Collins, Jr.	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	23-May-24	Elect Director Terrell K. Crews	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	23-May-24	Elect Director Ellen de Brabander	For	The vote is in line with the Amundi Voting policy.

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Archer-Daniels-Midland Company	23-May-24	Elect Director Suzan F. Harrison	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	23-May-24	Elect Director Juan R. Luciano	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Archer-Daniels-Midland Company	23-May-24	Elect Director Patrick J. Moore	Against	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Archer-Daniels-Midland Company	23-May-24	Elect Director Debra A. Sandler	Against	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Archer-Daniels-Midland Company	23-May-24	Elect Director Lei Z. Schlitz	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	23-May-24	Elect Director Kelvin R. Westbrook	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Archer-Daniels-Midland Company	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	23-May-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Archer-Daniels-Midland Company	23-May-24	Require Independent Board Chair	For	This proposal would improve the Company's corporate governance structure.
Bentley Systems, Incorporated	23-May-24	Elect Director Barry J. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	23-May-24	Elect Director Gregory S. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	23-May-24	Elect Director Keith A. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	23-May-24	Elect Director Raymond B. Bentley	Withhold	The board is not sufficiently independent as per our voting policy.
Bentley Systems, Incorporated	23-May-24	Elect Director Kirk B. Griswold	Withhold	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The Nomination Committee members are held accountable for the lack of independence.
Bentley Systems, Incorporated	23-May-24	Elect Director Janet B. Haugen	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. The Nomination Committee members are held accountable for the lack of independence.
Bentley Systems, Incorporated	23-May-24	Elect Director Brian F. Hughes	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities. The Nomination Committee members are held accountable for the lack of independence.
Bentley Systems, Incorporated	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Bentley Systems, Incorporated	23-May-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

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Equinix, Inc.	23-May-24	Elect Director Nanci Caldwell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equinix, Inc.	23-May-24	Elect Director Adaire Fox-Martin	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Elect Director Gary Hromadko	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Equinix, Inc.	23-May-24	Elect Director Charles Meyers	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Elect Director Thomas Olinger	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Elect Director Christopher Paisley	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Equinix, Inc.	23-May-24	Elect Director Jeetu Patel	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Elect Director Sandra Rivera	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equinix, Inc.	23-May-24	Elect Director Fidelma Russo	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Elect Director Peter Van Camp	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Equinix, Inc.	23-May-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Richard E. Allison, Jr.	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Peter M. Fasolo	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Tamara S. Franklin	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Seemantini Godbole	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Melanie L. Healey	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Betsy D. Holden	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Larry J. Merlo	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Thibaut Mongon	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Vasant Prabhu	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Kenvue Inc.	23-May-24	Elect Director Michael E. Sneed	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Elect Director Joseph J. Wolk	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Kenvue Inc.	23-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Kenvue Inc.	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Manhattan Associates, Inc.	23-May-24	Elect Director Deepak Raghavan	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines.

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Manhattan Associates, Inc.	23-May-24	Elect Director Edmond I. Eger, III	For	The vote is in line with the Amundi Voting policy.
Manhattan Associates, Inc.	23-May-24	Elect Director Linda T. Hollembaek	For	The vote is in line with the Amundi Voting policy.
Manhattan Associates, Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Manhattan Associates, Inc.	23-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pinterest, Inc.	23-May-24	Elect Director Fredric G. Reynolds	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Pinterest, Inc.	23-May-24	Elect Director Scott Schenkel	Against	The gender diversity of the board is below our guidelines.
Pinterest, Inc.	23-May-24	Elect Director Andrea Wishom	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Pinterest, Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of executive pay is considered inadequate (general).
Pinterest, Inc.	23-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Manny Kadre	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Tomago Collins	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Michael A. Duffy	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Thomas W. Handley	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Jennifer M. Kirk	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Michael Larson	Against	The gender diversity of the board is below our guidelines.
Republic Services, Inc.	23-May-24	Elect Director N. Thomas Linebarger	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Meg Reynolds	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director James P. Snee	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Brian S. Tyler	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Jon Vander Ark	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Sandra M. Volpe	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Elect Director Katharine B. Weymouth	Against	The nominee holds an excessive number of Board mandates (5 in total) and is therefore considered overboarded.
Republic Services, Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	23-May-24	Report on "Just Transition"	For	While we are mindful of the Company's disclosure already made on the subject, we are of the opinion that there should be no outstanding doubts on its actions and that therefore supporting the proposal is in shareholders' interest.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
ServiceNow, Inc.	23-May-24	Elect Director Deborah Black	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	23-May-24	Elect Director Susan L. Bostrom	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	23-May-24	Elect Director Teresa Briggs	Against	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
ServiceNow, Inc.	23-May-24	Elect Director Jonathan C. Chadwick	Against	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
ServiceNow, Inc.	23-May-24	Elect Director Paul E. Chamberlain	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	23-May-24	Elect Director Lawrence J. Jackson, Jr.	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	23-May-24	Elect Director Frederic B. Luddy	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	23-May-24	Elect Director William R. "Bill" McDermott	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	23-May-24	Elect Director Jeffrey A. Miller	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	23-May-24	Elect Director Joseph "Larry" Quinlan	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	23-May-24	Elect Director Anita M. Sands	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
ServiceNow, Inc.	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	23-May-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
VeriSign, Inc.	23-May-24	Elect Director D. James Bidzos	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
VeriSign, Inc.	23-May-24	Elect Director Courtney D. Armstrong	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	23-May-24	Elect Director Yehuda Ari Buchalter	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	23-May-24	Elect Director Kathleen A. Cote	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	23-May-24	Elect Director Thomas F. Frist, III	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	23-May-24	Elect Director Jamie S. Gorelick	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
VeriSign, Inc.	23-May-24	Elect Director Roger H. Moore	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	23-May-24	Elect Director Timothy Tomlinson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
VeriSign, Inc.	23-May-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Waters Corporation	23-May-24	Elect Director Flemming Ornskov	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Waters Corporation	23-May-24	Elect Director Linda Baddour	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-24	Elect Director Udit Batra	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-24	Elect Director Dan Brennan	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-24	Elect Director Richard Fearon	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Waters Corporation	23-May-24	Elect Director Pearl S. Huang	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-24	Elect Director Wei Jiang	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-24	Elect Director Christopher A. Kuebler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Waters Corporation	23-May-24	Elect Director Mark Vergnano	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Waters Corporation	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Waters Corporation	23-May-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	24-May-24	Elect Director Earl C. (Duke) Austin, Jr.	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	24-May-24	Elect Director Warner L. Baxter	Against	The gender diversity of the Board is below our guidelines.
Quanta Services, Inc.	24-May-24	Elect Director Doyle N. Beneby	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Quanta Services, Inc.	24-May-24	Elect Director Vincent D. Foster	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Quanta Services, Inc.	24-May-24	Elect Director Bernard Fried	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Quanta Services, Inc.	24-May-24	Elect Director Worthing F. Jackman	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Quanta Services, Inc.	24-May-24	Elect Director Holli C. Ladhani	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	24-May-24	Elect Director Jo-ann dePass Olsovsky	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	24-May-24	Elect Director R. Scott Rowe	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	24-May-24	Elect Director Raul J. Valentin	Against	The gender diversity of the Board is below our guidelines.
Quanta Services, Inc.	24-May-24	Elect Director Martha B. Wyrsh	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Quanta Services, Inc.	24-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Quanta Services, Inc.	24-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	24-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Celsius Holdings, Inc.	28-May-24	Elect Director Nicholas Castaldo	For	The vote is in line with the Amundi Voting policy.
Celsius Holdings, Inc.	28-May-24	Elect Director Damon DeSantis	For	The vote is in line with the Amundi Voting policy.
Celsius Holdings, Inc.	28-May-24	Elect Director John Fieldly	For	The vote is in line with the Amundi Voting policy.
Celsius Holdings, Inc.	28-May-24	Elect Director Hal Kravitz	For	The vote is in line with the Amundi Voting policy.
Celsius Holdings, Inc.	28-May-24	Elect Director Jim Lee	For	The vote is in line with the Amundi Voting policy.
Celsius Holdings, Inc.	28-May-24	Elect Director Caroline Levy	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Celsius Holdings, Inc.	28-May-24	Elect Director Cheryl Miller	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Celsius Holdings, Inc.	28-May-24	Elect Director Joyce Russell	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Celsius Holdings, Inc.	28-May-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	28-May-24	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	28-May-24	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate (excessive amount).
Hess Corporation	28-May-24	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Elect Director Douglas M. Baker, Jr.	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Merck & Co., Inc.	28-May-24	Elect Director Mary Ellen Coe	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Elect Director Pamela J. Craig	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Merck & Co., Inc.	28-May-24	Elect Director Robert M. Davis	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Merck & Co., Inc.	28-May-24	Elect Director Thomas H. Glocer	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Merck & Co., Inc.	28-May-24	Elect Director Risa J. Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Elect Director Stephen L. Mayo	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Elect Director Paul B. Rothman	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Elect Director Patricia F. Russo	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Merck & Co., Inc.	28-May-24	Elect Director Christine E. Seidman	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Elect Director Inge G. Thulin	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Merck & Co., Inc.	28-May-24	Elect Director Kathy J. Warden	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Merck & Co., Inc.	28-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	28-May-24	Provide Right to Act by Written Consent	For	This proposal would improve the Company's corporate governance structure.
Merck & Co., Inc.	28-May-24	Disclose a Government Censorship Transparency Report	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Merck & Co., Inc.	28-May-24	Report on Civil Rights and Non-Discrimination Audit	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
The Trade Desk, Inc.	28-May-24	Elect Director Samantha Jacobson	For	The vote is in line with the Amundi Voting policy.
The Trade Desk, Inc.	28-May-24	Elect Director Gokul Rajaram	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
The Trade Desk, Inc.	28-May-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
The Trade Desk, Inc.	28-May-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
The Trade Desk, Inc.	28-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	29-May-24	Elect Director Wanda M. Austin	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director John B. Frank	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Alice P. Gast	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Enrique Hernandez, Jr.	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Marillyn A. Hewson	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Jon M. Huntsman, Jr.	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Charles W. Moorman	Against	There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Chevron Corporation	29-May-24	Elect Director Dambisa F. Moyo	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Debra Reed-Klages	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director D. James Umpleby, III	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Elect Director Cynthia J. Warner	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	29-May-24	Elect Director Michael K. (Mike) Wirth	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	29-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Chevron Corporation	29-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	29-May-24	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Chevron Corporation	29-May-24	Report on Reduced Plastics Demand Impact on Financial Assumptions	For	Additional information on this topic would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Chevron Corporation	29-May-24	Commission Third Party Assessment on Company's Human Rights Policies	For	We believe that increased disclosure would allow shareholders to more fully assess the company's efforts to respect human rights and the potential financial risks related to this topic.
Chevron Corporation	29-May-24	Publish a Tax Transparency Report	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Docusign, Inc.	29-May-24	Elect Director Enrique Salem	For	The vote is in line with the Amundi Voting policy.
Docusign, Inc.	29-May-24	Elect Director Peter Solvik	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Docusign, Inc.	29-May-24	Elect Director Maggie Wilderotter	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Docusign, Inc.	29-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Docusign, Inc.	29-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on nature of performance criteria). The structure of the LTIP is considered inadequate (performance period). There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Docusign, Inc.	29-May-24	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Exxon Mobil Corporation	29-May-24	Elect Director Michael J. Angelakis	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	29-May-24	Elect Director Angela F. Braly	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Exxon Mobil Corporation	29-May-24	Elect Director Gregory J. Goff	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	29-May-24	Elect Director John D. Harris, II	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	29-May-24	Elect Director Kaisa H. Hietala	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	29-May-24	Elect Director Joseph L. Hooley	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Exxon Mobil Corporation	29-May-24	Elect Director Steven A. Kandarian	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Exxon Mobil Corporation	29-May-24	Elect Director Alexander A. Karsner	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	29-May-24	Elect Director Lawrence W. Kellner	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	29-May-24	Elect Director Dina Powell McCormick	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	29-May-24	Elect Director Jeffrey W. Ubben	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	29-May-24	Elect Director Darren W. Woods	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	29-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Exxon Mobil Corporation	29-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general).
Exxon Mobil Corporation	29-May-24	Revisit Executive Pay Incentives for GHG Emission Reductions	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Exxon Mobil Corporation	29-May-24	Report on Median Gender/Racial Pay Gaps	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
Exxon Mobil Corporation	29-May-24	Report on Reduced Plastics Demand Impact on Financial Assumptions	For	Additional information on this topic would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Exxon Mobil Corporation	29-May-24	Report on Social Impact from Plant Closure or Energy Transition	For	Additional information would be useful to shareholders to understand the Company's considerations with respect to the future of its workforce. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
NXP Semiconductors N.V.	29-May-24	Adopt Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Approve Discharge of Board Members	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Kurt Sievers as Executive Director	For	The vote is in line with the Amundi Voting policy.

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NXP Semiconductors N.V.	29-May-24	Reelect Annette Clayton as Non-Executive Director	Against	The nominee holds an excessive number of Board mandates (5 in total, including 1 as an Executive) and is therefore considered overboarded.
NXP Semiconductors N.V.	29-May-24	Reelect Anthony Foxx as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Moshe Gavrielov as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Chunyuan Gu as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Lena Olving as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Julie Southern as Non-Executive Director	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
NXP Semiconductors N.V.	29-May-24	Reelect Jasmin Staiblin as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Gregory Summe as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
NXP Semiconductors N.V.	29-May-24	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Approve Cancellation of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Ratify Ernst & Young Accountants LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Approve Remuneration of the Non Executive Members of the Board	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	29-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	30-May-24	Change Jurisdiction of Incorporation from Jersey to Delaware	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	30-May-24	Amend Articles	For	The vote is in line with the Amundi Voting policy.

