



Annual Reports 2025

التقرير السنوي ٢٠٢٥

SNB Capital North America Index
Fund

صندوق الأهلي لمؤشر أسهم
أمريكا الشمالية

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1) Name of the Investment Fund SNB Capital North America Index Fund	1) اسم صندوق الاستثمار صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
2) Investment Objectives and Policies <ul style="list-style-type: none"> 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. 	2) أهداف وسياسات الاستثمار وممارساته <ul style="list-style-type: none"> 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 Income and dividends will be reinvested in the Fund. No income or dividends will be distributed to Unitholders.	3) سياسة توزيع الدخل والأرباح 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) MSCI North America Islamic M-Series Index (Net Total Return USD). The benchmark service and its data are provided by (MSCI Inc.).	5) المؤشر الاسترشادي للصندوق، والموقع الإلكتروني لمزود الخدمة (إن وجد) 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:

Year	2025	2024	2023	السنة
NAV*	845,547,985	627,020,752	458,534,322	صافي قيمة أصول الصندوق*
NAV per Unit*	11.53	9.91	8.42	صافي قيمة أصول الصندوق لكل وحدة*
Highest Price per Unit*	11.72	10.31	8.46	أعلى سعر وحدة*
Lowest Price per Unit*	8.29	8.26	6.62	أقل سعر وحدة*
Number of Units	73.333.459	63,247,841	54,453,112	عدد الوحدات
Income Distribution Per Unit	N/A	N/A	N/A	قيمة الأرباح الموزعة لكل وحدة
Fees & Expense Ratio	0.40%	0.42%	0.40%	نسبة الرسوم والمصروفات
Percentage of borrowed assets from the total asset value, the period of their exposure period and due date (if any)	N/A	N/A	N/A	نسبة الأصول المقرضة من إجمالي قيمة الأصول، ومدة انكشافها وتاريخ استحقاقها (إن وجدت)

*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:

Period	Since Inception منذ التأسيس	5 Years 5 سنوات	3 Years 3 سنوات	1 Year سنة	الفترة
Return %	7.69	11.69	19.94	16.31	عائد الصندوق %
Benchmark %	9.77	12.12	20.50	16.77	عائد المؤشر %

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:

Year	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	السنة
Return %	16.31	17.73	26.02	-21.43	28.20	23.25	28.49	-4.17	20.00	4.18	عائد الصندوق %
Benchmark %	16.77	17.57	26.70	-21.29	28.67	24.01	29.08	-3.82	20.43	7.34	عائد المؤشر %

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:

Fees and Expenses	ألف دولار USD '000	النسبة المئوية %	الرسوم والمصروفات
Management Fees	2,242	0.30%	أتعاب الإدارة
VAT on Management Fees	366	0.05%	ضريبة القيمة المضافة على أتعاب الإدارة
Custodian Fees	15	0.00%	رسوم الحفظ
Auditor Fees	14	0.00%	أتعاب مراجع الحسابات
Fund Admin Expenses	336	0.05%	مصاريف العمليات الإدارية
CMA Fees	2	0.00%	رسوم هيئة السوق المالية
Tadawul Fees	2	0.00%	رسوم نشر معلومات الصندوق على موقع تداول
Shariah Committee Fees	8	0.00%	أتعاب خدمات اللجنة الشرعية
Independent Fund Board Remunerations	3	0.00%	مكافآت أعضاء مجلس إدارة الصندوق المستقلين
Total Fees and Expenses	2,988	0.40%	مجموع الرسوم والمصاريف

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

a. Names of Fund Board Members

5) تقرير مجلس إدارة الصندوق السنوي

أ. أسماء أعضاء مجلس إدارة الصندوق

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

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 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

- 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

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 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 مراقبة تكاليف معتمد. وحاصل على درجة البكالوريوس في إدارة الأعمال من جامعة الملك عبد العزيز.

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

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 (64) and (65) of the Investment Funds Regulations "IFRs" before the fund manager obtains the approval or notification of the unitholders and the Authority (as applicable).
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.

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.
5. الموافقة على جميع التغييرات المنصوص عليها في المادتين (64) و (65) 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، إضافة 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.

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. 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.

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

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

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 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.

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 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 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 Danat AlJanob Real Estate Fund	✓	✓			صندوق الأهلي دانة الجنوب العقاري
SNB Capital AlJawharah Real Estate Fund	✓	✓			صندوق الأهلي الجوهرة العقاري
SNB Capital AlBasateen Real Estate Fund	✓	✓			صندوق الأهلي البساتين العقاري
SNB Capital Real Estate Opportunistic Fund 3	✓	✓			صندوق الأهلي العقاري للفرص الثالث
SNB Capital Real Estate Opportunistic Fund 4	✓	✓			صندوق الأهلي العقاري للفرص الرابع
SNB Capital Real Estate Opportunistic Fund 5	✓	✓			صندوق الأهلي العقاري للفرص الخامس
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 two meetings during 2025G. 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 اجتماعين خلال العام 2025م، 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 SNB Capital Company King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia Tel: +966 920000232 Website: www.alahlicapital.com	1) اسم مدير الصندوق، وعنوانه شركة الأهلي المالية طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية هاتف: +966 920000232 الموقع الإلكتروني: www.alahlicapital.com
2) Names and addresses of Sub-Manager / Investment Adviser	2) 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 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).	3) أنشطة الاستثمار خلال الفترة 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 Fund Performance 16.31% Benchmark Performance 16.77% The fund underperformed the benchmark by 46 bps.	4) تقرير الأداء خلال الفترة أداء الصندوق 16.31% أداء المؤشر 16.77% انخفض أداء الصندوق عن أداء المؤشر بفارق 46 نقطة أساس.
5) Terms & Conditions Material Changes Non-fundamental Changes: as shown below: First: Updating the Fund's summary. Second: Updating subparagraph (h) in paragraph (11) "Dealings". Third: Updating subparagraph (f) in paragraph (21) "Fund Manager". Fourth: Updating subparagraph (f) in paragraph (24) "Fund Board". Fifth: Updating subparagraph (d) in paragraph (25) "Shariah Committee".	5) تغييرات حدثت في شروط وأحكام الصندوق تغييرات غير أساسية: كما هو موضح أدناه: أولاً: تحديث ملخص الصندوق. ثانياً: تحديث الفقرة الفرعية (ح) من الفقرة الرئيسية (11) "التعاملات". ثالثاً: تحديث الفقرة الفرعية (و) من الفقرة الرئيسية (21) "مدير الصندوق". رابعاً: تحديث الفقرة الفرعية (و) من الفقرة الرئيسية (24) "مجلس إدارة الصندوق". خامساً: تحديث الفقرة الفرعية (د) من الفقرة الرئيسية (25) "اللجنة الشرعية".
6) Any other information that would enable unitholders to make an informed judgment about the fund's activities during the period None.	6) أي معلومة أخرى من شأنها أن تُمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة لا يوجد.
7) Investments in other Investment Funds The fund has not invested substantially in other investment funds.	7) الاستثمار في صناديق استثمارية أخرى الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.
8) Special commission received by the fund manager during the period No special commissions were received during the period.	8) العمولات الخاصة التي حصل عليها مدير الصندوق خلال الفترة 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

There is no conflict of interests.

أ. تعارض في المصالح

لا يوجد تعارض مصالح.

b. Fund Distribution During The Year

No income or dividends will be distributed to Unitholders.

ب. توزيعات الصندوق خلال العام

لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.

c. Incorrect Valuation or Pricing

None.

ج. خطأ في التقويم والتسعير

لا يوجد.

d. Investment Limitation Breaches

None.

د. مخالفة قيود الاستثمار

لا يوجد.