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Ferguson Plc	30-May-24	Permit Board to Amend Bylaws Without Shareholder Consent	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	30-May-24	Authorize Board to Fill Vacancies	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	30-May-24	Provide Right to Call a Special Meeting	Against	The proposal is not in the shareholders' interest.
Ferguson Plc	30-May-24	Amend Certificate of Incorporation to Limit the Liability of Officers	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	30-May-24	Amend Exclusive Forum Provision	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	30-May-24	Authorize New Class of Preferred Stock	Against	The proposal could be used as an anti-takeover device which is not in shareholders' interest.
Ferguson Plc	30-May-24	Authorize a New Class of Common Stock	For	The vote is in line with the Amundi Voting policy.
Roblox Corporation	30-May-24	Elect Director Anthony P. Lee	Withhold	The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Roblox Corporation	30-May-24	Elect Director Andrea Wong	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Roblox Corporation	30-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Roblox Corporation	30-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	31-May-24	Elect Director Arkadiy Dobkin	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
EPAM Systems, Inc.	31-May-24	Elect Director DeAnne Aguirre	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	31-May-24	Elect Director Chandra McMahon	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	31-May-24	Elect Director Robert E. Segert	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
EPAM Systems, Inc.	31-May-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	31-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
EPAM Systems, Inc.	31-May-24	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Lowe's Companies, Inc.	31-May-24	Elect Director Raul Alvarez	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Lowe's Companies, Inc.	31-May-24	Elect Director David H. Batchelder	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lowe's Companies, Inc.	31-May-24	Elect Director Scott H. Baxter	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	31-May-24	Elect Director Sandra B. Cochran	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	31-May-24	Elect Director Laurie Z. Douglas	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

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Lowe's Companies, Inc.	31-May-24	Elect Director Richard W. Dreiling	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Lowe's Companies, Inc.	31-May-24	Elect Director Marvin R. Ellison	Withhold	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Lowe's Companies, Inc.	31-May-24	Elect Director Navdeep Gupta	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	31-May-24	Elect Director Brian C. Rogers	Withhold	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Lowe's Companies, Inc.	31-May-24	Elect Director Bertram L. Scott	Withhold	The nominee holds an excessive number of Board mandates (5 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Lowe's Companies, Inc.	31-May-24	Elect Director Lawrence Simkins	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	31-May-24	Elect Director Colleen Taylor	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	31-May-24	Elect Director Mary Beth West	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	31-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Lowe's Companies, Inc.	31-May-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Watsco, Inc.	03-Jun-24	Elect Director Barry S. Logan	Against	The board is not sufficiently independent as per our voting policy.
Watsco, Inc.	03-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goals). The structure of executive pay is considered inadequate (general, discretion).
Watsco, Inc.	03-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Glenn D. Fogel	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Mirian M. Graddick-Weir	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	04-Jun-24	Elect Director Kelly Grier	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Wei Hopeman	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Robert J. Mylod, Jr.	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	04-Jun-24	Elect Director Charles H. Noski	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Larry Quinlan	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Nicholas J. Read	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	04-Jun-24	Elect Director Thomas E. Rothman	For	The vote is in line with the Amundi Voting policy.

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Booking Holdings Inc.	04-Jun-24	Elect Director Sumit Singh	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	04-Jun-24	Elect Director Lynn Vojvodich Radakovich	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	04-Jun-24	Elect Director Vanessa A. Wittman	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Booking Holdings Inc.	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Booking Holdings Inc.	04-Jun-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Booking Holdings Inc.	04-Jun-24	Amend Clawback Policy	For	This proposal would improve the company's corporate governance structure.
Booking Holdings Inc.	04-Jun-24	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Amundi will vote FOR because shareholders would benefit from more disclosure of the company's processes to safeguard consumer privacy, particularly in the absence of detailed policies on the specific circumstances under which such data would be shared with third parties, including authorities.
Builders FirstSource, Inc.	04-Jun-24	Elect Director Cleveland A. Christophe	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Builders FirstSource, Inc.	04-Jun-24	Elect Director W. Bradley Hayes	For	The vote is in line with the Amundi Voting policy.
Builders FirstSource, Inc.	04-Jun-24	Elect Director Brett N. Milgrim	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Builders FirstSource, Inc.	04-Jun-24	Elect Director David E. Rush	For	The vote is in line with the Amundi Voting policy.
Builders FirstSource, Inc.	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Builders FirstSource, Inc.	04-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Cloudflare, Inc.	04-Jun-24	Elect Director Maria Eitel	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Cloudflare, Inc.	04-Jun-24	Elect Director Matthew Prince	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Cloudflare, Inc.	04-Jun-24	Elect Director Katrin Suder	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Cloudflare, Inc.	04-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of executive pay is considered inadequate (general). The structure of the LTIP is

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				considered inadequate (insufficient portion of LTIP is performance based).
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Zein Abdalla	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Vinita Bali	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Eric Branderiz	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Archana Deskus	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director John M. Dineen	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Ravi Kumar S	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Leo S. Mackay, Jr.	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Michael Patsalos-Fox	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Stephen "Steve" J. Rohleder	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Abraham "Bram" Schot	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Joseph M. Velli	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	04-Jun-24	Elect Director Sandra S. Wijnberg	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.

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Cognizant Technology Solutions Corporation	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Cognizant Technology Solutions Corporation	04-Jun-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation and to Remove Obsolete Provisions	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	04-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Cognizant Technology Solutions Corporation	04-Jun-24	Adopt Policy on Fair Treatment of Shareholder Nominees	Against	The proposal is not in the shareholder's interest.
Fortive Corporation	04-Jun-24	Elect Director Eric Branderiz	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	04-Jun-24	Elect Director Daniel L. Comas	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	04-Jun-24	Elect Director Sharmistha Dubey	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	04-Jun-24	Elect Director Reiji P. Hayes	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	04-Jun-24	Elect Director Wright Lassiter, III	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	04-Jun-24	Elect Director James A. Lico	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	04-Jun-24	Elect Director Kate D. Mitchell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	04-Jun-24	Elect Director Jeannine P. Sargent	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	04-Jun-24	Elect Director Alan G. Spoon	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Fortive Corporation	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Fortive Corporation	04-Jun-24	Amend Certificate of Incorporation to Include Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	04-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	04-Jun-24	Amend Bylaw Regarding Stockholder Approval of Director Compensation	Against	The proponent's proposal appears to be overly prescriptive.
Juniper Networks, Inc.	04-Jun-24	Elect Director Anne DeSanto	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	04-Jun-24	Elect Director Kevin DeNuccio	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	04-Jun-24	Elect Director James Dolce	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	04-Jun-24	Elect Director Steven Fernandez	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	04-Jun-24	Elect Director Christine Gorjanc	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Juniper Networks, Inc.	04-Jun-24	Elect Director Janet Haugen	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Juniper Networks, Inc.	04-Jun-24	Elect Director Scott Kriens	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	04-Jun-24	Elect Director Rahul Merchant	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	04-Jun-24	Elect Director Rami Rahim	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	04-Jun-24	Elect Director William Stensrud	Against	The gender diversity of the Board is below our guidelines.
Juniper Networks, Inc.	04-Jun-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Juniper Networks, Inc.	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Juniper Networks, Inc.	04-Jun-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	04-Jun-24	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	04-Jun-24	Elect Director Jose B. Alvarez	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The TJX Companies, Inc.	04-Jun-24	Elect Director Alan M. Bennett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
The TJX Companies, Inc.	04-Jun-24	Elect Director Rosemary T. Berkery	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The TJX Companies, Inc.	04-Jun-24	Elect Director David T. Ching	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	04-Jun-24	Elect Director C. Kim Goodwin	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The TJX Companies, Inc.	04-Jun-24	Elect Director Ernie Herrman	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	04-Jun-24	Elect Director Amy B. Lane	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	04-Jun-24	Elect Director Carol Meyrowitz	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	04-Jun-24	Elect Director Jackwyn L. Nemerov	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The TJX Companies, Inc.	04-Jun-24	Elect Director Charles F. Wagner, Jr.	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	04-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
The TJX Companies, Inc.	04-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

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The TJX Companies, Inc.	04-Jun-24	Report on Effectiveness of Social Compliance Efforts in Supply Chain	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Airbnb, Inc.	05-Jun-24	Elect Director Brian Chesky	For	The vote is in line with the Amundi Voting policy.
Airbnb, Inc.	05-Jun-24	Elect Director Angela Ahrendts	Withhold	The nominee's attendance was under 75% without any satisfactory explanation. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Airbnb, Inc.	05-Jun-24	Elect Director Kenneth Chenault	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Airbnb, Inc.	05-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Airbnb, Inc.	05-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Airbnb, Inc.	05-Jun-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	The proposed amendment to articles of association are not in shareholders' interest.
Airbnb, Inc.	05-Jun-24	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Datadog, Inc.	05-Jun-24	Elect Director Alexis Le-Quoc	Withhold	The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Datadog, Inc.	05-Jun-24	Elect Director Michael Callahan	Withhold	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Datadog, Inc.	05-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Datadog, Inc.	05-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation.	05-Jun-24	Elect Director Barbara M. Baumann	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director John E. Bethancourt	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director Ann G. Fox	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director Gennifer F. Kelly	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation.	05-Jun-24	Elect Director Kelt Kindick	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director John Krenicki, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director Karl F. Kurz	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Devon Energy Corporation.	05-Jun-24	Elect Director Michael N. Mears	For	The vote is in line with the Amundi Voting policy.

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Devon Energy Corporation.	05-Jun-24	Elect Director Robert A. Mosbacher, Jr.	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director Richard E. Muncrief	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Devon Energy Corporation.	05-Jun-24	Elect Director Valerie M. Williams	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Devon Energy Corporation.	05-Jun-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Devon Energy Corporation.	05-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation.	05-Jun-24	Amend Bylaw regarding Stockholder Approval of Director Compensation	Against	The proponent's proposal appears to be overly prescriptive.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Amy G. Brady	Against	There are concerns regarding how the Board is overseeing ESG matters.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Edward D. Breen	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Ruby R. Chandy	Against	There are concerns regarding how the Board is overseeing ESG matters.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Terrence R. Curtin	Against	There are concerns regarding how the Board is overseeing ESG matters.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Alexander M. Cutler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Eleuthere I. du Pont	Against	There are concerns regarding how the Board is overseeing ESG matters.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Kristina M. Johnson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Luther C. Kissam	Against	There are concerns regarding how the Board is overseeing ESG matters.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director James A. Lico	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Frederick M. Lowery	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Deanna M. Mulligan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	05-Jun-24	Elect Director Steven M. Sterin	Against	There are concerns regarding how the Board is overseeing ESG matters.
DuPont de Nemours, Inc.	05-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
DuPont de Nemours, Inc.	05-Jun-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
DuPont de Nemours, Inc.	05-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	05-Jun-24	Amend Clawback Policy	For	This proposal would improve the company's corporate governance structure.
Thomson Reuters Corporation	05-Jun-24	Elect Director David Thomson	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Elect Director Steve Hasker	For	The vote is in line with the Amundi Voting policy.

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Thomson Reuters Corporation	05-Jun-24	Elect Director Kirk E. Arnold	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	05-Jun-24	Elect Director W. Edmund Clark	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	05-Jun-24	Elect Director LaVerne Council	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Elect Director Michael E. Daniels	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	05-Jun-24	Elect Director Kirk Koenigsbauer	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	05-Jun-24	Elect Director Deanna Oppenheimer	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Elect Director Simon Paris	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Elect Director Kim M. Rivera	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Elect Director Barry Salzberg	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Elect Director Peter J. Thomson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	05-Jun-24	Elect Director Beth Wilson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	05-Jun-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	05-Jun-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Michael L. Rose	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Brian G. Robinson	Withhold	The Board is not sufficiently independent as per our voting policy.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Jill T. Angevine	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Tourmaline Oil Corp.	05-Jun-24	Elect Director William D. Armstrong	Withhold	The Board is not sufficiently independent as per our voting policy.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Lee A. Baker	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Christopher E. Lee	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Andrew B. MacDonald	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.

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Tourmaline Oil Corp.	05-Jun-24	Elect Director Lucy M. Miller	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The Nomination Committee members are held accountable for the lack of independence.
Tourmaline Oil Corp.	05-Jun-24	Elect Director Janet L. Weiss	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	05-Jun-24	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Unity Software Inc.	05-Jun-24	Elect Director Roelof Botha	Withhold	The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (5 in total) and is therefore considered overboarded.
Unity Software Inc.	05-Jun-24	Elect Director David Helgason	Withhold	The gender diversity of the Board is below our guidelines.
Unity Software Inc.	05-Jun-24	Elect Director David Kostman	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Unity Software Inc.	05-Jun-24	Elect Director Michelle K. Lee	For	The vote is in line with the Amundi Voting policy.
Unity Software Inc.	05-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Unity Software Inc.	05-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Allegion Plc	06-Jun-24	Elect Director Kirk S. Hachigian	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Allegion Plc	06-Jun-24	Elect Director Susan L. Main	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	06-Jun-24	Elect Director Steven C. Mizell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	06-Jun-24	Elect Director Nicole Parent Haughey	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	06-Jun-24	Elect Director Lauren B. Peters	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Allegion Plc	06-Jun-24	Elect Director Ellen Rubin	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	06-Jun-24	Elect Director John H. Stone	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	06-Jun-24	Elect Director Dev Vardhan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Allegion Plc	06-Jun-24	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	06-Jun-24	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	06-Jun-24	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Against	Excessive capital increase without preemptive rights.
Chesapeake Energy Corporation	06-Jun-24	Elect Director Domenic J. Dell'Osso, Jr.	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.

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Chesapeake Energy Corporation	06-Jun-24	Elect Director Timothy S. Duncan	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Chesapeake Energy Corporation	06-Jun-24	Elect Director Benjamin C. Duster, IV	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Chesapeake Energy Corporation	06-Jun-24	Elect Director Sarah A. Emerson	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Chesapeake Energy Corporation	06-Jun-24	Elect Director Matthew M. Gallagher	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Chesapeake Energy Corporation	06-Jun-24	Elect Director Brian Steck	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Chesapeake Energy Corporation	06-Jun-24	Elect Director Michael A. Wichterich	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Chesapeake Energy Corporation	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Chesapeake Energy Corporation	06-Jun-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Chesapeake Energy Corporation	06-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
CoStar Group, Inc.	06-Jun-24	Elect Director Michael R. Klein	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CoStar Group, Inc.	06-Jun-24	Elect Director Andrew C. Florance	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	06-Jun-24	Elect Director Angelique G. Brunner	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	06-Jun-24	Elect Director John W. Hill	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	06-Jun-24	Elect Director Laura Cox Kaplan	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	06-Jun-24	Elect Director Robert W. Musslewhite	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	06-Jun-24	Elect Director Christopher J. Nassetta	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
CoStar Group, Inc.	06-Jun-24	Elect Director Louise S. Sams	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	06-Jun-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
CoStar Group, Inc.	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

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Diamondback Energy, Inc.	06-Jun-24	Elect Director Travis D. Stice	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Vincent "Vince" K. Brooks	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Elect Director David L. Houston	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Rebecca A. Klein	For	The vote is in line with the Amundi Voting policy.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Stephanie K. Mains	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Mark L. Plaumann	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Melanie M. Trent	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Frank D. Tsuru	For	The vote is in line with the Amundi Voting policy.
Diamondback Energy, Inc.	06-Jun-24	Elect Director Steven E. West	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Diamondback Energy, Inc.	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Diamondback Energy, Inc.	06-Jun-24	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	06-Jun-24	Elect Director Peter E. Bisson	Against	Nomination Committee members are held accountable for the lack of independence.
Gartner, Inc.	06-Jun-24	Elect Director Richard J. Bressler	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Gartner, Inc.	06-Jun-24	Elect Director Raul E. Cesan	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gartner, Inc.	06-Jun-24	Elect Director Karen E. Dykstra	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Gartner, Inc.	06-Jun-24	Elect Director Diana S. Ferguson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Gartner, Inc.	06-Jun-24	Elect Director Anne Sutherland Fuchs	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Gartner, Inc.	06-Jun-24	Elect Director William O. Grabe	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Nomination Committee members are held accountable for the lack of independence.
Gartner, Inc.	06-Jun-24	Elect Director Jose M. Gutierrez	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	06-Jun-24	Elect Director Eugene A. Hall	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	06-Jun-24	Elect Director Stephen G. Pagliuca	Against	The Board is not sufficiently independent as per our voting policy.
Gartner, Inc.	06-Jun-24	Elect Director Eileen M. Serra	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gartner, Inc.	06-Jun-24	Elect Director James C. Smith	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Gartner, Inc.	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Gartner, Inc.	06-Jun-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
GoDaddy Inc.	06-Jun-24	Elect Director Herald Chen	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Elect Director Mark Garrett	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
GoDaddy Inc.	06-Jun-24	Elect Director Brian Sharples	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Elect Director Leah Sweet	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Elect Director Srinivas (Srini) Tallapragada	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Elect Director Sigal Zarmi	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
GoDaddy Inc.	06-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	06-Jun-24	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	06-Jun-24	Elect Director Calvin McDonald	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	06-Jun-24	Elect Director Isabel Mahe	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	06-Jun-24	Elect Director Martha (Marti) Morfitt	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
lululemon athletica inc.	06-Jun-24	Elect Director Emily White	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
lululemon athletica inc.	06-Jun-24	Elect Director Shane Grant	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	06-Jun-24	Elect Director Teri List	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	06-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
lululemon athletica inc.	06-Jun-24	Report on Risks from Company's Use of Animal-Derived Materials	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
The Mosaic Company	06-Jun-24	Elect Director Cheryl K. Beebe	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
The Mosaic Company	06-Jun-24	Elect Director Gregory L. Ebel	For	The vote is in line with the Amundi Voting policy.
The Mosaic Company	06-Jun-24	Elect Director Bruce M. Bodine	For	The vote is in line with the Amundi Voting policy.
The Mosaic Company	06-Jun-24	Elect Director Timothy S. Gitzel	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Mosaic Company	06-Jun-24	Elect Director Emery N. Koenig	For	The vote is in line with the Amundi Voting policy.
The Mosaic Company	06-Jun-24	Elect Director Jody L. Kuzenko	For	The vote is in line with the Amundi Voting policy.
The Mosaic Company	06-Jun-24	Elect Director David T. Seaton	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Mosaic Company	06-Jun-24	Elect Director Joao Roberto Goncalves Teixeira	For	The vote is in line with the Amundi Voting policy.
The Mosaic Company	06-Jun-24	Elect Director Gretchen H. Watkins	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Mosaic Company	06-Jun-24	Elect Director Kelvin R. Westbrook	Against	The gender diversity of the Board is below our guidelines.
The Mosaic Company	06-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Mosaic Company	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Trane Technologies Plc	06-Jun-24	Elect Director Kirk E. Arnold	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Trane Technologies Plc	06-Jun-24	Elect Director Ana P. Assis	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director Ann C. Berzin	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director April Miller Boise	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Trane Technologies Plc	06-Jun-24	Elect Director Gary D. Forsee	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director Mark R. George	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director John A. Hayes	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director Linda P. Hudson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Trane Technologies Plc	06-Jun-24	Elect Director Myles P. Lee	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director David S. Regnery	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Trane Technologies Plc	06-Jun-24	Elect Director Melissa N. Schaeffer	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Elect Director John P. Surma	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Trane Technologies Plc	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Trane Technologies Plc	06-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against	The auditor tenure is above 24 years.
Trane Technologies Plc	06-Jun-24	Authorise Issue of Equity	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	06-Jun-24	Authorise Issue of Equity without Pre-emptive Rights	Against	Excessive capital increase without preemptive rights.
Trane Technologies Plc	06-Jun-24	Determine Price Range for Re-allotment of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	06-Jun-24	Elect Director Jeff Epstein	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Twilio Inc.	06-Jun-24	Elect Director Khozema Shipchandler	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	06-Jun-24	Elect Director Andrew Stafman	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	06-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	06-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Twilio Inc.	06-Jun-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Twilio Inc.	06-Jun-24	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	07-Jun-24	Elect Director Jim Frankola	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	07-Jun-24	Elect Director Alec D. Gallimore	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	07-Jun-24	Elect Director Ronald W. Hovsepian	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ANSYS, Inc.	07-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	07-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
ANSYS, Inc.	07-Jun-24	Provide Right to Call a Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Arista Networks, Inc.	07-Jun-24	Elect Director Kelly Battles	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Arista Networks, Inc.	07-Jun-24	Elect Director Kenneth Duda	For	The vote is in line with the Amundi Voting policy.
Arista Networks, Inc.	07-Jun-24	Elect Director Jayshree Ullal	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The roles of CEO and

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Arista Networks, Inc.	07-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Arista Networks, Inc.	07-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Arista Networks, Inc.	07-Jun-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Accept Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Approve Allocation of Income and Dividends	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Approve Dividends	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Approve Discharge of Board and Senior Management	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Elect Director Jonathan C. Burrell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	07-Jun-24	Elect Director Joseph J. Hartnett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	07-Jun-24	Elect Director Min H. Kao	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Elect Director Catherine A. Lewis	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	07-Jun-24	Elect Director Clifton A. Pemble	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Elect Director Susan M. Ball	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Elect Min H. Kao as Board Chair	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	07-Jun-24	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	07-Jun-24	Appoint Catherine A. Lewis as Member of the Compensation Committee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	07-Jun-24	Appoint Susan M. Ball as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Designate Wuersch & Gering LLP as Independent Proxy	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Against	The auditor tenure is above 24 years.
Garmin Ltd.	07-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Garmin Ltd.	07-Jun-24	Advisory Vote on the Swiss Statutory Compensation Report	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Garmin Ltd.	07-Jun-24	Approve Non-Financial Report	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Approve Fiscal Year 2025 Maximum Aggregate Compensation for the Executive Management	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Approve Maximum Aggregate Compensation for the Board of	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
		Directors for the Period Between the 2024 AGM and the 2025 AGM		
Garmin Ltd.	07-Jun-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	07-Jun-24	Amend Articles to Reflect Changes in Capital	Against	Excessive capital increase without preemptive rights.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Timothy "Tim" Cofer	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Robert "Bob" Gamgort	Against	The Board is not sufficiently independent as per our voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Oray B. Boston, Jr.	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Joachim Creus	Against	The Board is not sufficiently independent as per our voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Olivier Goudet	Against	The Board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Juliette Hickman	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Paul Michaels	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Pamela "Pam" Patsley	Against	The Board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Lubomira Rochet	Against	The Board is not sufficiently independent as per our voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Debra Sandler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the lack of independence.
Keurig Dr Pepper Inc.	10-Jun-24	Elect Director Robert "Bob" Singer	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Keurig Dr Pepper Inc.	10-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	10-Jun-24	Report on Efforts to Reduce Plastic Use	For	We consider that current disclosure could be more robust and that shareholders would benefit from additional information on how the company is managing risks related to its use of plastic packaging.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director David P. Abney	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Richard C. Adkerson	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Marcela E. Donadio	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Robert W. Dudley	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Hugh Grant	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Lydia H. Kennard	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Ryan M. Lance	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Sara Grootwassink Lewis	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Dustan E. McCoy	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Kathleen L. Quirk	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director John J. Stephens	Against	There are concerns regarding how the Board is overseeing ESG matters.
Freeport-McMoRan, Inc.	11-Jun-24	Elect Director Frances Fragos Townsend	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	11-Jun-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	11-Jun-24	Elect Director Brian Halligan	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	11-Jun-24	Elect Director Ron Gill	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	11-Jun-24	Elect Director Jill Ward	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
HubSpot, Inc.	11-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	11-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
HubSpot, Inc.	11-Jun-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	11-Jun-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-24	Elect Director Michelle L. Collins	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ulta Beauty, Inc.	11-Jun-24	Elect Director Catherine A. Halligan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ulta Beauty, Inc.	11-Jun-24	Elect Director David C. Kimbell	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-24	Elect Director Patricia A. Little	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-24	Elect Director George R. Mrkonic	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ulta Beauty, Inc.	11-Jun-24	Elect Director Lorna E. Nagler	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-24	Elect Director Heidi G. Petz	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-24	Elect Director Michael C. Smith	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Ulta Beauty, Inc.	11-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Best Buy Co., Inc.	12-Jun-24	Elect Director Corie S. Barry	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Lisa M. Caputo	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Best Buy Co., Inc.	12-Jun-24	Elect Director David W. Kenny	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director David C. Kimbell	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Mario J. Marte	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Karen A. McLoughlin	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Claudia F. Munce	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Richelle P. Parham	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Steven E. Rendle	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Sima D. Sistani	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Elect Director Melinda D. Whittington	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	12-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Best Buy Co., Inc.	12-Jun-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	The proposal is not in the shareholder's interest.
Confluent, Inc.	12-Jun-24	Elect Director Lara Caimi	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Confluent, Inc.	12-Jun-24	Elect Director Jonathan Chadwick	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Confluent, Inc.	12-Jun-24	Elect Director Neha Narkhede	For	The vote is in line with the Amundi Voting policy.
Confluent, Inc.	12-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Confluent, Inc.	12-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Dollarama Inc.	12-Jun-24	Elect Director Joshua Bekenstein	Against	The Board is not sufficiently independent as per our voting policy. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	12-Jun-24	Elect Director Gregory David	Against	The Board is not sufficiently independent as per our voting policy.
Dollarama Inc.	12-Jun-24	Elect Director Elisa D. Garcia C.	Against	Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	12-Jun-24	Elect Director Stephen Gunn	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	12-Jun-24	Elect Director Kristin Mugford	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	12-Jun-24	Elect Director Nicholas Nomicos	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Dollarama Inc.	12-Jun-24	Elect Director Neil Rossy	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	12-Jun-24	Elect Director Samira Sakhia	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	12-Jun-24	Elect Director Thecla Sweeney	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Dollarama Inc.	12-Jun-24	Elect Director Huw Thomas	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Dollarama Inc.	12-Jun-24	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	12-Jun-24	Advisory Vote on Executive Compensation Approach	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Incyte Corporation	12-Jun-24	Elect Director Julian C. Baker	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Incyte Corporation	12-Jun-24	Elect Director Jean-Jacques Bienaime	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Incyte Corporation	12-Jun-24	Elect Director Otis W. Brawley	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	12-Jun-24	Elect Director Paul J. Clancy	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Incyte Corporation	12-Jun-24	Elect Director Jacquelyn A. Fouse	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Incyte Corporation	12-Jun-24	Elect Director Edmund P. Harrigan	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	12-Jun-24	Elect Director Katherine A. High	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	12-Jun-24	Elect Director Herve Hoppenot	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Incyte Corporation	12-Jun-24	Elect Director Susanne Schaffert	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	12-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Incyte Corporation	12-Jun-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Roper Technologies, Inc.	12-Jun-24	Elect Director Shellye L. Archambeau	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	12-Jun-24	Elect Director Amy Woods Brinkley	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	12-Jun-24	Elect Director Irene M. Esteves	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	12-Jun-24	Elect Director L. Neil Hunn	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	12-Jun-24	Elect Director Robert D. Johnson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Roper Technologies, Inc.	12-Jun-24	Elect Director Thomas P. Joyce, Jr.	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Roper Technologies, Inc.	12-Jun-24	Elect Director John F. Murphy	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Roper Technologies, Inc.	12-Jun-24	Elect Director Laura G. Thatcher	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	12-Jun-24	Elect Director Richard F. Wallman	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Roper Technologies, Inc.	12-Jun-24	Elect Director Christopher Wright	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	12-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Roper Technologies, Inc.	12-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	12-Jun-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Target Corporation	12-Jun-24	Elect Director David P. Abney	For	The vote is in line with the Amundi Voting policy.
Target Corporation	12-Jun-24	Elect Director Douglas M. Baker, Jr.	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	12-Jun-24	Elect Director George S. Barrett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	12-Jun-24	Elect Director Gail K. Boudreaux	For	The vote is in line with the Amundi Voting policy.
Target Corporation	12-Jun-24	Elect Director Brian C. Cornell	For	The vote is in line with the Amundi Voting policy.
Target Corporation	12-Jun-24	Elect Director Robert L. Edwards	For	The vote is in line with the Amundi Voting policy.
Target Corporation	12-Jun-24	Elect Director Donald R. Knauss	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	12-Jun-24	Elect Director Christine A. Leahy	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	12-Jun-24	Elect Director Monica C. Lozano	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	12-Jun-24	Elect Director Grace Puma	For	The vote is in line with the Amundi Voting policy.
Target Corporation	12-Jun-24	Elect Director Derica W. Rice	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Target Corporation	12-Jun-24	Elect Director Dmitri L. Stockton	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Target Corporation	12-Jun-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Target Corporation	12-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Target Corporation	12-Jun-24	Require Independent Board Chair	Against	The proposal is not in the shareholders' interest.
Target Corporation	12-Jun-24	Report on Animal Pain Management	For	Increased reporting and transparency on animal testing will overall help ensure the Company respect customer preferences over animal welfare. The proposal therefore has merit.
Target Corporation	12-Jun-24	Establish a Company Compensation Policy of Paying a Living Wage	For	Additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.

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Target Corporation	12-Jun-24	Report on Congruency of Political Spending with Company Stated Values	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Target Corporation	12-Jun-24	Report on Charitable Contributions	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
TE Connectivity Ltd.	12-Jun-24	Change Jurisdiction of Incorporation [from Switzerland to Ireland]	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	12-Jun-24	Approve Reduction of the Share Premium Account	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Timothy S. Cabral	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Mark Carges	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Peter P. Gassner	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Mary Lynne Hedley	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Priscilla Hung	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Tina Hunt	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Marshall L. Mohr	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Veeva Systems Inc.	12-Jun-24	Elect Director Gordon Ritter	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Elect Director Paul Sekhri	Against	The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive and 2 as a Chair) and is therefore considered overboarded.
Veeva Systems Inc.	12-Jun-24	Elect Director Matthew J. Wallach	Against	The gender diversity of the Board is below our guidelines.
Veeva Systems Inc.	12-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	12-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Etsy, Inc.	13-Jun-24	Elect Director Marla Blow	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Etsy, Inc.	13-Jun-24	Elect Director Gary S. Briggs	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Etsy, Inc.	13-Jun-24	Elect Director Melissa Reiff	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Etsy, Inc.	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of executive pay is considered inadequate (general, excessive amount). The structure of the LTIP is considered inadequate (performance period).
Etsy, Inc.	13-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Etsy, Inc.	13-Jun-24	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration).
Exact Sciences Corporation	13-Jun-24	Elect Director Michael Barber	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	13-Jun-24	Elect Director Paul Clancy	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 2 as a Chair of Audit Committee) and is therefore considered overboarded.

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Exact Sciences Corporation	13-Jun-24	Elect Director Daniel J. Levangie	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Exact Sciences Corporation	13-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Vicente Reynal	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Elect Director William P. Donnelly	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Kirk E. Arnold	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Gary D. Forsee	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Jennifer Hartsock	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Elect Director John Humphrey	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Marc E. Jones	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Julie A. Schertell	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Elect Director JoAnna A. Sohovich	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Elect Director Mark P. Stevenson	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Monolithic Power Systems, Inc.	13-Jun-24	Elect Director Eugen Elmiger	Withhold	Nomination Committee members are held accountable for the lack of independence. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Monolithic Power Systems, Inc.	13-Jun-24	Elect Director Eileen Wynne	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	13-Jun-24	Elect Director Jeff Zhou	Withhold	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Monolithic Power Systems, Inc.	13-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Monolithic Power Systems, Inc.	13-Jun-24	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Monster Beverage Corporation	13-Jun-24	Elect Director Rodney C. Sacks	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Monster Beverage Corporation	13-Jun-24	Elect Director Hilton H. Schlosberg	For	The vote is in line with the Amundi Voting policy.