10) Period for the management of the person registered as fund manager

Since August 2025.

10) مدة إدارة الشخص المسجل كمدير للصندوق

منذ أغسطس 2025م.

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)

N/A.

11) الإفصاح عن نسبة مصروفات كلّ صندوق بنهاية العام والمتوسط المرجح لنسبة مصروفات كل الصناديق الرئيسية المستثمر فيها (حيثما ينطبق)

لا ينطبق.

C) Custodian

د) أمين الحفظ

1) Name and address of custodian

The Northern Trust Company of Saudi Arabia
Floor 20, Kingdom Tower, Olaya, 12214-9597 Riyadh, Saudi Arabia
Tel.: +96614167922
Website: www.northerntrust.com

1) اسم أمين الحفظ، وعنوانه

شركة نورثن ترست العربية السعودية
الدور 20، برج المملكة طريق العروبة - العليا، الرياض 12214-9597 المملكة العربية السعودية
هاتف: +966114167922
الموقع الإلكتروني: www.northerntrust.com

2) Custodian's duties and responsibilities

- 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.

2) واجبات ومسؤوليات أمين الحفظ

- 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
هـ) 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
<ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> - يكون مشغل الصندوق مسؤولاً عن تشغيل الصندوق. - يقوم مشغل الصندوق بالاحتفاظ بالدفاتر والسجلات ذات الصلة بتشغيل الصندوق. - يقوم مشغل الصندوق بإعداد وتحديث سجلّ بمالكي 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	اسم مراجع الحسابات، عنوانه
KPMG Professional Services Roshn Front – Airport Road P.O. Box. 92876, Riyadh 11663, Saudi Arabia Tel: +966118748500 Website: www.kpmg.com/sa	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 2025 for the fund units was amounted to 1.11454Saudi Riyal per unit".

الوائح الجديدة سارية المفعول خلال العام

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

تسري القواعد اعتبارًا من 1 يناير 2023 وتتطلب من صناديق الاستثمار التسجيل لدى هيئة الزكاة والضرائب والجمارك (الهيئة). كما تلزم القواعد أيضًا من صناديق الاستثمار تقديم إقرار معلومات إلى (الهيئة) خلال 120 يومًا 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 وفقًا 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 2025 عن وحدات الصندوق 1.11454 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.	10-Jan-25	Elect Director Karen Blasing	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.
Zscaler, Inc.	10-Jan-25	Elect Director Charles Giancarlo	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. 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.
Zscaler, Inc.	10-Jan-25	Elect Director Eileen Naughton	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Zscaler, Inc.	10-Jan-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zscaler, Inc.	10-Jan-25	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.
Zscaler, Inc.	10-Jan-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, dilution, plan administration, vesting period).
D.R. Horton, Inc.	16-Jan-25	Elect Director David V. Auld	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	16-Jan-25	Elect Director Paul J. Romanowski	For	The vote is in line with the Amundi Voting policy.

D.R. Horton, Inc.	16-Jan-25	Elect Director Brad S. Anderson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
D.R. Horton, Inc.	16-Jan-25	Elect Director Michael R. Buchanan	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	16-Jan-25	Elect Director Benjamin S. Carson, Sr.	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	16-Jan-25	Elect Director M. Chad Crow	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	16-Jan-25	Elect Director Elaine D. Crowley	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	16-Jan-25	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.	16-Jan-25	Elect Director Barbara R. Smith	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	16-Jan-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
D.R. Horton, Inc.	16-Jan-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Elect Director Richard M. Beyer	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Elect Director Lynn A. Dugle	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	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.	16-Jan-25	Elect Director Linnie M. Haynesworth	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Elect Director Mary Pat McCarthy	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Elect Director Sanjay Mehrotra	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Elect Director Robert Swan	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Elect Director MaryAnn Wright	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	16-Jan-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Tonit M. Calaway	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Charles "Casey" Cogut	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Lisa A. Davis	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Jessica Trocchi Graziano	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Edward L. Monser	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.

Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Wayne T. Smith	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Alfred Stern	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Andrew Evans	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Paul Hilal	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Tracy McKibben	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Dennis Reilley	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	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.
Air Products and Chemicals, Inc.	23-Jan-25	Ratify Deloitte & Touche LLP as Auditors	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Andrew Evans	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Paul Hilal	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Tracy McKibben	Withhold	The proposal is not in the shareholders' interest
Air Products and Chemicals, Inc.	23-Jan-25	Elect Dissident Nominee Director Dennis Reilley	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Charles "Casey" Cogut	Withhold	The proposal is not in the shareholders' interest
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Lisa A. Davis	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Withhold	The proposal is not in the shareholders' interest.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Edward L. Monser	Withhold	The proposal is not in the shareholders' interest.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Tonit M. Calaway	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Jessica Trocchi Graziano	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Bhavesh V. "Bob" Patel	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Wayne T. Smith	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Elect Management Nominee Director Alfred Stern	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	23-Jan-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Air Products and Chemicals, Inc.	23-Jan-25	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	For	This is in the shareholder interest.

Intuit Inc.	23-Jan-25	Elect Director Eve Burton	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Scott D. Cook	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Richard L. Dalzell	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Sasan K. Goodarzi	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Deborah Liu	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuit Inc.	23-Jan-25	Elect Director Tekedra Mawakana	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuit Inc.	23-Jan-25	Elect Director Suzanne Nora Johnson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuit Inc.	23-Jan-25	Elect Director Forrest Norrod	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Vasant Prabhu	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Ryan Roslansky	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Thomas Szkutak	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuit Inc.	23-Jan-25	Elect Director Raul Vazquez	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Elect Director Eric S. Yuan	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	23-Jan-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuit Inc.	23-Jan-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Intuit Inc.	23-Jan-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	The proposal is not in the shareholder's interest.
Becton, Dickinson and Company	28-Jan-25	Elect Director William M. Brown	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.
Becton, Dickinson and Company	28-Jan-25	Elect Director Catherine M. Burzik	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 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.
Becton, Dickinson and Company	28-Jan-25	Elect Director Carrie L. Byington	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	28-Jan-25	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	28-Jan-25	Elect Director Claire M. Fraser	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 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.

Becton, Dickinson and Company	28-Jan-25	Elect Director Jeffrey W. Henderson	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 3 as a Chair of Audit Committee) and is therefore considered overboarded. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Becton, Dickinson and Company	28-Jan-25	Elect Director Christopher Jones	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 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.
Becton, Dickinson and Company	28-Jan-25	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	28-Jan-25	Elect Director Timothy M. Ring	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	28-Jan-25	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	28-Jan-25	Elect Director Joanne Waldstreicher	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	28-Jan-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Becton, Dickinson and Company	28-Jan-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Metro Inc.	28-Jan-25	Elect Director Lori-Ann Beausoleil	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Metro Inc.	28-Jan-25	Elect Director Maryse Bertrand	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Elect Director Pierre Boivin	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Metro Inc.	28-Jan-25	Elect Director Francois J. Coutu	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Elect Director Michel Coutu	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Elect Director Stephanie Coyles	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Metro Inc.	28-Jan-25	Elect Director Genevieve Fortier	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Elect Director Marc Guay	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Metro Inc.	28-Jan-25	Elect Director Eric R. La Fleche	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Elect Director Christine Magee	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Elect Director Brian McManus	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Metro Inc.	28-Jan-25	Elect Director Pietro Satriano	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Ratify Ernst & Young LLP as Auditors	Withhold	The auditor tenure is above 24 years.
Metro Inc.	28-Jan-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	28-Jan-25	Re-approve Shareholder Rights Plan	For	The vote is in line with the Amundi Voting policy.