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Monster Beverage Corporation	13-Jun-24	Elect Director Mark J. Hall	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	13-Jun-24	Elect Director Ana Demel	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	13-Jun-24	Elect Director James L. Dinkins	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	13-Jun-24	Elect Director Gary P. Fayard	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Monster Beverage Corporation	13-Jun-24	Elect Director Tiffany M. Hall	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	13-Jun-24	Elect Director Jeanne P. Jackson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Monster Beverage Corporation	13-Jun-24	Elect Director Steven G. Pizula	Withhold	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are concerns regarding how the Board is overseeing ESG matters.
Monster Beverage Corporation	13-Jun-24	Elect Director Mark S. Vidergauz	Withhold	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Monster Beverage Corporation	13-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Tesla, Inc.	13-Jun-24	Elect Director James Murdoch	Against	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Tesla, Inc.	13-Jun-24	Elect Director Kimbal Musk	Against	There are concerns regarding how the Board is overseeing ESG matters.
Tesla, Inc.	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general, excessive amount). There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
Tesla, Inc.	13-Jun-24	Change State of Incorporation from Delaware to Texas	Against	We do not believe the Company has provided a strong enough rationale to justify this change of State of incorporation. Moreover, the benefits for shareholders remain unclear while the Company will settle in a State with a less robust corporate law system. Therefore, we will vote against this proposal, as it is not in the best interest of shareholders.
Tesla, Inc.	13-Jun-24	Ratify Performance Based Stock Options to Elon Musk	Against	The structure of executive pay is considered inadequate (general, excessive amount). The structure of the LTIP is considered inadequate (dilution).
Tesla, Inc.	13-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	13-Jun-24	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Tesla, Inc.	13-Jun-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Tesla, Inc.	13-Jun-24	Report on Harassment and Discrimination Prevention Efforts	For	We consider that disclosure on the company's harassment and discrimination prevention efforts could be improved and that increased disclosure would be beneficial to shareholders.

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Tesla, Inc.	13-Jun-24	Adopt a Non-Interference Policy Respecting Freedom of Association	For	We consider that the right to freedom of association is a fundamental labour right and support this resolution.
Tesla, Inc.	13-Jun-24	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against	We consider that this issue is better addressed through laws and regulations which Tesla appears to be respecting.
Tesla, Inc.	13-Jun-24	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For	We are in favour of introducing ESG criteria in executive variable remuneration that are in line with the company's strategy.
Tesla, Inc.	13-Jun-24	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	For	Whilst we acknowledge that this resolution is prescriptive, we consider that deep sea mining does significant harm to the environment and therefore support this resolution.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Deepak Chopra	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Deborah Close	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Eric A. Demirian	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Sandra Hanington	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Kelley Irwin	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Dennis Maple	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Chris Muntwyler	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Jane O'Hagan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director Edward J. Ryan	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	13-Jun-24	Elect Director John J. Walker	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
The Descartes Systems Group Inc.	13-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	13-Jun-24	Amend Performance and Restricted Share Unit Plan	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	13-Jun-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Zoom Video Communications, Inc.	13-Jun-24	Elect Director Jonathan Chadwick	Withhold	The gender diversity of the board is below our guidelines. The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Zoom Video Communications, Inc.	13-Jun-24	Elect Director Cindy Hoots	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Zoom Video Communications, Inc.	13-Jun-24	Elect Director Dan Scheinman	Withhold	The gender diversity of the board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.

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Zoom Video Communications, Inc.	13-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zoom Video Communications, Inc.	13-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of executive pay is considered inadequate (general). There are concerns regarding the alignment between pay and performance. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Fortinet, Inc.	14-Jun-24	Elect Director Ken Xie	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	14-Jun-24	Elect Director Michael Xie	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	14-Jun-24	Elect Director Kenneth A. Goldman	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Fortinet, Inc.	14-Jun-24	Elect Director Ming Hsieh	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortinet, Inc.	14-Jun-24	Elect Director Jean Hu	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	14-Jun-24	Elect Director William H. Neukom	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	14-Jun-24	Elect Director Judith Sim	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortinet, Inc.	14-Jun-24	Elect Director James Stavridis	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	14-Jun-24	Elect Director Mary Agnes "Maggie" Wilderotter	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Fortinet, Inc.	14-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	14-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Elect Director N. Anthony Coles	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Elect Director Kathryn Guarini	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Elect Director Arthur F. Ryan	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the lack of independence. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Elect Director David P. Schenkein	Against	The Board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of Board mandates (5 in total, including 1 as an Executive) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Elect Director George L. Sing	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Regeneron Pharmaceuticals, Inc.	14-Jun-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Chesapeake Energy Corporation	18-Jun-24	Issue Shares in Connection with Merger	For	The vote is in line with the Amundi Voting policy.
Chesapeake Energy Corporation	18-Jun-24	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate (excessive amount).
Chesapeake Energy Corporation	18-Jun-24	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	18-Jun-24	Elect Director Roxanne S. Austin	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
CrowdStrike Holdings, Inc.	18-Jun-24	Elect Director Sameer K. Gandhi	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	18-Jun-24	Elect Director Gerhard Watzinger	Withhold	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. There are concerns regarding how this Board member has exercised his or her responsibilities.
CrowdStrike Holdings, Inc.	18-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	18-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Workday, Inc.	18-Jun-24	Elect Director Aneel Bhusri	Against	The gender diversity of the board is below our guidelines.
Workday, Inc.	18-Jun-24	Elect Director Thomas F. Bogan	Against	The gender diversity of the board is below our guidelines.
Workday, Inc.	18-Jun-24	Elect Director Lynne M. Doughtie	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Workday, Inc.	18-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	18-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general, lack of transparency on nature of performance criteria, lack of transparency on performance goal). The structure of executive pay is considered inadequate (general, excessive amount). The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Workday, Inc.	18-Jun-24	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against	The proposed amendment to articles of association are not in shareholders' interest.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Biogen Inc.	20-Jun-24	Elect Director Caroline D. Dorsa	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Biogen Inc.	20-Jun-24	Elect Director Maria C. Freire	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Biogen Inc.	20-Jun-24	Elect Director William A. Hawkins	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Biogen Inc.	20-Jun-24	Elect Director Susan K. Langer	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Elect Director Jesus B. Mantas	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Biogen Inc.	20-Jun-24	Elect Director Monish Patolawala	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Elect Director Eric K. Rowinsky	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Biogen Inc.	20-Jun-24	Elect Director Stephen A. Sherwin	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Elect Director Christopher A. Viehbach	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Biogen Inc.	20-Jun-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	20-Jun-24	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	20-Jun-24	Elect Director Elinor Mertz	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
DoorDash, Inc.	20-Jun-24	Elect Director Ashley Still	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	20-Jun-24	Elect Director Tony Xu	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. There are concerns regarding how the Board is overseeing ESG matters.
DoorDash, Inc.	20-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
eBay Inc.	20-Jun-24	Elect Director Adriane M. Brown	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
eBay Inc.	20-Jun-24	Elect Director Aparna Chennapragada	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	20-Jun-24	Elect Director Logan D. Green	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
eBay Inc.	20-Jun-24	Elect Director E. Carol Hayles	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	20-Jun-24	Elect Director Jamie J. Iannone	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	20-Jun-24	Elect Director Shripriya Mahesh	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
eBay Inc.	20-Jun-24	Elect Director Paul S. Pressler	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
eBay Inc.	20-Jun-24	Elect Director Zane Rowe	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	20-Jun-24	Elect Director Mohak Shroff	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	20-Jun-24	Elect Director Perry M. Traquina	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	20-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
eBay Inc.	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Equity Residential	20-Jun-24	Elect Director Angela M. Aman	For	The vote is in line with the Amundi Voting policy.
Equity Residential	20-Jun-24	Elect Director Linda Walker Bynoe	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Equity Residential	20-Jun-24	Elect Director Mary Kay Haben	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Equity Residential	20-Jun-24	Elect Director Ann C. Hoff	For	The vote is in line with the Amundi Voting policy.
Equity Residential	20-Jun-24	Elect Director Tahsinul Zia Huque	Withhold	Nomination Committee members are held accountable for the lack of independence.
Equity Residential	20-Jun-24	Elect Director Nina P. Jones	For	The vote is in line with the Amundi Voting policy.
Equity Residential	20-Jun-24	Elect Director John E. Neal	Withhold	The Board is not sufficiently independent as per our voting policy.
Equity Residential	20-Jun-24	Elect Director David J. Neithercut	Withhold	The Board is not sufficiently independent as per our voting policy.
Equity Residential	20-Jun-24	Elect Director Mark J. Parrell	For	The vote is in line with the Amundi Voting policy.
Equity Residential	20-Jun-24	Elect Director Mark S. Shapiro	Withhold	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 2 as an Executive) and is therefore considered overboarded.
Equity Residential	20-Jun-24	Elect Director Stephen E. Sterrett	For	The vote is in line with the Amundi Voting policy.
Equity Residential	20-Jun-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Equity Residential	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Sara Andrews	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director W. Tudor Brown	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Marvell Technology, Inc.	20-Jun-24	Elect Director Brad W. Buss	Against	The gender diversity of the Board is below our guidelines.

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Marvell Technology, Inc.	20-Jun-24	Elect Director Daniel Durn	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Rebecca W. House	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Marachel L. Knight	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Matthew J. Murphy	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Michael G. Strachan	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Robert E. Switz	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Marvell Technology, Inc.	20-Jun-24	Elect Director Ford Tamer	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Elect Director Richard P. Wallace	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. There are concerns regarding the alignment between pay and performance. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal). The structure of executive pay is considered inadequate (general, excessive amount).
Marvell Technology, Inc.	20-Jun-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Okta, Inc.	20-Jun-24	Elect Director Emilie Choi	For	The vote is in line with the Amundi Voting policy.
Okta, Inc.	20-Jun-24	Elect Director Todd McKinnon	For	The vote is in line with the Amundi Voting policy.
Okta, Inc.	20-Jun-24	Elect Director Michael Stankey	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Okta, Inc.	20-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Okta, Inc.	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
UiPath, Inc.	20-Jun-24	Elect Director Daniel Dines	For	The vote is in line with the Amundi Voting policy.
UiPath, Inc.	20-Jun-24	Elect Director Philippe Botteri	For	The vote is in line with the Amundi Voting policy.
UiPath, Inc.	20-Jun-24	Elect Director Robert Enslin *Withdrawn Resolution*		This is a non-votable item
UiPath, Inc.	20-Jun-24	Elect Director Michael Gordon	For	The vote is in line with the Amundi Voting policy.
UiPath, Inc.	20-Jun-24	Elect Director Daniel D. Springer	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
UiPath, Inc.	20-Jun-24	Elect Director Laela Sturdy	For	The vote is in line with the Amundi Voting policy.
UiPath, Inc.	20-Jun-24	Elect Director Karenann Terrell	For	The vote is in line with the Amundi Voting policy.
UiPath, Inc.	20-Jun-24	Elect Director Richard P. Wong	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
UiPath, Inc.	20-Jun-24	Elect Director June Yang	For	The vote is in line with the Amundi Voting policy.
UiPath, Inc.	20-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal). The structure of executive pay is considered inadequate (general, excessive amount). The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
UiPath, Inc.	20-Jun-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
MongoDB, Inc.	25-Jun-24	Elect Director Roelof Botha	Withhold	The nominee holds an excessive number of Board mandates (5 in total) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities
MongoDB, Inc.	25-Jun-24	Elect Director Dev Ittycheria	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities
MongoDB, Inc.	25-Jun-24	Elect Director Ann Lewnes	For	The vote is in line with the Amundi Voting policy.
MongoDB, Inc.	25-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
MongoDB, Inc.	25-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	26-Jun-24	Elect Director Robert K. Burgess	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	26-Jun-24	Elect Director Tench Coxe	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	26-Jun-24	Elect Director John O. Dabiri	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	26-Jun-24	Elect Director Persis S. Drell	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	26-Jun-24	Elect Director Jen-Hsun Huang	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	26-Jun-24	Elect Director Dawn Hudson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	26-Jun-24	Elect Director Harvey C. Jones	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
NVIDIA Corporation	26-Jun-24	Elect Director Melissa B. Lora	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	26-Jun-24	Elect Director Stephen C. Neal	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	26-Jun-24	Elect Director A. Brooke Seawell	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
NVIDIA Corporation	26-Jun-24	Elect Director Aarti Shah	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	26-Jun-24	Elect Director Mark A. Stevens	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
NVIDIA Corporation	26-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
NVIDIA Corporation	26-Jun-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	26-Jun-24	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
United Therapeutics Corporation	26-Jun-24	Elect Director Christopher Causey	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
United Therapeutics Corporation	26-Jun-24	Elect Director Raymond Dwek	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Therapeutics Corporation	26-Jun-24	Elect Director Richard Giltner	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
United Therapeutics Corporation	26-Jun-24	Elect Director Ray Kurzweil	Against	The Board is not sufficiently independent as per our voting policy.
United Therapeutics Corporation	26-Jun-24	Elect Director Jan Malcolm	For	The vote is in line with the Amundi Voting policy.
United Therapeutics Corporation	26-Jun-24	Elect Director Linda Maxwell	For	The vote is in line with the Amundi Voting policy.
United Therapeutics Corporation	26-Jun-24	Elect Director Nilda Mesa	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Therapeutics Corporation	26-Jun-24	Elect Director Judy Olian	For	The vote is in line with the Amundi Voting policy.
United Therapeutics Corporation	26-Jun-24	Elect Director Christopher Patusky	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Therapeutics Corporation	26-Jun-24	Elect Director Martine Rothblatt	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
United Therapeutics Corporation	26-Jun-24	Elect Director Louis Sullivan	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Therapeutics Corporation	26-Jun-24	Elect Director Tommy Thompson	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
United Therapeutics Corporation	26-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
United Therapeutics Corporation	26-Jun-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
United Therapeutics Corporation	26-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Marc Benioff	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Laura Alber	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Craig Conway	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Arnold Donald	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Parker Harris	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Neelie Kroes	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Sachin Mehra	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director G. Mason Morfit	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Oscar Munoz	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director John V. Roos	Against	The gender diversity of the Board is below our guidelines.
Salesforce, Inc.	27-Jun-24	Elect Director Robin Washington	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Maynard Webb	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Elect Director Susan Wojcicki	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	27-Jun-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general, excessive amount) The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Salesforce, Inc.	27-Jun-24	Require Independent Board Chair	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Salesforce, Inc.	27-Jun-24	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Salesforce, Inc.	27-Jun-24	Report on Viewpoint Discrimination	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Snowflake Inc.	02-Jul-24	Elect Director Benoit Dageville	For	The vote is in line with the Amundi Voting policy.
Snowflake Inc.	02-Jul-24	Elect Director Mark S. Garrett	Withhold	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Snowflake Inc.	02-Jul-24	Elect Director Jayshree V. Ullal	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Snowflake Inc.	02-Jul-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Snowflake Inc.	02-Jul-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Snowflake Inc.	02-Jul-24	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Autodesk, Inc.	16-Jul-24	Elect Director Andrew Anagnost	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	16-Jul-24	Elect Director Karen Blasing	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Autodesk, Inc.	16-Jul-24	Elect Director Reid French	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	16-Jul-24	Elect Director Ayanna Howard	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	16-Jul-24	Elect Director Blake Irving	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Autodesk, Inc.	16-Jul-24	Elect Director Mary T. McDowell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Autodesk, Inc.	16-Jul-24	Elect Director Stephen Milligan	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	16-Jul-24	Elect Director Lorrie M. Norrington	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Autodesk, Inc.	16-Jul-24	Elect Director Betsy Rafael	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Autodesk, Inc.	16-Jul-24	Elect Director Rami Rahim	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	16-Jul-24	Elect Director Stacy J. Smith	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
Autodesk, Inc.	16-Jul-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Autodesk, Inc.	16-Jul-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Autodesk, Inc.	16-Jul-24	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	16-Jul-24	Provide Right to Call a Special Meeting	For	This proposal would improve the Company's corporate governance structure.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Linde Plc	30-Jul-24	Elect Director Stephen F. Angel	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Linde Plc	30-Jul-24	Elect Director Sanjiv Lamba	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Elect Director Ann-Kristin Achleitner	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Elect Director Thomas Enders	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Linde Plc	30-Jul-24	Elect Director Hugh Grant	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Elect Director Joe Kaeser	Against	The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Linde Plc	30-Jul-24	Elect Director Victoria E. Ossadnik	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Elect Director Paula Rosput Reynolds	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Elect Director Alberto Weisser	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Linde Plc	30-Jul-24	Elect Director Robert L. Wood	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Ratify PricewaterhouseCoopers as Auditors	Against	The auditor tenure is above 24 years.
Linde Plc	30-Jul-24	Authorise Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Linde Plc	30-Jul-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Linde Plc	30-Jul-24	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	01-Aug-24	Elect Director Kofi A. Bruce	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	01-Aug-24	Elect Director Rachel A. Gonzalez	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Electronic Arts Inc.	01-Aug-24	Elect Director Jeffrey T. Huber	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Electronic Arts Inc.	01-Aug-24	Elect Director Talbott Roche	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	01-Aug-24	Elect Director Richard A. Simonson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Electronic Arts Inc.	01-Aug-24	Elect Director Luis A. Ubinas	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Electronic Arts Inc.	01-Aug-24	Elect Director Heidi J. Ueberroth	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	01-Aug-24	Elect Director Andrew Wilson	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Electronic Arts Inc.	01-Aug-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Electronic Arts Inc.	01-Aug-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Electronic Arts Inc.	01-Aug-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
STERIS plc	01-Aug-24	Elect Director Esther M. Alegria	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
STERIS plc	01-Aug-24	Elect Director Richard C. Breeden	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines.
STERIS plc	01-Aug-24	Elect Director Daniel A. Carestio	For	The vote is in line with the Amundi Voting policy.
STERIS plc	01-Aug-24	Elect Director Cynthia L. Feldmann	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
STERIS plc	01-Aug-24	Elect Director Christopher S. Holland	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	01-Aug-24	Elect Director Jacqueline B. Kosecoff	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	01-Aug-24	Elect Director Paul E. Martin	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	01-Aug-24	Elect Director Nirav R. Shah	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	01-Aug-24	Elect Director Mohsen M. Sohi	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines.
STERIS plc	01-Aug-24	Elect Director Richard M. Steeves	For	The vote is in line with the Amundi Voting policy.
STERIS plc	01-Aug-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
STERIS plc	01-Aug-24	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Against	The auditor tenure is above 24 years.
STERIS plc	01-Aug-24	Authorise Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
STERIS plc	01-Aug-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
STERIS plc	01-Aug-24	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
STERIS plc	01-Aug-24	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Saputo Inc.	09-Aug-24	Elect Director Lino A. Saputo	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	09-Aug-24	Elect Director Victor L. Crawford	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	09-Aug-24	Elect Director Olu Fajemirokun-Beck	Against	There are concerns regarding how the Board is overseeing ESG matters.
Saputo Inc.	09-Aug-24	Elect Director Anthony M. Fata	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	09-Aug-24	Elect Director Annalisa King	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Saputo Inc.	09-Aug-24	Elect Director Karen Kinsley	Against	There are concerns regarding how the Board is overseeing ESG matters.
Saputo Inc.	09-Aug-24	Elect Director Diane Nyisztor	For	The vote is in line with the Amundi Voting policy.

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Saputo Inc.	09-Aug-24	Elect Director Franziska Ruf	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	09-Aug-24	Elect Director Stanley H. Ryan	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	09-Aug-24	Elect Director Annette Verschuren	Against	There are concerns regarding how the Board is overseeing ESG matters.
Saputo Inc.	09-Aug-24	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	09-Aug-24	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Saputo Inc.	09-Aug-24	SP 1: Advisory Vote on Environmental Policies	For	Amundi is in favour of and would encourage companies to submit Say on Climate votes, we believe it is important for investors to be able to express their view on a company's climate strategy.
Qorvo, Inc.	13-Aug-24	Elect Director Robert A. Bruggeworth	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	13-Aug-24	Elect Director Judy Bruner	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Qorvo, Inc.	13-Aug-24	Elect Director John R. Harding	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	13-Aug-24	Elect Director David H. Y. Ho	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	13-Aug-24	Elect Director Roderick D. Nelson	Against	The gender diversity of the Board is below our guidelines.
Qorvo, Inc.	13-Aug-24	Elect Director Walden C. Rhines	Against	The gender diversity of the Board is below our guidelines.
Qorvo, Inc.	13-Aug-24	Elect Director Susan L. Spradley	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	13-Aug-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	13-Aug-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	20-Aug-24	Elect Director Ellen L. Barker	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	20-Aug-24	Elect Director Matthew W. Chapman	Against	The gender diversity of the Board is below our guidelines.
Microchip Technology Incorporated	20-Aug-24	Elect Director Karlton D. Johnson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microchip Technology Incorporated	20-Aug-24	Elect Director Ganesh Moorthy	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	20-Aug-24	Elect Director Robert A. Rango	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	20-Aug-24	Elect Director Karen M. Rapp	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microchip Technology Incorporated	20-Aug-24	Elect Director Steve Sanghi	Against	The gender diversity of the Board is below our guidelines.
Microchip Technology Incorporated	20-Aug-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	20-Aug-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

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Microchip Technology Incorporated	20-Aug-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Microchip Technology Incorporated	20-Aug-24	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Increased disclosure would allow shareholders to more fully assess how the company managed the risks of end-user misuse of their products, in particular in case of violations of international law.
Dynatrace, Inc.	23-Aug-24	Elect Director Jill Ward	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dynatrace, Inc.	23-Aug-24	Elect Director Kirsten O. Wolberg	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dynatrace, Inc.	23-Aug-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dynatrace, Inc.	23-Aug-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Dynatrace, Inc.	23-Aug-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Michael F. Devine, III	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director David A. Burwick	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Stefano Caroti	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Nelson C. Chan	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Cynthia (Cindy) L. Davis	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Juan R. Figuereo	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Maha S. Ibrahim	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Victor Luis	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Dave Powers	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Lauri M. Shanahan	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Elect Director Bonita C. Stewart	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Deckers Outdoor Corporation	09-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Deckers Outdoor Corporation	09-Sep-24	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	09-Sep-24	Approve Stock Split	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	10-Sep-24	Elect Director Cathleen Benko	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	10-Sep-24	Elect Director John Rogers, Jr.	For	The vote is in line with the Amundi Voting policy.

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NIKE, Inc.	10-Sep-24	Elect Director Robert Swan	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	10-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	10-Sep-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
NIKE, Inc.	10-Sep-24	Report on Median Gender/Racial Pay Gaps	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
NIKE, Inc.	10-Sep-24	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
NIKE, Inc.	10-Sep-24	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
NIKE, Inc.	10-Sep-24	Report on Environmental Targets	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
NIKE, Inc.	10-Sep-24	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
NetApp, Inc.	11-Sep-24	Elect Director T. Michael Nevens	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director Deepak Ahuja	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director Anders Gustafsson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
NetApp, Inc.	11-Sep-24	Elect Director Gerald Held	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director Deborah L. Kerr	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director George Kurian	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director Carrie Palin	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director Scott F. Schenkel	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Elect Director June Yang	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	11-Sep-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
NetApp, Inc.	11-Sep-24	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration).
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Strauss Zelnick	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Michael Dornemann	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director J Moses	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Michael Sheresky	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director LaVerne Srinivasan	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Susan Tolson	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Paul Viera	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Roland Hernandez	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director William "Bing" Gordon	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-24	Elect Director Ellen Siminoff	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG in the variable compensation.
Take-Two Interactive Software, Inc.	18-Sep-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director Benno O. Dorer	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director C. Kim Goodwin	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	24-Sep-24	Elect Director Jeffrey L. Harmening	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director Maria G. Henry	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director Jo Ann Jenkins	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director Elizabeth C. Lempres	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	24-Sep-24	Elect Director John G. Morikis	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director Diane L. Neal	For	The vote is in line with the Amundi Voting policy.

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General Mills, Inc.	24-Sep-24	Elect Director Steve Odland	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	24-Sep-24	Elect Director Maria A. Sastre	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	24-Sep-24	Elect Director Eric D. Sprunk	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
General Mills, Inc.	24-Sep-24	Elect Director Jorge A. Uribe	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	24-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal). The weight of the ESG criteria in the variable compensation is insufficient.
General Mills, Inc.	24-Sep-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
General Mills, Inc.	24-Sep-24	Disclose Regenerative Agriculture Practices Within Supply Chain	For	We share General Mills' belief that « measuring outcomes is critical to ensure that implementing regenerative agriculture leads to desirable outcomes » (website). This is why, we think that following the reduction of pesticides achieved through adoption of its regenerative agriculture practices would be a good KPI to track and show concrete achievements
General Mills, Inc.	24-Sep-24	Report on Efforts to Reduce Plastic Use	For	We consider that current disclosure could be more robust and that shareholders would benefit from additional information on how the company is managing risks related to its use of plastic packaging.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Peter J. Bensen	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Charles A. Blixt	Against	The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Robert J. Coviello	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Rita Fisher	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Andre J. Hawaux	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director W.G. Jurgensen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Hala G. Moddelmog	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Robert A. Niblock	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Maria Renna Sharpe	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	26-Sep-24	Elect Director Thomas P. Werner	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	26-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Lamb Weston Holdings, Inc.	26-Sep-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	26-Sep-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director James C. Dalton	Withhold	The gender diversity of the Board is below our guidelines.

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Trimble Inc.	30-Sep-24	Elect Director Borje Ekholm	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Kaigham (Ken) Gabriel	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Meaghan Lloyd	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Ronald S. Nersesian	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Robert G. Painter	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Mark S. Peek	Withhold	The gender diversity of the Board is below our guidelines. The nominee holds an excessive number of Board mandates (3 in total, including 1 as an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Trimble Inc.	30-Sep-24	Elect Director Kara Sprague	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Thomas Sweet	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Elect Director Johan Wibergh	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	30-Sep-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Trimble Inc.	30-Sep-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	03-Oct-24	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	03-Oct-24	Elect Director Bruce A. Carbonari	Withhold	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
RPM International Inc.	03-Oct-24	Elect Director Jenniffer D. Deckard	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	03-Oct-24	Elect Director Salvatore D. Fazzolari	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	03-Oct-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The weight of the ESG criteria in the variable compensation is insufficient.
RPM International Inc.	03-Oct-24	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	03-Oct-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director B. Marc Allen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Procter & Gamble Company	08-Oct-24	Elect Director Brett Biggs	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Sheila Bonini	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Amy L. Chang	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Joseph Jimenez	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Procter & Gamble Company	08-Oct-24	Elect Director Christopher Kempczinski	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Procter & Gamble Company	08-Oct-24	Elect Director Debra L. Lee	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Procter & Gamble Company	08-Oct-24	Elect Director Terry J. Lundgren	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Procter & Gamble Company	08-Oct-24	Elect Director Christine M. McCarthy	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Procter & Gamble Company	08-Oct-24	Elect Director Ashley McEvoy	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Jon R. Moeller	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Robert J. Portman	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Rajesh Subramaniam	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Elect Director Patricia A. Woertz	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	08-Oct-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
The Procter & Gamble Company	08-Oct-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation.
The Procter & Gamble Company	08-Oct-24	Report on Median Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
Medtronic Plc	17-Oct-24	Elect Director Craig Arnold	Against	The gender diversity of the Board is below our guidelines.
Medtronic Plc	17-Oct-24	Elect Director Scott C. Donnelly	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Lidia L. Fonseca	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Andrea J. Goldsmith	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Randall J. Hogan, III	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Gregory P. Lewis	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Kevin E. Lofton	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Geoffrey S. Martha	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Elizabeth G. Nabel	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Elect Director Kendall J. Powell	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Against	The auditor tenure is above 24 years.
Medtronic Plc	17-Oct-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Medtronic Plc	17-Oct-24	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Medtronic Plc	17-Oct-24	Authorize Overseas Market Purchases of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
Parker-Hannifin Corporation	23-Oct-24	Elect Director Denise Russell Fleming	For	The vote is in line with the Amundi Voting policy.
Parker-Hannifin Corporation	23-Oct-24	Elect Director Lance M. Fritz	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

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Parker-Hannifin Corporation	23-Oct-24	Elect Director Linda A. Harty	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Parker-Hannifin Corporation	23-Oct-24	Elect Director Kevin A. Lobo	For	The vote is in line with the Amundi Voting policy.
Parker-Hannifin Corporation	23-Oct-24	Elect Director Jennifer A. Parmentier	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Parker-Hannifin Corporation	23-Oct-24	Elect Director E. Jean Savage	For	The vote is in line with the Amundi Voting policy.
Parker-Hannifin Corporation	23-Oct-24	Elect Director Joseph Scaminace	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Parker-Hannifin Corporation	23-Oct-24	Elect Director Laura K. Thompson	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Parker-Hannifin Corporation	23-Oct-24	Elect Director James R. Verrier	For	The vote is in line with the Amundi Voting policy.
Parker-Hannifin Corporation	23-Oct-24	Elect Director James L. Wainscott	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Parker-Hannifin Corporation	23-Oct-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Parker-Hannifin Corporation	23-Oct-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	24-Oct-24	Fix Number of Directors at Nine	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	24-Oct-24	Elect Director Robert V. Baumgartner	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	24-Oct-24	Elect Director Julie L. Bushman	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	24-Oct-24	Elect Director Judith Klimovsky	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	24-Oct-24	Elect Director John L. Higgins	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Bio-Techne Corporation	24-Oct-24	Elect Director Kim Kelderman	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	24-Oct-24	Elect Director Alpna Seth	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	24-Oct-24	Elect Director Rupert Vessey	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	24-Oct-24	Elect Director Joseph D. Keegan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	24-Oct-24	Elect Director Roeland Nusse	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	24-Oct-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. Compensation is considered excessive compared to peers. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).