Metro Inc.	28-Jan-25	Auditor Rotation	Against	The proposal is not in the shareholders' interest
CGI Inc.	29-Jan-25	Elect Director Francois Boulanger	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Sophie Brochu	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director George A. Cope	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Jacynthe Cote	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Julie Godin	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Serge Godin	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Gilles Labbe	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Michael B. Pedersen	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Stephen S. Poloz	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Mary G. Powell	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Alison C. Reed	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director George D. Schindler	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	29-Jan-25	Elect Director Kathy N. Waller	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.	29-Jan-25	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.	29-Jan-25	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Elect Director Joshua B. Bolten	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.
Emerson Electric Co.	4-Feb-25	Elect Director Calvin G. Butler, Jr.	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Elect Director Surendralal (Lal) L. Karsanbhai	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Elect Director Lori M. Lee	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	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.
Emerson Electric Co.	4-Feb-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Reduce Supermajority Vote Requirement to Remove Directors	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	For	The vote is in line with the Amundi Voting policy.

Emerson Electric Co.	4-Feb-25	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	4-Feb-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Rockwell Automation, Inc.	4-Feb-25	Elect Director James P. Keane	For	The vote is in line with the Amundi Voting policy.
Rockwell Automation, Inc.	4-Feb-25	Elect Director Blake D. Moret	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Rockwell Automation, Inc.	4-Feb-25	Elect Director Thomas W. Rosamilia	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Rockwell Automation, Inc.	4-Feb-25	Elect Director Patricia A. Watson	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Rockwell Automation, Inc.	4-Feb-25	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).
Rockwell Automation, Inc.	4-Feb-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Accenture plc	6-Feb-25	Elect Director Jaime Ardila	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Accenture plc	6-Feb-25	Elect Director Martin Bruderemuller	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Elect Director Alan Jope	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Elect Director Nancy McKinstry	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 an Executive and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Accenture plc	6-Feb-25	Elect Director Jennifer Nason	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
Accenture plc	6-Feb-25	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 (4 in total, including 1 as a Chair of Audit Committee) and is therefore considered overboarded.
Accenture plc	6-Feb-25	Elect Director Venkata (Murthy) Renduchintala	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Elect Director Arun Sarin	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.
Accenture plc	6-Feb-25	Elect Director Julie Sweet	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Elect Director Tracey T. Travis	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Elect Director Masahiko Uotani	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

Accenture plc	6-Feb-25	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Approve Capital Reduction of the Share Premium Account	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Authorize Board to Issue Shares under Irish Law	For	The vote is in line with the Amundi Voting policy.
Accenture plc	6-Feb-25	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Accenture plc	6-Feb-25	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	12-Feb-25	Elect Director Neil Barua	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	12-Feb-25	Elect Director Mark Benjamin	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	12-Feb-25	Elect Director Robert Bernshteyn	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	12-Feb-25	Elect Director Janice Chaffin	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	12-Feb-25	Elect Director Amar Hanspal	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	12-Feb-25	Elect Director Michal Katz	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	12-Feb-25	Elect Director Paul Lacy	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
PTC Inc.	12-Feb-25	Elect Director Corinna Lathan	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	12-Feb-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
PTC Inc.	12-Feb-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Hologic Inc.	26-Feb-25	Elect Director Stephen P. MacMillan	For	The vote is in line with the Amundi Voting policy.
Hologic Inc.	26-Feb-25	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.
Hologic Inc.	26-Feb-25	Elect Director Ludwig N. Hantson	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hologic Inc.	26-Feb-25	Elect Director Martin Madaus	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Hologic Inc.	26-Feb-25	Elect Director Nanaz Mohtashami	For	The vote is in line with the Amundi Voting policy.
Hologic Inc.	26-Feb-25	Elect Director Christiana Stamoulis	For	The vote is in line with the Amundi Voting policy.
Hologic Inc.	26-Feb-25	Elect Director Stacey D. Stewart	For	The vote is in line with the Amundi Voting policy.
Hologic Inc.	26-Feb-25	Elect Director Amy M. Wendell	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hologic Inc.	26-Feb-25	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).
Hologic Inc.	26-Feb-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Hologic Inc.	26-Feb-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.

Nordson Corporation	4-Mar-25	Elect Director Annette K. Clayton	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	4-Mar-25	Elect Director John A. DeFord	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.
Nordson Corporation	4-Mar-25	Elect Director Jennifer A. Parmentier	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nordson Corporation	4-Mar-25	Elect Director Victor L. Richey, Jr.	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	4-Mar-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Nordson Corporation	4-Mar-25	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).
Fair Isaac Corporation	5-Mar-25	Elect Director Braden R. Kelly	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.
Fair Isaac Corporation	5-Mar-25	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	5-Mar-25	Elect Director William J. Lansing	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	5-Mar-25	Elect Director Eva Manolis	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	5-Mar-25	Elect Director Marc F. McMorris	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	5-Mar-25	Elect Director Joanna Rees	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	5-Mar-25	Elect Director David A. Rey	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.
Fair Isaac Corporation	5-Mar-25	Elect Director H. Tayloe Stansbury	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	5-Mar-25	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.
Fair Isaac Corporation	5-Mar-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	6-Mar-25	Elect Director Rani Borkar	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Applied Materials, Inc.	6-Mar-25	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.
Applied Materials, Inc.	6-Mar-25	Elect Director Xun (Eric) Chen	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Applied Materials, Inc.	6-Mar-25	Elect Director Aart J. de Geus	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	6-Mar-25	Elect Director Gary E. Dickerson	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	6-Mar-25	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.	6-Mar-25	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.	6-Mar-25	Elect Director Kevin P. March	Against	The gender diversity of the Board is below our guidelines.
Applied Materials, Inc.	6-Mar-25	Elect Director Yvonne McGill	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	6-Mar-25	Elect Director Scott A. McGregor	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	6-Mar-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	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 goal).
Applied Materials, Inc.	6-Mar-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Vincent Roche	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Stephen M. Jennings	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Andre Andonian	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Analog Devices, Inc.	12-Mar-25	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.	12-Mar-25	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.	12-Mar-25	Elect Director Karen M. Golz	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Peter B. Henry	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Mercedes Johnson	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Ray Stata	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Andrea F. Wainer	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Elect Director Susie Wee	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	12-Mar-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Analog Devices, Inc.	12-Mar-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Analog Devices, Inc.	12-Mar-25	Reduce Certain Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director Timothy M. Archer	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director Jean Blackwell	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director Pierre Cohade	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director Patrick K. Decker	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director W. Roy Dunbar	Against	The gender diversity of the Board is below our guidelines.
Johnson Controls International plc	12-Mar-25	Elect Director Gretchen R. Haggerty	For	The vote is in line with the Amundi Voting policy.

Johnson Controls International plc	12-Mar-25	Elect Director Ayesha Khanna	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director Seetarama (Swamy) Kotagiri	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director George R. Oliver	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Elect Director Jurgen Tinggren	Against	The gender diversity of the Board is below our guidelines.
Johnson Controls International plc	12-Mar-25	Elect Director Mark Vergnano	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Johnson Controls International plc	12-Mar-25	Elect Director John D. Young	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Johnson Controls International plc	12-Mar-25	Authorize Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Authorize Market Purchases of Company Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	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).
Johnson Controls International plc	12-Mar-25	Approve the Directors' Authority to Allot Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International plc	12-Mar-25	Approve the Disapplication of Statutory Pre-Emption Rights	Against	Excessive capital increase without preemptive rights.
Starbucks Corporation	12-Mar-25	Elect Director Richard E. Allison, Jr.	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.
Starbucks Corporation	12-Mar-25	Elect Director Andrew Campion	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.
Starbucks Corporation	12-Mar-25	Elect Director Beth Ford	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Starbucks Corporation	12-Mar-25	Elect Director Jorgen Vig Knudstorp	Against	The gender diversity of the Board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
Starbucks Corporation	12-Mar-25	Elect Director Neal Mohan	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	12-Mar-25	Elect Director Brian Niccol	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	12-Mar-25	Elect Director Daniel Javier Servitje Montull	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	12-Mar-25	Elect Director Michael Sievert	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	12-Mar-25	Elect Director Wei Zhang	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	12-Mar-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The weight of the ESG criteria in the variable compensation is insufficient.
Starbucks Corporation	12-Mar-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.