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Bio-Techne Corporation	24-Oct-24	Ratify KPMG, LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	29-Oct-24	Elect Director Melanie W. Barstad	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Cintas Corporation	29-Oct-24	Elect Director Beverly K. Carmichael	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	29-Oct-24	Elect Director Karen L. Carnahan	Against	Nomination Committee members are held accountable for the lack of independence.
Cintas Corporation	29-Oct-24	Elect Director Robert E. Coletti	Against	The Board is not sufficiently independent as per our voting policy.
Cintas Corporation	29-Oct-24	Elect Director Scott D. Farmer	Against	The Board is not sufficiently independent as per our voting policy.
Cintas Corporation	29-Oct-24	Elect Director Martin Mucci	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	29-Oct-24	Elect Director Joseph Scaminace	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Cintas Corporation	29-Oct-24	Elect Director Todd M. Schneider	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	29-Oct-24	Elect Director Ronald W. Tysoe	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence.
Cintas Corporation	29-Oct-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Cintas Corporation	29-Oct-24	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration, vesting period).
Cintas Corporation	29-Oct-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Cintas Corporation	29-Oct-24	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Cintas Corporation	29-Oct-24	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Cintas Corporation	29-Oct-24	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Kellanova	01-Nov-24	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Kellanova	01-Nov-24	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate (excessive amount).
Kellanova	01-Nov-24	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Sohail U. Ahmed	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Timothy M. Archer	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Eric K. Brandt	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee is a non-

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				independent member of the Nomination Committee which is composed of less than 50% independent directors.
Lam Research Corporation	05-Nov-24	Elect Director Ita M. Brennan	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Michael R. Cannon	Against	The gender diversity of the Board is below our guidelines. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lam Research Corporation	05-Nov-24	Elect Director John M. Dineen	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Mark Fields	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Ho Kyu Kang	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	05-Nov-24	Elect Director Bethany J. Mayer	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Lam Research Corporation	05-Nov-24	Elect Director Jyoti K. Mehra	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lam Research Corporation	05-Nov-24	Elect Director Abhijit Y. Talwalkar	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lam Research Corporation	05-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Lam Research Corporation	05-Nov-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
KLA Corporation	06-Nov-24	Elect Director Robert Calderoni	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	06-Nov-24	Elect Director Jeneanne Hanley	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	06-Nov-24	Elect Director Emiko Higashi	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.

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KLA Corporation	06-Nov-24	Elect Director Kevin Kennedy	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
KLA Corporation	06-Nov-24	Elect Director Michael McMullen	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	06-Nov-24	Elect Director Gary Moore	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	06-Nov-24	Elect Director Victor Peng	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	06-Nov-24	Elect Director Robert Rango	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	06-Nov-24	Elect Director Richard P. Wallace	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	06-Nov-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
KLA Corporation	06-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Texas Pacific Land Corporation	08-Nov-24	Elect Director Barbara J. Duganier	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Texas Pacific Land Corporation	08-Nov-24	Elect Director Tyler Glover	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	08-Nov-24	Elect Director Karl F. Kurz	Against	There are issues with the Companies' practices or policies which do not enable support of the proposal. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Texas Pacific Land Corporation	08-Nov-24	Elect Director Robert Roosa	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corporation	08-Nov-24	Elect Director Murray Stahl	Against	The gender diversity of the Board is below our guidelines. There are issues with the Companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of Board mandates (4 in total, including 3 as an Executive) and is therefore considered overboarded.
Texas Pacific Land Corporation	08-Nov-24	Elect Director Marguerite Woung-Chapman	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corporation	08-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Texas Pacific Land Corporation	08-Nov-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corporation	08-Nov-24	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corporation	08-Nov-24	Amend Clawback Policy	For	The proposal is in the shareholders' interest.
Texas Pacific Land Corporation	08-Nov-24	Provide Right to Act by Written Consent	For	The proposal is in the shareholders' interest.
Texas Pacific Land Corporation	08-Nov-24	Require a Majority Vote for the Election of Directors	Against	The proposal is not in the shareholders' interest.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Estee Lauder Companies Inc.	08-Nov-24	Elect Director Paul J. Fribourg	Withhold	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67 % independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Estee Lauder Companies Inc.	08-Nov-24	Elect Director Jennifer Hyman	Withhold	Nomination Committee members are held accountable for the lack of independence.
The Estee Lauder Companies Inc.	08-Nov-24	Elect Director Arturo Nunez	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Estee Lauder Companies Inc.	08-Nov-24	Elect Director Barry S. Sternlicht	Withhold	The board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors. The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors. The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive and 1 as a Chair) and is therefore considered overboarded.
The Estee Lauder Companies Inc.	08-Nov-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	08-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of executive pay is considered inadequate (excessive amount, general). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on nature of performance criteria). The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
The Estee Lauder Companies Inc.	08-Nov-24	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, vesting period, plan administration).
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Pamela L. Carter	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair, and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Richard J. Daly	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Robert N. Duelks	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Melvin L. Flowers	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Timothy C. Gokey	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Brett A. Keller	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Maura A. Markus	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Eileen K. Murray	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Annette L. Nazareth	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Elect Director Amit K. Zavery	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	14-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Broadridge Financial Solutions, Inc.	14-Nov-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Trade Desk, Inc.	14-Nov-24	Change State of Incorporation from Delaware to Nevada	Against	The proposal is not in the shareholders' interest.
The Trade Desk, Inc.	14-Nov-24	Adjourn Meeting	Against	The proposal is not in the shareholders' interest.
ResMed Inc.	20-Nov-24	Elect Director Carol Burt	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
ResMed Inc.	20-Nov-24	Elect Director Christopher DelOrefice	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	20-Nov-24	Elect Director Jan De Witte	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	20-Nov-24	Elect Director Karen Drexler	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	20-Nov-24	Elect Director Michael "Mick" Farrell	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
ResMed Inc.	20-Nov-24	Elect Director Peter Farrell	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	20-Nov-24	Elect Director Harjit Gill	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	20-Nov-24	Elect Director John Hernandez	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	20-Nov-24	Elect Director Richard "Rich" Sulpizio	Against	The gender diversity of the Board is below our guidelines. Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	20-Nov-24	Elect Director Desney Tan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	20-Nov-24	Elect Director Ronald "Ron" Taylor	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
ResMed Inc.	20-Nov-24	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
ResMed Inc.	20-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Clorox Company	20-Nov-24	Elect Director Stephen B. Bratspies	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Pierre R. Breber	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Julia Denman	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Spencer C. Fleischer	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Clorox Company	20-Nov-24	Elect Director Esther Lee	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director A.D. David Mackay	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Stephanie Plaines	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Linda Rendle	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Matthew J. Shattock	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Russell J. Weiner	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	20-Nov-24	Elect Director Christopher J. Williams	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
The Clorox Company	20-Nov-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
The Clorox Company	20-Nov-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aptiv Plc	02-Dec-24	Approve Scheme of Arrangement	For	The vote is in line with the Amundi Voting policy.
Aptiv Plc	02-Dec-24	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Aptiv Plc	02-Dec-24	Approve Scheme of Arrangement	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Rekha Agrawal	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Kelly Baker	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Rick Beckwitt	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Bill Brundage	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Geoff Drabble	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Catherine Halligan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Brian May	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director James S. Metcalf	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Kevin Murphy	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Alan Murray	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Elect Director Suzanne Wood	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Ferguson Enterprises Inc.	05-Dec-24	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	05-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on nature and/or weight of performance criteria).

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Ferguson Enterprises Inc.	05-Dec-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Copart, Inc.	06-Dec-24	Elect Director Willis J. Johnson	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	06-Dec-24	Elect Director A. Jayson Adair	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	06-Dec-24	Elect Director Matt Blunt	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	06-Dec-24	Elect Director Steven D. Cohan	Against	The Board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	06-Dec-24	Elect Director Daniel J. Englander	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	06-Dec-24	Elect Director James E. Meeks	Against	The Board is not sufficiently independent as per our voting policy.
Copart, Inc.	06-Dec-24	Elect Director Thomas N. Tryforos	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee members are held accountable for the lack of independence. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. The gender diversity of the Board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	06-Dec-24	Elect Director Diane M. Morefield	Against	Nomination Committee members are held accountable for the lack of independence.
Copart, Inc.	06-Dec-24	Elect Director Stephen Fisher	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	06-Dec-24	Elect Director Cherylyn Harley LeBon	Against	Nomination Committee members are held accountable for the lack of independence. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	06-Dec-24	Elect Director Carl D. Sparks	Against	Nomination Committee members are held accountable for the lack of independence. The gender diversity of the Board is below our guidelines.
Copart, Inc.	06-Dec-24	Elect Director Jeffrey Liaw	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	06-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Copart, Inc.	06-Dec-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Elect Director Wesley G. Bush	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Elect Director Michael D. Capellas	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Cisco Systems, Inc.	09-Dec-24	Elect Director Mark Garrett	Against	Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Cisco Systems, Inc.	09-Dec-24	Elect Director John D. Harris, II	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Elect Director Kristina M. Johnson	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Elect Director Sarah Rae Murphy	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Elect Director Charles H. Robbins	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Cisco Systems, Inc.	09-Dec-24	Elect Director Daniel H. Schulman	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Elect Director Marianna Tessel	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	09-Dec-24	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Microsoft Corporation	10-Dec-24	Elect Director Reid G. Hoffman	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Hugh F. Johnston	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as an executive and 2 as a Chair of Audit Committee) and is therefore considered overboarded.
Microsoft Corporation	10-Dec-24	Elect Director Teri L. List	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Catherine MacGregor	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Mark A. L. Mason	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Satya Nadella	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Sandra E. Peterson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	10-Dec-24	Elect Director Penny S. Pritzker	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Carlos A. Rodriguez	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	10-Dec-24	Elect Director Charles W. Scharf	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	10-Dec-24	Elect Director John W. Stanton	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	10-Dec-24	Elect Director Emma N. Walmsley	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	10-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Microsoft Corporation	10-Dec-24	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Microsoft Corporation	10-Dec-24	Report on Risks of Weapons Development	For	Additional disclosure is warranted concerning how the Company is mitigating the risks of violations of human and civil rights, as well as the financial and operational risks associated with its support of government agencies' impact on these rights.
Microsoft Corporation	10-Dec-24	Assess and Report on Investing in Bitcoin	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Microsoft Corporation	10-Dec-24	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	We believe that increased disclosure would allow shareholders to more fully assess the company's efforts to respect human rights and the potential financial risks related to this topic.
Microsoft Corporation	10-Dec-24	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For	We consider that the risks invoked in the proposal merit to be assessed and that the report would be beneficial to shareholders.
Microsoft Corporation	10-Dec-24	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Given the Company's scope of the operations, additional monitoring of the use of artificial intelligence would be beneficial to shareholders to ensure how the risks are managed. We therefore consider that the proposal is in shareholders' interests.
Microsoft Corporation	10-Dec-24	Report on AI Data Sourcing Accountability	For	Although Microsoft has clearly articulated its commitments to AI ethics and has some of the more advanced AI risk oversight policies in the field, AI data sourcing and training entails a number of material risks around privacy, intellectual property and output quality. This is evidenced, for instance, by a recent copyright infringement lawsuit against Microsoft's partner, OpenAI, launched by Canadian media outlets. As these risks are rapidly evolving, we would like to see Microsoft demonstrate a robust approach to their management and support this proposal.
Palo Alto Networks, Inc.	10-Dec-24	Elect Director John Key	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Palo Alto Networks, Inc.	10-Dec-24	Elect Director Mary Pat McCarthy	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	10-Dec-24	Elect Director Nir Zuk	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	10-Dec-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	10-Dec-24	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Palo Alto Networks, Inc.	10-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate (general, plan administration, excessive amount).
Palo Alto Networks, Inc.	10-Dec-24	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	10-Dec-24	Report on Climate Risk in Retirement Plan Options	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Atlassian Corporation	11-Dec-24	Elect Director Scott Belsky	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Elect Director Shona L. Brown	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Atlassian Corporation	11-Dec-24	Elect Director Michael Cannon-Brookes	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Elect Director Scott Farquhar	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Elect Director Heather M. Fernandez	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Elect Director Sasan Goodarzi	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Atlassian Corporation	11-Dec-24	Elect Director Jay Parikh	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Atlassian Corporation	11-Dec-24	Elect Director Enrique Salem	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Atlassian Corporation	11-Dec-24	Elect Director Steven Sordello	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Elect Director Richard P. Wong	Against	The gender diversity of the board is below our guidelines.
Atlassian Corporation	11-Dec-24	Elect Director Michelle Zatlyn	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	11-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Aspen Technology, Inc.	17-Dec-24	Elect Director Patrick M. Antkowiak	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	17-Dec-24	Elect Director Thomas F. Bogan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aspen Technology, Inc.	17-Dec-24	Elect Director Karen M. Golz	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
Aspen Technology, Inc.	17-Dec-24	Elect Director David J. Henshall	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	17-Dec-24	Elect Director Ram R. Krishnan	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aspen Technology, Inc.	17-Dec-24	Elect Director Antonio J. Pietri	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	17-Dec-24	Elect Director Arlen R. Shenkman	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	17-Dec-24	Elect Director Robert M. Whelan, Jr.	Against	The gender diversity of the board is below our guidelines. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aspen Technology, Inc.	17-Dec-24	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	17-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
AutoZone, Inc.	18-Dec-24	Elect Director Philip B. Daniele, III	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	18-Dec-24	Elect Director Michael A. George	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	18-Dec-24	Elect Director Linda A. Goodspeed	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	18-Dec-24	Elect Director Earl G. Graves, Jr.	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	18-Dec-24	Elect Director Brian P. Hannasch	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	18-Dec-24	Elect Director Gale V. King	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	18-Dec-24	Elect Director George R. Mrkonic, Jr.	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	18-Dec-24	Elect Director William C. Rhodes, III	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	18-Dec-24	Elect Director Jill A. Soltau	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	18-Dec-24	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
AutoZone, Inc.	18-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
AutoZone, Inc.	18-Dec-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25%	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	18-Dec-24	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	The proposal is in the shareholders' interest.
FactSet Research Systems Inc.	19-Dec-24	Elect Director Siew Kai Choy	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	19-Dec-24	Elect Director Laurie G. Hylton	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	19-Dec-24	Elect Director Lee Shavel	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	19-Dec-24	Elect Director Elisha Wiesel	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	19-Dec-24	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	19-Dec-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
FactSet Research Systems Inc.	19-Dec-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in the shareholders' interest.