Starbucks Corporation	12-Mar-25	Report on Discrimination in Charitable Contributions	Against	We deem the proposal not to be in shareholders' interest. The company publishes detailed reports covering the grants provided via its foundation including justification for their support. Their philanthropic support also covers a wide range of issues and geographies. We consider this sufficient to cover the matter and therefore do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure.
Starbucks Corporation	12-Mar-25	Require Independent Board Chair	Against	There is an independent lead director on the Board as requested per our voting policy when the position of Chair & CEO are combined. Therefore we will not support this proposal.
Starbucks Corporation	12-Mar-25	Report on Human Rights Risks Related to Labor Organizing	Against	We deem the proposal not to be in shareholders' interest. The company published a detailed human rights report by a valid third party in December 2023 to assess gaps in its management of human rights risks. We find this report to be sufficient and consider an additional risk study to be an unnecessary expense.
Starbucks Corporation	12-Mar-25	Report on Cage Free Egg Commitment in China and Japan	For	Increased disclosure will help ensure the Company respects customer preferences regarding animal welfare. The proposal therefore has merit.
Starbucks Corporation	12-Mar-25	Publish an Annual Carbon Emissions Congruency Report	Against	We find this proposal to be unnecessary and not in the shareholders' interest. Starbucks discloses relevant climate data including, Scope 1, 2, and 3 emissions (as well as category 6 for business travel). We consider this sufficient to cover the matter and therefore do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure.
TE Connectivity Plc	12-Mar-25	Elect Director Jean-Pierre Clamadiou	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Terrence R. Curtin	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Carol A. (John) Davidson	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Lynn A. Dugle	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Sam Eldessouky	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Plc	12-Mar-25	Elect Director William A. Jeffrey	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Syaru Shirley Lin	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Heath A. Mitts	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Abhijit Y. Talwalkar	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 (4 in total, including 2 as a Chair) and is therefore considered overboarded.
TE Connectivity Plc	12-Mar-25	Elect Director Mark C. Trudeau	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Dawn C. Willoughby	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Elect Director Laura H. Wright	Against	There are concerns regarding how the Board is overseeing ESG matters.
TE Connectivity Plc	12-Mar-25	Approve Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Plc	12-Mar-25	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 Plc	12-Mar-25	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.

TE Connectivity Plc	12-Mar-25	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	13-Mar-25	Elect Director Otis W. Brawley	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.
Agilent Technologies, Inc.	13-Mar-25	Elect Director Mikael Dolsten	Against	The gender diversity of the Board is below our guidelines.
Agilent Technologies, Inc.	13-Mar-25	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.	13-Mar-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Agilent Technologies, Inc.	13-Mar-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	13-Mar-25	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
F5, Inc.	13-Mar-25	Elect Director Marianne N. Budnik	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Elizabeth L. Buse	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Michel Combes	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Michael L. Dreyer	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Tami Erwin	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Julie M. Gonzalez	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Alan J. Higginson	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	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.	13-Mar-25	Elect Director Francois Locoh-Donou	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Maya McReynolds	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Nikhil Mehta	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Elect Director Michael F. Montoya	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	13-Mar-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
HEICO Corporation	14-Mar-25	Elect Director Thomas M. Culligan	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	14-Mar-25	Elect Director Carol F. Fine	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	14-Mar-25	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	14-Mar-25	Elect Director Mark H. Hildebrandt	Against	The Board is not sufficiently independent as per our voting policy. 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. 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.
HEICO Corporation	14-Mar-25	Elect Director Eric A. Mendelson	Against	The Board is not sufficiently independent as per our voting policy.
HEICO Corporation	14-Mar-25	Elect Director Laurans A. Mendelson	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
HEICO Corporation	14-Mar-25	Elect Director Victor H. Mendelson	Against	The Board is not sufficiently independent as per our voting policy.
HEICO Corporation	14-Mar-25	Elect Director Julie Neitzel	For	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
HEICO Corporation	14-Mar-25	Elect Director Alan Schriesheim	Against	The Board is not sufficiently independent as per our voting policy. 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. 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.
HEICO Corporation	14-Mar-25	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	14-Mar-25	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.
HEICO Corporation	14-Mar-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
HEICO Corporation	14-Mar-25	Elect Director Thomas M. Culligan	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	14-Mar-25	Elect Director Carol F. Fine	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	14-Mar-25	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	14-Mar-25	Elect Director Mark H. Hildebrandt	Against	The Board is not sufficiently independent as per our voting policy. 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. 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.
HEICO Corporation	14-Mar-25	Elect Director Eric A. Mendelson	Against	The Board is not sufficiently independent as per our voting policy.
HEICO Corporation	14-Mar-25	Elect Director Laurans A. Mendelson	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
HEICO Corporation	14-Mar-25	Elect Director Victor H. Mendelson	Against	The Board is not sufficiently independent as per our voting policy.
HEICO Corporation	14-Mar-25	Elect Director Julie Neitzel	For	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
HEICO Corporation	14-Mar-25	Elect Director Alan Schriesheim	Against	The Board is not sufficiently independent as per our voting policy. 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. 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.
HEICO Corporation	14-Mar-25	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	14-Mar-25	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.
HEICO Corporation	14-Mar-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
QUALCOMM Incorporated	18-Mar-25	Elect Director Sylvia Acevedo	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Cristiano R. Amon	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Mark Fields	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Jeffrey W. Henderson	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Ann M. Livermore	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Mark D. McLaughlin	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Jamie S. Miller	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Marie Myers	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Irene B. Rosenfeld	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies
QUALCOMM Incorporated	18-Mar-25	Elect Director Kornelis (Neil) Smit	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Elect Director Jean-Pascal Tricoire	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
QUALCOMM Incorporated	18-Mar-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

QUALCOMM Incorporated	18-Mar-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	18-Mar-25	Report on Climate Risk in Retirement Plan Options	For	We consider the proposal useful for shareholders to assess the potential liabilities generated by the current practices.
The Toro Company	18-Mar-25	Elect Director Jeffrey L. Harmening	For	The vote is in line with the Amundi Voting policy.
The Toro Company	18-Mar-25	Elect Director Joyce A. Mullen	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.
The Toro Company	18-Mar-25	Elect Director Richard M. Olson	Withhold	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
The Toro Company	18-Mar-25	Elect Director James C. O'Rourke	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.
The Toro Company	18-Mar-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
The Toro Company	18-Mar-25	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 Climate criteria in the variable compensation. The structure of the LTIP is considered inadequate (insufficient portion of LTIP is performance based).
Keysight Technologies, Inc.	20-Mar-25	Elect Director James G. Cullen	Against	The gender diversity of the Board is below our guidelines.
Keysight Technologies, Inc.	20-Mar-25	Elect Director Michelle J. Holthaus	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	20-Mar-25	Elect Director Jean M. Nye	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	20-Mar-25	Elect Director Joanne B. Olsen	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	20-Mar-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	20-Mar-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	20-Mar-25	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
FirstService Corporation	2-Apr-25	Elect Director Yousry Bissada	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	2-Apr-25	Elect Director Elizabeth Carducci	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	2-Apr-25	Elect Director Steve H. Grimshaw	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
FirstService Corporation	2-Apr-25	Elect Director Jay S. Hennick	Withhold	The nominee holds an excessive number of Board mandates (2 in total, including 1 as a Lead executive position and 1 as a Chair) and is therefore considered overboarded.
FirstService Corporation	2-Apr-25	Elect Director D. Scott Patterson	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	2-Apr-25	Elect Director Frederick F. Reichheld	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	2-Apr-25	Elect Director Joan Eloise Sproul	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	2-Apr-25	Elect Director Erin J. Wallace	For	The vote is in line with the Amundi Voting policy.

FirstService Corporation	2-Apr-25	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	2-Apr-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Schlumberger N.V.	2-Apr-25	Elect Director Peter Coleman	Against	The gender diversity of the Board is below our guidelines.
Schlumberger N.V.	2-Apr-25	Elect Director Patrick de La Chevardiére	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Elect Director Miguel Galuccio	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Elect Director Jim Hackett	Against	There are concerns regarding how the Board is overseeing ESG matters.
Schlumberger N.V.	2-Apr-25	Elect Director Olivier Le Peuch	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Elect Director Samuel Leupold	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Elect Director Maria Moraeus Hanssen	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Elect Director Vanitha Narayanan	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Elect Director Jeff Sheets	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Adopt and Approve Financials and Dividends	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	2-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Schlumberger N.V.	2-Apr-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Robert S. Weiss	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Colleen E. Jay	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Lawrence E. Kurzius	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Cynthia L. Lucchese	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Teresa S. Madden	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Maria Rivas	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Elect Director Albert G. White, III	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	2-Apr-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	Amundi votes AGAINST such resolutions.
The Cooper Companies, Inc.	2-Apr-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
The Cooper Companies, Inc.	2-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
A. O. Smith Corporation	8-Apr-25	Elect Director Todd W. Fister	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.

A. O. Smith Corporation	8-Apr-25	Elect Director Michael M. Larsen	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
A. O. Smith Corporation	8-Apr-25	Elect Director Lois M. Martin	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
A. O. Smith Corporation	8-Apr-25	Elect Director Adrian I. Peace *Withdrawn Resolution*		This is a non-votable item
A. O. Smith Corporation	8-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based.
A. O. Smith Corporation	8-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
A. O. Smith Corporation	8-Apr-25	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	Additional disclosure would be useful to shareholders' understanding of the Company's human capital efforts, particularly its ability to access a wider talent pool. Such transparency could help shareholders assess the effectiveness of the company's related hiring practices and their alignment with its long-term workforce strategy and related risk management.
Lennar Corporation	9-Apr-25	Elect Director Amy Banse	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	9-Apr-25	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.
Lennar Corporation	9-Apr-25	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.
Lennar Corporation	9-Apr-25	Elect Director Jonathan M. Jaffe	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	9-Apr-25	Elect Director Teri P. McClure	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	9-Apr-25	Elect Director Stuart Miller	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	9-Apr-25	Elect Director Armando Olivera	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	9-Apr-25	Elect Director Dacona Smith	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	9-Apr-25	Elect Director Jeffrey Sonnenfeld	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.
Lennar Corporation	9-Apr-25	Elect Director Serena Wolfe	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	9-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Lennar Corporation	9-Apr-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Lennar Corporation	9-Apr-25	Require Independent Board Chair	For	This proposal would improve the Company's corporate governance structure.
Lennar Corporation	9-Apr-25	Disclose GHG Emissions Reductions Targets for Full Value Chain	For	We consider the commitment requested by the proposal to be useful for shareholders in assessing the company's climate-related risks.
Lennar Corporation	9-Apr-25	Report on Diversity Equity and Inclusion Efforts	For	Increased disclosure would help shareholders to more fully understand how the company operates and its current policies and practices in this area. We therefore consider that the proposal is in shareholders' interests.
Synopsys, Inc.	10-Apr-25	Elect Director Aart J. de Geus	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Elect Director John G. Schwarz	For	The vote is in line with the Amundi Voting policy.

Synopsys, Inc.	10-Apr-25	Elect Director Sassine Ghazi	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Elect Director Luis Borgen	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Elect Director Janice D. Chaffin	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Elect Director Bruce R. Chizen	Against	Remuneration Committee member is 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.
Synopsys, Inc.	10-Apr-25	Elect Director Mercedes Johnson	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Elect Director Robert G. Painter	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Elect Director Jeannine P. Sargent	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	10-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Synopsys, Inc.	10-Apr-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Synopsys, Inc.	10-Apr-25	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.
The Sherwin-Williams Company	16-Apr-25	Elect Director Kerrii B. Anderson	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
The Sherwin-Williams Company	16-Apr-25	Elect Director Jeff M. Fetting	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Robert J. Gamgort	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Heidi G. Petz	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Aaron M. Powell	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Marta R. Stewart	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Michael H. Thaman	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Matthew Thornton, III	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Elect Director Thomas L. Williams	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	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 insufficiently performance based.
The Sherwin-Williams Company	16-Apr-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.

The Sherwin-Williams Company	16-Apr-25	Eliminate Supermajority Vote Requirement of Paragraph (B) of Article Sixth of the Charter	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	16-Apr-25	Eliminate Supermajority Vote Requirement of Section 6(b) of Article Fourth, Division A of the Charter	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Kathy L. Fortmann	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Melanie L. Healey	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Gary R. Heminger	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
PPG Industries, Inc.	17-Apr-25	Elect Director Timothy M. Knovich	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Michael W. Lamach	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Kathleen A. Ligocki	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Michael T. Nally	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Guillermo Novo	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Christopher N. Roberts, III	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Elect Director Catherine R. Smith	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	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.
PPG Industries, Inc.	17-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	17-Apr-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
Texas Instruments Incorporated	17-Apr-25	Elect Director Mark Blinn	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Todd Bluedorn	Against	The gender diversity of the Board is below our guidelines.
Texas Instruments Incorporated	17-Apr-25	Elect Director Janet Clark	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Carrie Cox	Against	The nominee holds an excessive number of Board mandates (4 in total, including 3 as a Chair) and is therefore considered overboarded.
Texas Instruments Incorporated	17-Apr-25	Elect Director Martin Craighead	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Texas Instruments Incorporated	17-Apr-25	Elect Director Reginald DesRoches	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Curtis Farmer	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Jean Hobby	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Haviv Ilan	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Ronald Kirk	For	The vote is in line with the Amundi Voting policy.

Texas Instruments Incorporated	17-Apr-25	Elect Director Pamela Patsley	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Robert Sanchez	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	Elect Director Richard Templeton	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	17-Apr-25	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 insufficiently performance based.
Texas Instruments Incorporated	17-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Texas Instruments Incorporated	17-Apr-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Broadcom Inc.	21-Apr-25	Elect Director Diane M. Bryant	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Gayla J. Delly	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Kenneth Y. Hao	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Eddy W. Hartenstein	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Check Kian Low	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Justine F. Page	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Henry Samueli	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Hock E. Tan	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	Elect Director Harry L. You	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position and 1 as a Chair) and is therefore considered overboarded. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	21-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	21-Apr-25	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 ESG criteria in the variable compensation.
Adobe Inc.	22-Apr-25	Elect Director Cristiano Amon	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director Amy Banse	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 member is held accountable for the Company's inadequate executive pay practices or policies.
Adobe Inc.	22-Apr-25	Elect Director Melanie Boulden	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director Frank 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. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

Adobe Inc.	22-Apr-25	Elect Director Laura Desmond	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director Shantanu Narayen	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Adobe Inc.	22-Apr-25	Elect Director Spencer Neumann	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director Kathleen Oberg	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director Dheeraj Pandey	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director David Ricks	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Elect Director Daniel Rosensweig	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.
Adobe Inc.	22-Apr-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	22-Apr-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Adobe Inc.	22-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Adobe Inc.	22-Apr-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
Bio-Rad Laboratories, Inc.	22-Apr-25	Elect Director Melinda Litherland	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	22-Apr-25	Elect Director Arnold A. Pinkston	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	22-Apr-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	22-Apr-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
MSCI Inc.	22-Apr-25	Elect Director Robert G. Ashe	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Henry A. Fernandez	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Robin L. Matlock	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Jacques P. Perold	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director C.D. Baer Pettit	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Sandy C. Rattray	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Linda H. Riefler	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Michelle Seitz	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Marcus L. Smith	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director Rajat Taneja	For	The vote is in line with the Amundi Voting policy.