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)
FINANCIAL STATEMENTS
For the year ended 31 December 2024
together with the
Independent auditor's report to the Unitholders



KPMG Professional Services Company

Roshn Front, Airport Road
P.O. Box 92876
Riyadh 11663
Kingdom of Saudi Arabia
Commercial Registration No 1010425494

Headquarters in Riyadh

شركة كي بي إم جي للاستشارات المهنية مساهمة مهنية

واجهة روشن، طريق المطار
صندوق بريد ٩٢٨٧٦
الرياض ١١٦٦٣
المملكة العربية السعودية
سجل تجاري رقم ١٠١٠٤٢٥٤٩٤

المركز الرئيسي في الرياض

Independent Auditor's Report

To the Unitholders of the SNB Capital North America Index Fund

Opinion

We have audited the financial statements of the **SNB Capital North America Index Fund** (the "Fund") managed by the SNB Capital Company (the "Fund Manager"), which comprise the statement of financial position as at 31 December 2024, the statements of profit or loss and other comprehensive income, changes in net assets attributable to the Unitholders and cash flows for the year then ended, and notes to the financial statements, comprising material accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Fund as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board ("IFRS Accounting Standards") that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants ("SOCPA").

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Fund in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards), that is endorsed in the Kingdom of Saudi Arabia, that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with the Code's requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Fund Manager and Those Charged with Governance for the Financial Statements

The Fund Manager is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS Accounting Standards that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the SOCPA, and to comply with the applicable provisions of the Investment Funds Regulations issued by the Capital Market Authority ("CMA"), the Fund's terms and conditions, and for such internal control as the Fund Manager determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Fund Manager is responsible for assessing the Fund's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Fund Manager either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, the Fund Board, are responsible for overseeing the Fund's financial reporting process.



Independent Auditor's Report

To the Unitholders of the SNB Capital North America Index Fund (continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. 'Reasonable assurance' is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund Manager's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Fund Manager.
- Conclude on the appropriateness of the Fund Manager's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, then we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit of the **SNB Capital North America Index Fund** (the "Fund").

KPMG Professional Services Company

Ebrahim Oboud Baeshen
License No. 382



Riyadh: 19 Ramadan 1446 H.
Corresponding to 19 March 2025.

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	<i>31 December</i> <u>2024</u>	<i>31 December</i> <u>2023</u>
ASSETS			
Cash and cash equivalents	9	513	2,497
Investments measured at fair value through profit or loss (FVTPL investments)	10	626,257	456,876
Other receivables		322	519
Total assets		627,092	459,892
LIABILITIES			
Other payables		9,218	1,358
Net assets attributable to the Unitholders		617,874	458,534
Units in issue in thousands (number)		62,325	54,453
Net assets value per unit (USD)		9.9137	8.4207

The accompanying notes 1 to 18 form integral part of these financial statements.

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 31 December 2024

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	<i>For the year ended 31 December</i>	
		<u>2024</u>	<u>2023</u>
Unrealised gain on FVTPL investment – net		45,605	67,452
Realised gain on FVTPL investments – net		36,848	20,782
Dividend income		5,432	4,439
Total income		87,885	92,673
Management fees	<i>11</i>	(1,672)	(1,188)
Administrative expenses		(346)	(201)
Value added tax expense	<i>11</i>	(231)	(178)
Custody fees		(41)	(15)
Auditors' remuneration	<i>12</i>	(14)	(14)
Shariah audit fees		(4)	(8)
Capital market authority fees		(2)	(2)
Tadawul fees		(2)	--
Fund board remuneration		(1)	(6)
Total operating expenses		(2,313)	(1,612)
Profit for the year		85,572	91,061
Other comprehensive income for the year		--	--
Total comprehensive income for the year		85,572	91,061

The accompanying notes 1 to 18 form integral part of these financial statements

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF CHANGES IN NET ASSETS ATTRIBUTABLE TO THE UNITHOLDERS

For the year ended 31 December 2024

Expressed in US Dollars '000 (unless otherwise stated)

	<i>For the year ended 31 December</i>	
	<u>2024</u>	<u>2023</u>
Net assets attributable to the Unitholders at the beginning of the year	458,534	337,672
Total comprehensive income for the year	85,572	91,061
Net increase in net assets from unit transactions during the year		
Proceeds from units issued	200,565	140,280
Value of units redeemed	(126,797)	(110,479)
	73,768	29,801
Net assets attributable to the Unitholders at the end of the year	617,874	458,534

UNIT TRANSACTIONS

Transactions in units during the year are summarized as follows:

	<i>For the year ended 31 December</i>	
	<u>2024</u>	<u>2023</u>
	<i>-----Units in '000s-----</i>	
Units at the beginning of the year	54,453	50,534
Units issued	21,332	18,482
Units redeemed	(13,460)	(14,563)
Net increase in units during the year	7,872	3,919
Units at the end of the year	62,325	54,453

The accompanying notes 1 to 18 form integral part of these financial statements.

SNB CAPITAL NORTH AMERICA INDEX FUND
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STATEMENT OF CASH FLOWS

For the year ended 31 December 2024

Expressed in US Dollars '000 (unless otherwise stated)

		<i>For the year ended 31 December</i>	
	<i>Note</i>	<i>2024</i>	<i>2023</i>
Cash flows from operating activities			
Profit for the year		85,572	91,061
<i>Adjustments for:</i>			
Unrealised gain on FVTPL investments – net		(45,605)	(67,452)
Realised gain on FVTPL investments – net		(36,848)	(20,782)
		3,119	2,827
<i>Net changes in operating assets and liabilities:</i>			
FVTPL investments		(86,928)	(31,638)
Other receivables		197	(335)
Other payables		7,860	(2,794)
Net cash used in operating activities		(75,752)	(31,940)
Cash flows from financing activities			
Proceeds from units issued		200,565	140,280
Value of units redeemed		(126,797)	(110,479)
Net cash generated from financing activities		73,768	29,801
Net decrease in cash and cash equivalents		(1,984)	(2,139)
Cash and cash equivalents at the beginning of the year	9	2,497	4,636
Cash and cash equivalents at the end of the year	9	513	2,497

The accompanying notes 1 to 18 form integral part of these financial statements.

SNB CAPITAL NORTH AMERICA INDEX FUND
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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

Expressed in US Dollars '000 (unless otherwise stated)

1. THE FUND AND ITS ACTIVITIES

SNB Capital North America Index Fund (the “Fund”) is an open-ended investment fund compliant with Shariah guidelines, established under article 31 of the Investment Funds Regulations (the “Regulations”) issued by the Capital Market Authority (“CMA”), managed by the SNB Capital Company (the “Fund Manager”), a subsidiary of the Saudi National Bank (the “Bank”), for the benefit of the Fund’s Unitholders.

The Fund’s investments are held by Northern Trust Corporation, a custodian appointed by the Fund Manager.

The Fund Manager has appointed an international investment house, Amundi - France, as sub-manager to the Fund. Their duties include opening separate independent investment accounts and managing the Fund’s assets in line with the investment strategies and Shariah guidelines. The Fund does not make any distributions to the Unitholders. Instead, capital gains and dividends are reinvested.

The objective of the Fund is to achieve long-term capital growth by seeking to replicate as closely as possible, the performance of the MSCI North America Islamic M-Series. The Fund primarily invests in the stocks of large-medium cap segment listed on US and Canadian markets.

The terms and conditions of the Fund were approved by the Saudi Central Bank (“SAMA”) and subsequently endorsed by the CMA through its letter dated 18 Dhul Hijja 1429 H (corresponding to 16 December 2008).

2. REGULATING AUTHORITY

The Fund is governed by the Regulations issued by the CMA’s Board Resolution no. (1-219-2006) dated 3 Dhul Hijja 1427 H (corresponding to 24 December 2006) thereafter amended pursuant to the CMA’s Board Resolution no. (2-22-2021) dated 12 Rajab 1442 H (corresponding to 24 February 2021), detailing requirements for all funds within the Kingdom of Saudi Arabia.

3. BASIS OF ACCOUNTING

These financial statements of the Fund have been prepared in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board (“IFRS Accounting Standards”) that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants (“SOCPA”) and comply with the applicable provisions of the Investment Funds Regulations issued by the CMA and the Fund’s terms and conditions.

4. BASIS OF MEASUREMENT AND PRESENTATION

The financial statements have been prepared on a historical cost convention using the accrual basis of accounting and going concern concept except for investments measured at fair value through profit or loss (“FVTPL”) which are recorded at fair value.

The Fund does not have a clearly identifiable operating cycle and therefore does not present current and non-current assets and liabilities separately in the statement of financial position. Instead, assets and liabilities are presented in order of their liquidity.

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NOTES TO THE FINANCIAL STATEMENTS

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5. FUNCTIONAL AND PRESENTATION CURRENCY

Items included in the financial statements are measured using the currency of the primary economic environment in which the Fund operates (the “functional currency”). If indicators of the primary economic environment are mixed, then the Fund Manager uses judgement to determine the functional currency that most faithfully represents the economic effect of the underlying transactions, events, and conditions. The Fund’s investments transactions are denominated in United States Dollar (“USD”) and Canadian Dollar. Investor subscriptions and redemptions are determined based on the net asset value and received and paid in USD and expenses of the Fund are also paid in USD. Accordingly, the Fund Manager has determined that the functional currency of the Fund is USD.

These financial statements are presented in USD which is the Fund’s functional and presentation currency and have been rounded off to the nearest thousand unless otherwise stated.

6. CHANGES IN THE FUND’S TERMS AND CONDITIONS

During the year, there have been no significant changes to the terms and conditions of the Fund.

7. CRITICAL ACCOUNTING JUDGMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires the Fund Manager to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimates are revised and in any future years affected.

8. MATERIAL ACCOUNTING POLICIES

The Fund has consistently applied the following accounting policies to all periods presented unless otherwise stated and the material accounting policies applied in the preparation of these financial statements are set out below.

8.1 *Financial assets and liabilities*

Classification of financial assets

On initial recognition, a financial asset is measured at its fair value and classified at amortised cost, fair value through other comprehensive income (“FVOCI”) or fair value through profit or loss (“FVTPL”).

Financial asset measured at amortized cost

A financial asset is measured at amortized cost if it meets both of the following conditions and is not designated as measured at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and commission / interest on the principal amount outstanding.

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NOTES TO THE FINANCIAL STATEMENTS

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8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.1 *Financial assets and liabilities (continued)*

Classification of financial assets (continued)

Financial assets measured at FVOCI

A financial asset is measured at FVOCI only if it meets both of the following conditions and is not designated as measured at FVTPL.

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principle and commission / interest on the principle amount outstanding.

On initial recognition of an equity investment that is not held for trading, the Fund Manager may irrevocably elect to present subsequent changes in fair value in OCI. This election is made on an investment-by-investment basis.

Financial assets measured at FVTPL

All financial assets not classified as measured at amortized cost or FVOCI are measured at FVTPL.

Business model assessment

The Fund Manager assesses the objective of a business model in which an asset is held at a portfolio level because this best reflects the way the business is managed and information is provided to Fund Manager. The information considered includes:

- the stated policies and objectives for the portfolio and the operation of those policies in practice;
- how the performance of the portfolio is evaluated and reported to the Fund Manager;
- the risks that affect the performance of the business model (and the financial assets held within that business model) and how those risks are managed;
- how managers of the business are compensated- for example, whether compensation is based on the fair value of the assets managed or the contractual cash flows collected; and
- the frequency, volume and timing of sales in prior periods, the reasons for such sales and its expectations about future sales activity. However, information about sales activity is not considered in isolation, but as part of an overall assessment of how the Fund's stated objective for managing the financial assets is achieved and how cash flows are realised.

The business model assessment is based on reasonably expected scenarios without taking 'worst case' or 'stress case' scenarios into account. If cash flows after initial recognition are realized in a way that is different from the Fund's original expectations, the Fund does not change the classification of the remaining financial assets held in that business model, but incorporates such information when assessing newly purchased financial assets going forward.

Financial assets that are held for trading and whose performance is evaluated on a fair value basis are measured at FVTPL because they are neither held to collect contractual cash flows nor held both to collect contractual cash flows and to sell financial assets.

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8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.1 *Financial assets and liabilities (continued)*

Assessment whether contractual cash flows are solely payments of principal and commission

For the purposes of this assessment, 'principal' is defined as the fair value of the financial asset on initial recognition. Interest or 'commission' is defined as consideration for the time value of money and for the credit risk associated with the principal amount outstanding during a particular period of time and for other basic lending risks and costs (for example: liquidity risk and administrative costs), as well as profit margin.

In assessing whether the contractual cash flows are solely payments of principal and commission, the Fund considers the contractual terms of the instrument. This includes assessing whether the financial asset contains a contractual term that could change the timing or amount of contractual cash flows such that it would not meet this condition. In making the assessment, the Fund considers:

- contingent events that would change the amount and timing of cash flows;
- leverage features;
- prepayment and extension terms;
- terms that limit the Fund's claim to cash flows from specified assets (for example, non-recourse asset arrangements); and
- features that modify consideration of the time value of money – for example, periodical reset of interest / commission rates.

Classification of financial liabilities

The Fund classifies its financial liabilities at amortised cost unless it has designated liabilities measured at FVTPL.

Recognition and initial measurement

Financial assets and liabilities measured at FVTPL are initially recognized on the trade date, which is the date on which the Fund becomes a party to the contractual provisions of the instrument. The Fund shall recognise a financial asset or a financial liability in its statement of financial position when, and only when, the entity becomes party to the contractual provisions of the instrument. Other financial assets and financial liabilities are recognized on the date on which they are originated.

A financial asset or financial liability is measured initially at fair value plus or minus, for an item not measured at FVTPL, transaction costs that are directly attributable to its acquisition.

Subsequent measurement

Financial assets measured at FVTPL are subsequently measured at fair value. Other gain or losses including any foreign exchange gains and losses, are recognized in profit or loss in 'realized and unrealized gains on FVTPL investments – net' in the statement of profit or loss and other comprehensive income.

Derecognition

The Fund derecognizes a financial asset when the contractual rights to the cash flow from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Fund neither transfers nor retains substantially all of the risks and rewards of ownership and does not retain control of the financial asset.

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For the year ended 31 December 2024

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8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

Derecognition (continued)

On derecognition of the financial asset, the difference between the carrying amount of the asset and the consideration received is recognized in the statement of profit or loss and other comprehensive income.

The Fund enters into transactions whereby it transfers assets recognized on its statement of financial position but retains either all or substantially all of the risks and rewards of the transferred assets or a portion of them. If all or substantially all of the risk and rewards are retained, then the transferred assets are not derecognized. The Fund derecognizes a financial liability when its contractual obligations are discharged or cancelled, or expire.

8.2 *Net assets value per unit*

The net assets value per unit is calculated by dividing the net assets attributable to the Unitholders included in the statement of financial position by the number of units outstanding at the year end.

8.3 *Units in issue*

The Fund classifies financial instruments issued as financial liabilities or equity instruments in accordance with the substance of the contractual terms of the instruments.

The Fund has redeemable units in issue. On liquidation of the Fund, they entitle the holders to the residual net assets. They rank pari passu in all respects and have identical terms and conditions. The redeemable units provide investors with the right to require redemption for cash at a value proportionate to the investor's share in the Fund's net assets at each redemption date as well as in the event of the Fund's liquidation.

Redeemable units are classified as equity as these meets all of the following conditions:

- they entitle the holder to a pro rata share of the Fund's net assets in the event of the Fund's liquidation;
- they are in the class of instruments that is subordinate to all other classes of instruments;
- all financial instruments in the class of instruments that are subordinate to all other classes of instruments have identical features;
- the instruments do not include any other features that would require classification as a liability; and
- the total expected cash flows attributable to the instruments over their life are based substantially on the profit or loss, the change in recognized net assets or the change in the fair value of the recognized and unrecognized net assets of the Fund over the life of the instruments.

Incremental costs directly attributable to the issue or redemption of redeemable units are recognized directly in net assets as a deduction from the proceeds or part of the acquisition cost.

8.4 *Dividend income*

Dividend income is recognized in the statement of profit or loss and other comprehensive income on the date on which the right to receive payment is established. For quoted equity securities, this is usually the ex-dividend date. For unquoted equity securities, this is usually the date on which the shareholders approve the payment of dividend. Dividend income from equity securities measured at FVTPL is recognized in statement of profit or loss and other comprehensive income in a separate line item.

8.5 *Management fees expense*

Management fees expense is recognized in the statement of profit or loss and other comprehensive income as the related services are performed.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

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8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.6 *Standards, interpretations and amendments thereof, adopted by the Fund*

Below amendments to accounting standards and interpretations became applicable for annual reporting periods commencing on or after 1 January 2024. The Fund Manager has assessed that the amendments have no significant impact on the Fund's financial statements.

Standards, interpretations and amendments

Amendments to IAS 1 - *Classification of liabilities as current or non-current and non-current liabilities with covenants*

Amendments to IAS 7 and IFRS 7 - *Supplier finance arrangements*

Amendments to IFRS 16 - *Lease liability in a sale and leaseback transaction*

8.7 *Standards, interpretations and amendments issued but not yet effective*

Standards, interpretations and amendments issued but not yet effective are listed below. The Fund intends to adopt these standards when they become effective.

<i>Standards, interpretations and amendments</i>	<i>Description</i>	<i>Effective from periods beginning on or after the following date</i>
Amendments to IAS 21	Lack of exchangeability	1 January 2025
Amendments to IFRS 9 and IFRS 7	Classification and Measurement of Financial Instruments	1 January 2026
IFRS 18	Presentation and Disclosure in Financial Statements	1 January 2027
IFRS 19	Disclosure Initiative – Subsidiaries without Public Accountability: Disclosures	1 January 2027
Amendments to IFRS 10 and IAS 28	Sale or contribution of assets between an investor and its associates or joint venture	Available for optional adoption / effective date deferred indefinitely

The above standards, interpretations and amendments are not expected to have a significant impact on the Fund's financial statements.

9. CASH AND CASH EQUIVALENTS

This comprises of balances held with custodian in a brokerage account having Moody's credit rating of A2 which is in line with globally understood definition of investment grade.

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NOTES TO THE FINANCIAL STATEMENTS

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10. FVTPL INVESTMENTS

The composition of equity investments measured at FVTPL by currency is summarized below:

		31 December 2024		
<u>Currency</u>	<u>Country</u>	<u>% of total investments (fair value)</u>	<u>Cost</u>	<u>Fair value</u>
United States Dollar	United States of America	96.82	475,781	606,372
Canadian Dollar	Canada	3.18	17,835	19,885
		<u>100</u>	<u>493,616</u>	<u>626,257</u>

		31 December 2023		
<u>Currency</u>	<u>Country</u>	<u>% of total investments (fair value)</u>	<u>Cost</u>	<u>Fair value</u>
United States Dollar	United States of America	97.03	358,558	443,304
Canadian Dollar	Canada	2.97	11,282	13,572
		<u>100</u>	<u>369,840</u>	<u>456,876</u>

The composition of equity investments measured at FVTPL by industry sector is summarized below:

31 December 2024			
<u>Industry Sector</u>	<u>% of total investments (fair value)</u>	<u>Cost</u>	<u>Fair value</u>
Technology	34.18	143,316	214,011
Industrials	16.83	89,675	105,415
Healthcare Equipment and Services	16.61	93,512	104,012
Consumer Durables and Apparel	13.91	67,852	87,140
Consumer Services	7.65	36,716	47,892
Energy	6.06	35,889	37,956
Materials	3.15	18,686	19,723
Financial Services	1.28	6,887	8,017
Utilities	0.33	1,083	2,091
	<u>100</u>	<u>493,616</u>	<u>626,257</u>

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10. FVTPL INVESTMENTS (CONTINUED)

<i>Industry Sector</i>	<i>31 December 2023</i>		
	<i>% of total investments (fair value)</i>	<i>Cost</i>	<i>Fair value</i>
Technology	32.26	104,390	147,407
Healthcare Equipment and Services	17.91	72,520	81,826
Industrials	17.20	64,572	78,601
Consumer Durables and Apparel	13.34	53,495	60,957
Consumer Services	7.70	28,668	35,127
Energy	6.51	25,390	29,765
Materials	3.68	14,804	16,796
Financials	1.21	5,271	5,521
Utilities	0.19	730	876
	<u>100</u>	<u>369,840</u>	<u>456,876</u>

11. RELATED PARTY TRANSACTIONS AND BALANCES

The related parties of the Fund include the Fund Manager, the Fund Board, other funds managed by the Fund Manager, and the Saudi National Bank, being parent of the Fund Manager.

Following are the details of transactions and balances with related parties other than those disclosed elsewhere in these financial statements as at and for the year ended 31 December 2024.

Transactions with key management personnel

The Fund is managed and administered by the Fund Manager. For these services, the Fund accrues, daily a management fee up to 0.3% (2023: 0.3%) per annum of the Fund's daily net assets value as set out in the Fund's terms and conditions.

The Fund Manager is also entitled to recover expenses incurred on behalf of the Fund relating to audit, custody, advisory, data processing and other similar charges. The maximum amount of such expenses that can be recovered from the Fund by the Fund Manager is restricted to 0.5% (2023: 0.5%) per annum of the Fund's net assets value at the respective valuation days. These expenses are recovered by the Fund Manager on an actual basis.

Following are the details of transactions and balances with Fund Manager related to management fees and other expenses:

<i>Name of related party</i>	<i>Nature of transaction</i>	<i>Amount of transactions for the year ended</i>		<i>Net payable balance as at</i>	
		<i>31 December 2024</i>	<i>31 December 2023</i>	<i>31 December 2024</i>	<i>31 December 2023</i>
SNB Capital Company	Management fees (including value added tax)	1,903	1,366		
	Expenses paid on behalf of the Fund	410	246	329	463

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11. RELATED PARTY TRANSACTIONS AND BALANCES (CONTINUED)

Investments in Units

During the year, other funds managed by the Fund Manager invested in the units of the Fund in the ordinary course of business. These transactions were carried out on the basis of approved terms and conditions of the Fund. Following are the details of transactions and closing balance in the units of the Fund:

<i>Name of related party</i>	<i>Nature of transaction</i>	<i>Amounts of transactions during the year ended</i>		<i>Closing investment in the Fund as at</i>	
		<i>31 December 2024</i>	<i>31 December 2023</i>	<i>31 December 2024</i>	<i>31 December 2023</i>
SNB Capital Multi-Asset Conservative Fund	Redemption of fund units	--	3,906	13,137	11,159
SNB Capital Multi-Asset Moderate Fund	Redemption of fund units	5,731	2,345	30,482	31,092
SNB Capital Multi-Asset Growth Fund	Redemption of fund units	1,443	426	19,720	18,050
SNB Capital King Saud University Waqf Fund	Subscription of fund units	107	--	1,107	592
	Redemption of fund units	--	105		

12. AUDITORS' REMUNERATION

	<i>For the year ended 31 December</i>	
	<i>2024</i>	<i>2023</i>
Fee for:		
Statutory audit	6	6
Interim review	3	3
Zakat services	5	5
	14	14

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13. FINANCIAL RISK MANAGEMENT

The Fund's activities expose it to a variety of financial risks including market risks, credit risk, liquidity risk and operational risk.

The Fund Manager is responsible for identifying and controlling risks. The Fund Board supervises the Fund Manager and is ultimately responsible for the overall governance of the Fund.

Monitoring and controlling risks are primarily set up to be performed based on the limits established in the terms and conditions document which sets out the Fund's overall business strategies, tolerance of risks and general risk management philosophy. In accordance with the terms and conditions of the Fund, the Fund Manager is obliged to take actions to re-balance the portfolio in line with the investment guidelines within prescribed timelines.

13.1 *Market risks*

'Market Risk' is the risk that changes in market prices – such as currency rates, commission rates and other prices – will affect the Fund's income or the fair value of its holdings in financial instruments.

a) *Currency risk*

Currency risk is the risk that the value of future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates and arises from financial instruments denominated in foreign currencies.

Some of the Fund's financial assets are denominated in currency other than its functional currency. Accordingly, the value of the Fund's assets may be affected favorably or unfavorably by fluctuations in currency rates.

The effect on the net assets value as a result of a reasonably possible notional movement of the USD against the underlying currencies of the investment portfolio with all other variables held is as follows:

	<u>Change in market rates</u>	<u>31 December 2024</u>	<u>31 December 2023</u>
Canadian Dollar	± 10%	± 1,989	±1,357

b) *Commission rate risk*

Commission rate risk is the risk that the value of the future cash flows of a financial instrument or fair values of fixed coupon financial instruments will fluctuate due to changes in market commission rates.

All the assets and liabilities of the Fund are non-commission bearing therefore the Fund is not exposed to commission rate risk.

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13. FINANCIAL RISK MANAGEMENT (CONTINUED)

13.1 *Market risks (continued)*

c) Other price risk

Other price risk is the risk that the value of the Fund's financial instruments will fluctuate as a result of changes in market prices caused by factors other than foreign currency and commission rate movements. The price risk arises primarily from uncertainty about the future prices of financial instruments that the Fund holds. The Fund Manager daily monitors concentration of risk for net assets based on securities and industries in line with defined limits while closely tracking the portfolio level volatilities. As of the statement of financial position date, the Fund has investments in equity securities which are exposed to other price risk.

The effect on the net assets value as a result of the change in the fair value of investments as at 31 December due to a reasonably possible notional change in market value of investments measured at FVTPL by 10%, with all other variables held constants is as follows:

	<u>31 December 2024</u>	<u>31 December 2023</u>
Effect on net assets attributable to the Unitholders	±10% <u>±62,626</u>	±10% <u>45,668</u>

13.2 *Credit risk*

Credit risk is the risk that one party to a financial instrument will fail to discharge its obligation and cause the other party to incur a financial loss. The Fund Manager seeks to manage credit risk by monitoring credit exposures, limiting transactions with specific counterparties, and continually assessing the creditworthiness of counterparties.

As at the statement of financial position date, the Fund's significant exposure to credit risk arises from cash and cash equivalents, which represents cash at bank with custodian in a brokerage account having Moody's credit rating of A2 which is line with globally understood definitions of investment grade. Accordingly, there is no impact of expected credit loss allowance on these financial assets.

13.3 *Liquidity risk*

Liquidity risk is the risk that the Fund may not be able to generate sufficient cash resources to settle its obligations in full as they fall due or can only do so on terms that are materially disadvantageous.

The Fund's terms and conditions provide for subscription and redemption of units on every Saudi business day, and it is, therefore, exposed to the liquidity risk of not being able to meet Unitholders' redemption request on these days. The Fund Manager monitors liquidity requirements by ensuring that sufficient funds are available to meet any commitments as they arise, through new subscriptions and liquidation of the investment portfolio and by investing predominantly in securities that it expects to be able to liquidate within a short period of time.

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13. FINANCIAL RISK MANAGEMENT (CONTINUED)

13.4 *Operational risk*

Operational risk is the risk of direct or indirect loss arising from a variety of causes associated with the processes, technology and infrastructure supporting the Fund's activities either internally or externally at the Fund's service provider and from external factors other than credit, liquidity, currency and market risks such as those arising from the legal and regulatory requirements.

The Fund's objective is to manage operational risk so as to balance limiting of financial losses and damage to its reputation with achieving its investment objective of generating returns to the Unitholders.

The primary responsibility for the development and implementation of control over operational risks rests with the Risk Management Team. This responsibility is supported by the development of overall standard for the management of operational risk, which encompasses the controls and processes at the service providers and the establishment of service level agreements with the service providers, in the following areas:

- documentation of controls and procedures
- requirements for
 - appropriate segregation of duties between various functions, roles and responsibilities;
 - reconciliation and monitoring of transactions; and
 - periodic assessment of operational risks faced,
- the adequacy of controls and procedures to address the risks identified;
- compliance with regulatory and other legal requirements;
- development of contingency plans;
- training and professional development;
- ethical and business standards; and
- risk mitigation.

14. FAIR VALUE MEASUREMENT

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

When available, the Fund measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as active if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an on-going basis. The Fund measures instruments quoted in an active market at a market price, because this price is assessed to be a reasonable approximation of the exit price.

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14. FAIR VALUE MEASUREMENT (CONTINUED)

If there is no quoted price in an active market, then the Fund uses valuation techniques that maximise the use of relevant observable inputs and minimise the use of unobservable inputs. The chosen valuation technique incorporates all of the factors that market participants would take into account in pricing a transaction. The Fund recognizes transfer between levels of fair value at the end of the reporting year during which the change has occurred.

The fair value hierarchy has the following levels:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3: unobservable inputs for the asset or liability.

Carrying amounts and fair value

The following table shows the carrying amounts and fair values of financial instruments, including their levels in the fair value hierarchy. It does not include fair value information for financial assets and financial liabilities not measured at fair value where the carrying amount is assessed to be a reasonable approximation of fair value. All fair value measurements below are recurring.

<i>As at 31 December 2024</i>					
	<i>Carrying amount</i>	<i>Fair value</i>			<i>Total</i>
		<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	
<u>Financial assets measured at fair value</u>					
FVTPL investments	<u>626,257</u>	<u>626,257</u>	<u>--</u>	<u>--</u>	<u>626,257</u>
 <i>As at 31 December 2023</i>					
	<i>Carrying amount</i>	<i>Fair value</i>			<i>Total</i>
		<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	
<u>Financial assets measured at fair value</u>					
FVTPL investments	<u>456,876</u>	<u>456,876</u>	<u>--</u>	<u>--</u>	<u>456,876</u>

The Fund has classified FVTPL investments as level 1 as per the fair value hierarchy. During the year, there has been no transfer in fair value hierarchy. For other financial assets and liabilities, such as cash and cash equivalents, other receivable and other payables, the carrying values were determined to be a reasonable approximation of fair value due to their nature.

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

Expressed in US Dollars '000 (unless otherwise stated)

15. COMPARATIVE FIGURES

Figures have been rearranged or reclassified wherever necessary for the purposes of better presentation; however, no significant rearrangements or reclassifications have been made in these financial statements.

16. EVENTS AFTER THE END OF THE REPORTING PERIOD

There was no event subsequent to the statement of financial position date which required adjustment of or disclosure in the financial statements or notes thereto.

17. LAST VALUATION DAY

The last valuation day for the purpose of preparation of these financial statements was 30 December 2024 (2023: 29 December 2023).

18. APPROVAL OF THE FINANCIAL STATEMENTS

These financial statements were approved by the Fund Board on 12 Ramadan 1446 H corresponding to 12 March 2025.