MSCI Inc.	22-Apr-25	Elect Director Paula Volent	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Elect Director June Yang	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	22-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Elect Director Peter Barrett	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Revity, Inc.	22-Apr-25	Elect Director Samuel R. Chapin	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Elect Director Michael A. Klobuchar	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Elect Director Michelle McMurry-Heath	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	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.
Revity, Inc.	22-Apr-25	Elect Director Prahlad R. Singh	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Elect Director Sophie V. Vandebroek	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Elect Director Michel Vounatsos	Against	The gender diversity of the Board is below our guidelines.
Revity, Inc.	22-Apr-25	Elect Director Frank Witney	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Elect Director Pascale Witz	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	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 insufficiently performance based.
Revity, Inc.	22-Apr-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Revity, Inc.	22-Apr-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Rollins, Inc.	22-Apr-25	Elect Director Susan R. Bell	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	22-Apr-25	Elect Director Donald P. Carson	Withhold	The gender diversity of the board is below our guidelines.
Rollins, Inc.	22-Apr-25	Elect Director Paul D. Donahue	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	22-Apr-25	Elect Director Louise S. Sams	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	22-Apr-25	Elect Director John F. Wilson	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	22-Apr-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Kevin P. Clark	For	The vote is in line with the Amundi Voting policy.

Aptiv PLC	23-Apr-25	Elect Director Nancy E. Cooper	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Joseph L. Hooley	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Aptiv PLC	23-Apr-25	Elect Director Vasumati P. Jakkal	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Merit E. Janow	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Sean O. Mahoney	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Paul M. Meister	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Aptiv PLC	23-Apr-25	Elect Director Robert K. Ortberg	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Colin J. Parris	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Elect Director Ana G. Pinczuk	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	23-Apr-25	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.
Eaton Corporation plc	23-Apr-25	Elect Director Craig Arnold	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Silvio Napoli	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	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.
Eaton Corporation plc	23-Apr-25	Elect Director Sandra Pianalto	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Robert V. Pragada	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Paulo Ruiz	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Lori J. Ryerkerk	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	23-Apr-25	Elect Director Andre Schulten	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Gerald B. Smith	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Karenann Terrell	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Dorothy C. Thompson	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Elect Director Darryl L. Wilson	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	23-Apr-25	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Against	The auditor tenure is above 24 years.
Eaton Corporation plc	23-Apr-25	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.
Eaton Corporation plc	23-Apr-25	Authorize Issue of Equity with Pre-emptive Rights	For	The vote is in line with the Amundi Voting policy.

Eaton Corporation plc	23-Apr-25	Authorise Issue of Equity without Pre-emptive Rights	Against	Excessive capital increase without preemptive rights.
Eaton Corporation plc	23-Apr-25	Authorize Share Repurchase of Issued Share Capital	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director Rodney Clark	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director James F. Gentilcore	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Entegris, Inc.	23-Apr-25	Elect Director Yvette Kanouff	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director James P. Lederer	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director Bertrand Loy	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director Mary Puma	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director David Reeder	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	Elect Director Azita Saleki-Gerhardt	For	The vote is in line with the Amundi Voting policy.
Entegris, Inc.	23-Apr-25	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 (lack of stringent performance conditions). There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The structure of the LTIP is insufficiently performance based.
Entegris, Inc.	23-Apr-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Entegris, Inc.	23-Apr-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
TFI International Inc.	23-Apr-25	Elect Director Leslie Abi-Karam	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	23-Apr-25	Elect Director Alain Bedard	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
TFI International Inc.	23-Apr-25	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.
TFI International Inc.	23-Apr-25	Elect Director William T. England	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	23-Apr-25	Elect Director Diane Giard	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	23-Apr-25	Elect Director Debra Kelly-Ennis	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
TFI International Inc.	23-Apr-25	Elect Director Sebastien Martel	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	23-Apr-25	Elect Director John M. Pratt	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	23-Apr-25	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 member is held accountable for the Company's inadequate executive pay practices or policies.
TFI International Inc.	23-Apr-25	Elect Director Rosemary Turner	For	The vote is in line with the Amundi Voting policy.

TFI International Inc.	23-Apr-25	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.	23-Apr-25	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.
West Fraser Timber Co. Ltd.	23-Apr-25	Fix Number of Directors at Twelve	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Henry H. (Hank) Ketcham	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Doyle N. Beneby	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Eric L. Butler	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Reid E. Carter	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director John N. Floren	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Ellis Ketcham Johnson	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Brian G. Kenning	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Marian Lawson	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Sean P. McLaren	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Colleen M. McMorrow	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Janice G. Rennie	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	Elect Director Gillian D. Winckler	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	23-Apr-25	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.	23-Apr-25	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	24-Apr-25	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 member is held accountable for the Company's inadequate executive pay practices or policies.
Avery Dennison Corporation	24-Apr-25	Elect Director Mitchell R. Butier	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	24-Apr-25	Elect Director Ward H. Dickson	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	24-Apr-25	Elect Director Andres A. Lopez	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	24-Apr-25	Elect Director Maria Fernanda Mejia	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	24-Apr-25	Elect Director Francesca Reverberi	For	The vote is in line with the Amundi Voting policy.

Avery Dennison Corporation	24-Apr-25	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.
Avery Dennison Corporation	24-Apr-25	Elect Director Deon M. Stander	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	24-Apr-25	Elect Director William R. Wagner	Against	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 a Lead executive position) and is therefore considered overboarded.
Avery Dennison Corporation	24-Apr-25	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.
Avery Dennison Corporation	24-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Avery Dennison Corporation	24-Apr-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
Fastenal Company	24-Apr-25	Elect Director Scott A. Satterlee	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Michael J. Ancius	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Stephen L. Eastman	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Brady D. Ericson	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Daniel L. Florness	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Rita J. Heise	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	24-Apr-25	Elect Director Hsenghung Sam Hsu	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Daniel L. Johnson	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Sarah N. Nielsen	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Irene A. Quarshie	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Elect Director Reyne K. Wisecup	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	24-Apr-25	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 insufficiently performance based.
J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director Brett Biggs	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	24-Apr-25	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 67% independent directors.
J.B. Hunt Transport Services, Inc.	24-Apr-25	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 67% independent directors.
J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director Thad (John B., III) Hill	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.

J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director Bryan Hunt	Against	The Board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director Persio Lisboa	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director John N. Roberts, III	Against	The Board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director James L. Robo	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is held accountable for the lack of independence.
J.B. Hunt Transport Services, Inc.	24-Apr-25	Elect Director Shelley Simpson	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	24-Apr-25	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.	24-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Darius Adamczyk	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Johnson & Johnson	24-Apr-25	Elect Director Mary C. Beckerle	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Jennifer A. Doudna	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Joaquin Duato	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Marillyn A. Hewson	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Paula A. Johnson	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Hubert Joly	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Mark B. McClellan	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Mark A. Weinberger	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Nadja Y. West	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	Elect Director Eugene A. Woods	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	24-Apr-25	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	24-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Johnson & Johnson	24-Apr-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
Johnson & Johnson	24-Apr-25	Oversee and Report Human Rights Impact Assessment	For	Increased disclosure would allow shareholders to more fully assess the risks presented by the Company's current policies and practices.
Pfizer Inc.	24-Apr-25	Elect Director Ronald E. Blaylock	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Albert Bourla	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Mortimer J. Buckley	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Susan Desmond-Hellmann	For	The vote is in line with the Amundi Voting policy.

Pfizer Inc.	24-Apr-25	Elect Director Joseph J. Echevarria	Against	The gender diversity of the Board is below our guidelines.
Pfizer Inc.	24-Apr-25	Elect Director Scott Gottlieb	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Susan Hockfield	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Dan R. Littman	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Shantanu Narayen	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Suzanne Nora Johnson	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director James Quincey	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director James C. Smith	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Elect Director Cyrus Taraporevala	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	24-Apr-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Pfizer Inc.	24-Apr-25	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 Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (lack of transparency on performance goal). The weight of the ESG criteria in the variable compensation is insufficient. The structure of the LTIP is insufficiently performance based.
Pfizer Inc.	24-Apr-25	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 the shareholders' interest.
Pfizer Inc.	24-Apr-25	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	The proponent has not provided a compelling rationale to explain why the proposed analysis would be of value to shareholders.
Abbott Laboratories	25-Apr-25	Elect Director Robert J. Alpern	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	Elect Director Claire Babineaux-Fontenot	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	Elect Director Sally E. Blount	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	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	25-Apr-25	Elect Director Paola Gonzalez	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	Elect Director Michelle A. Kumbier	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	Elect Director Darren W. McDew	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	Elect Director Nancy McKinstry	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Abbott Laboratories	25-Apr-25	Elect Director Michael G. O'Grady	For	The vote is in line with the Amundi Voting policy.

Abbott Laboratories	25-Apr-25	Elect Director Michael F. Roman	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	Elect Director Daniel J. Starks	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Abbott Laboratories	25-Apr-25	Elect Director John G. Stratton	Against	Nomination Committee member is 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 1 as a Lead executive position) and is therefore considered overboarded.
Abbott Laboratories	25-Apr-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	25-Apr-25	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 insufficiently performance based.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Leona Aglukkaq	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Ammar Al-Joundi	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Sean Boyd	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Martine A. Celej	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Jonathan Gill	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Peter Grosskopf	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Elizabeth Lewis-Gray	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Deborah McCombe	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Jeffrey Parr	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director J. Merfyn Roberts	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	Elect Director Jamie C. Sokalsky	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	25-Apr-25	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	25-Apr-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Graco Inc.	25-Apr-25	Elect Director Eric P. Etchart	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.
Graco Inc.	25-Apr-25	Elect Director Jody H. Feragen	For	The vote is in line with the Amundi Voting policy.
Graco Inc.	25-Apr-25	Elect Director J. Kevin Gilligan	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 member is held accountable for the Company's inadequate executive pay practices or policies.
Graco Inc.	25-Apr-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.

Graco Inc.	25-Apr-25	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 insufficiently performance based.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Mark D. Millett	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Sheree L. Bargabos	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Kenneth W. Cornew	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Traci M. Dolan	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Jennifer L. Hamann	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Bradley S. Seaman	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Gabriel L. Shaheen	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Luis M. Sierra	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	25-Apr-25	Elect Director Richard P. Teets, Jr.	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	25-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Steel Dynamics, Inc.	25-Apr-25	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.	25-Apr-25	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholders' interest.
Genuine Parts Company	28-Apr-25	Elect Director Richard Cox, Jr.	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Paul D. Donahue	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director P. Russell Hardin	Against	The gender diversity of the Board is below our guidelines.
Genuine Parts Company	28-Apr-25	Elect Director John R. Holder	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Donna W. Hyland	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	28-Apr-25	Elect Director Jean-Jacques Lafont	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Robert C. "Robin" Loudermilk, Jr.	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Juliette W. Pryor	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Darren Rebelez	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Laurie Schupmann	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director William P. Stengel, II	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Elect Director Charles K. Stevens, III	For	The vote is in line with the Amundi Voting policy.

Genuine Parts Company	28-Apr-25	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	28-Apr-25	Amend Articles of Incorporation	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	28-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Genuine Parts Company	28-Apr-25	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	Increased disclosure would help shareholders to more fully understand how the company operates and its current policies and practices in this area. We therefore consider that the proposal is in shareholders' interests.
Constellation Energy Corporation	29-Apr-25	Elect Director Yves C. de Balmann	Withhold	The gender diversity of the Board is below our guidelines. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Constellation Energy Corporation	29-Apr-25	Elect Director Robert J. Lawless	Withhold	The gender diversity of the Board is below our guidelines.
Constellation Energy Corporation	29-Apr-25	Elect Director Peter Oppenheimer	For	The vote is in line with the Amundi Voting policy.
Constellation Energy Corporation	29-Apr-25	Elect Director Eileen Paterson	For	The vote is in line with the Amundi Voting policy.
Constellation Energy Corporation	29-Apr-25	Elect Director John M. Richardson	Withhold	The gender diversity of the Board is below our guidelines.
Constellation Energy Corporation	29-Apr-25	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	29-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Andrew Berkenfield	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Derrick Burks	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	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.
Equity LifeStyle Properties, Inc.	29-Apr-25	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. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Constance Freedman	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Thomas Heneghan	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Marguerite Nader	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Radhika Papandreou	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Elect Director Scott Peppet	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	29-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Equity LifeStyle Properties, Inc.	29-Apr-25	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 insufficiently performance based.
Ball Corporation	30-Apr-25	Elect Director John A. Bryant	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Ball Corporation	30-Apr-25	Elect Director Michael J. Cave	For	The vote is in line with the Amundi Voting policy.

Ball Corporation	30-Apr-25	Elect Director Aaron M. Erter	For	The vote is in line with the Amundi Voting policy.
Ball Corporation	30-Apr-25	Elect Director Daniel W. Fisher	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Ball Corporation	30-Apr-25	Elect Director Dune E. Ives	For	The vote is in line with the Amundi Voting policy.
Ball Corporation	30-Apr-25	Elect Director Cynthia A. Niekamp	For	The vote is in line with the Amundi Voting policy.
Ball Corporation	30-Apr-25	Elect Director Todd A. Penegor	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 Lead executive position) and is therefore considered overboarded.
Ball Corporation	30-Apr-25	Elect Director Cathy D. Ross	For	The vote is in line with the Amundi Voting policy.
Ball Corporation	30-Apr-25	Elect Director Betty J. Sapp	For	The vote is in line with the Amundi Voting policy.
Ball Corporation	30-Apr-25	Elect Director Stuart A. Taylor, II	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Ball Corporation	30-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Ball Corporation	30-Apr-25	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 insufficiently performance based.
Ball Corporation	30-Apr-25	Amend Articles of Incorporation to Eliminate Default Board Size	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	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	30-Apr-25	Management Advisory Vote on Climate Change	For	We consider it positive that the company has SBTi-verified well-below 2°C targets and has committed to develop a 1.5°C net-zero long-term target. The company uses scenario analysis with risks and opportunities and shows an understanding of climate change mitigation scenarios. We consider, however, that there is room for improvement (with more details and quantification on mitigation levers). We also note that the company derives 2.59% of FY2024 revenues from the transport of thermal coal and has no phase-out plan. The company also derives revenues from the transport of "Energy, chemicals and plastics", which comprise crude oil and other fossil fuels. • We would like to see more details on the company's exposure to transportation of fossil fuels (especially thermal coal and crude oil from tar sands), and what contingencies it has in place for demand reductions identified by its scenario analysis. • We look forward to reviewing company's proposals for climate remuneration KPIs when published. • We expect an assessment of potential social impacts arising from the execution of the climate plan (either through technology / operational changes within its own fleet, or changes to its operational network resulting from declining fossil fuel demand).
Canadian Pacific Kansas City Limited	30-Apr-25	Approve Amendments to Advance Notice Requirement	Against	The proposal is not in the shareholders' interest.
Canadian Pacific Kansas City Limited	30-Apr-25	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	30-Apr-25	Elect Director Isabelle Courville	For	The vote is in line with the Amundi Voting policy.

Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Keith E. Creel	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Antonio Garza	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Arturo Gutierrez Hernandez	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Edward R. Hamberger	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Janet H. Kennedy	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Henry J. Maier	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Matthew H. Paull	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Jane L. Peverett	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Andrea Robertson	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	30-Apr-25	Elect Director Gordon T. Trafton	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	30-Apr-25	Elect Director Jonathan R. Collins	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Carlisle Companies Incorporated	30-Apr-25	Elect Director D. Christian Koch	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Carlisle Companies Incorporated	30-Apr-25	Elect Director C. David Myers	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	30-Apr-25	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 insufficiently performance based.
Carlisle Companies Incorporated	30-Apr-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Lamberto Andreotti	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	30-Apr-25	Elect Director Klaus A. Engel	Against	The gender diversity of the Board is below our guidelines.
Corteva, Inc.	30-Apr-25	Elect Director David C. Everitt	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Janet P. Giesselman	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Karen H. Grimes	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Michael O. Johanns	Against	The gender diversity of the Board is below our guidelines.
Corteva, Inc.	30-Apr-25	Elect Director Marcos M. Lutz	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Charles V. Magro	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Nayaki R. Nayyar	For	The vote is in line with the Amundi Voting policy.

Corteva, Inc.	30-Apr-25	Elect Director Gregory R. Page	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 is therefore considered overboarded.
Corteva, Inc.	30-Apr-25	Elect Director Kerry J. Preete	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Elect Director Patrick J. Ward	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	30-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Corteva, Inc.	30-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	30-Apr-25	Elect Director Dorothy M. Ables	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Amanda M. Brock	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Paul N. Eckley	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Hans Helmerich	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Jacinto J. Hernandez	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	30-Apr-25	Elect Director Thomas E. Jorden	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria. There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Jeffrey E. Shellebarger	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	30-Apr-25	Elect Director Lisa A. Stewart	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Frances M. Vallejo	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Elect Director Marcus A. Watts	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are issues with the Company's practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	30-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	30-Apr-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Gildan Activewear Inc.	30-Apr-25	Ratify KPMG LLP as Auditors	Withhold	The auditor tenure is above 24 years.
Gildan Activewear Inc.	30-Apr-25	Elect Director Glenn J. Chamandy	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Elect Director Michener Chandlee	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Elect Director Anne-Laure Descours	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Elect Director Ghislain Houle	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Elect Director Melanie Kau	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Elect Director Michael Kneeland	For	The vote is in line with the Amundi Voting policy.

Gildan Activewear Inc.	30-Apr-25	Elect Director Peter Lee	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Elect Director Karen Stuckey	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	30-Apr-25	Advisory Vote on Executive Compensation Approach	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Newmont Corporation	30-Apr-25	Elect Director Gregory H. Boyce	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Bruce R. Brook	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Maura J. Clark	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Harry M. (Red) Conger, IV	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Emma FitzGerald	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Sally-Anne Layman	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director José Manuel Madero	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director René Médori	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Jane Nelson	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Tom Palmer	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director Julio M. Quintana	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Elect Director David T. Seaton	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	30-Apr-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director Peter D. Arvan	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director Martha S. Gervasi	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	30-Apr-25	Elect Director James D. Hope	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director Kevin M. Murphy	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director Debra S. Oler	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director Manuel J. Perez de la Mesa	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director Carlos A. Sabater	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director John E. Stokely	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	30-Apr-25	Elect Director David G. Whalen	Against	The gender diversity of the Board is below our guidelines.
Pool Corporation	30-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.

Pool Corporation	30-Apr-25	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.	30-Apr-25	Elect Director Kristen Actis-Grande	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	30-Apr-25	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.	30-Apr-25	Elect Director Bryce Blair	Against	The gender diversity of the board is below our guidelines.
PulteGroup, Inc.	30-Apr-25	Elect Director Thomas J. Folliard	Against	The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair) and is therefore considered overboarded.
PulteGroup, Inc.	30-Apr-25	Elect Director Cheryl W. Grisé	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	30-Apr-25	Elect Director André J. Hawaux	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	30-Apr-25	Elect Director Ryan R. Marshall	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	30-Apr-25	Elect Director John R. Peshkin	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	30-Apr-25	Elect Director Scott F. Powers	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	30-Apr-25	Elect Director Lila Snyder	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	30-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
PulteGroup, Inc.	30-Apr-25	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.	30-Apr-25	Amend Clawback Policy	Against	The proposal is not in the shareholders' interest.
PulteGroup, Inc.	30-Apr-25	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Amundi is in favor of companies increasing their efforts to better manage their climate-related risks. This proposal will be useful for shareholders to assess the company's exposure to climate risks and to understand how it mitigates climate and transition risks.
The Coca-Cola Company	30-Apr-25	Elect Director Herb Allen	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Elect Director Bela Bajaria	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Elect Director Ana Botin	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Elect Director Christopher C. Davis	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	30-Apr-25	Elect Director Carolyn Everson	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Elect Director Thomas S. Gayner	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
The Coca-Cola Company	30-Apr-25	Elect Director Maria Elena Lagomasino	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Elect Director Amity Millhiser	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Elect Director James Quincey	For	The vote is in line with the Amundi Voting policy.

The Coca-Cola Company	30-Apr-25	Elect Director Caroline J. Tsay	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	30-Apr-25	Elect Director David B. Weinberg	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	30-Apr-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	30-Apr-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
The Coca-Cola Company	30-Apr-25	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	We concur with the proponent that disclosure to shareholders of the risks associated with the use of non-sugar sweeteners would be beneficial.
The Coca-Cola Company	30-Apr-25	Report on Food Waste Management and Targets to Reduce Food Waste	For	We concur with the proponent that a report for shareholders on the topic of food waste, with increased disclosures and targets would be beneficial.
The Coca-Cola Company	30-Apr-25	Establish a Board Committee on Improper Influence	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	30-Apr-25	Consider Abolishing DEI Goals from Compensation Inducements	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	30-Apr-25	Report on Impacts Related to Associating Brand with Politically Divisive Events	For	We concur with the proponent that a report on the impacts of associating the brand image with politically divisive events would be beneficial to shareholders.
The Coca-Cola Company	30-Apr-25	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
W.W. Grainger, Inc.	30-Apr-25	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 member is held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	30-Apr-25	Elect Director George S. Davis	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Katherine D. Jaspon	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Christopher J. Klein	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	Elect Director D.G. Macpherson	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Cindy J. Miller	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	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 member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Beatriz R. Perez	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	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.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Susan Slavik Williams	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Lucas E. Watson	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	Elect Director Steven A. White	For	The vote is in line with the Amundi Voting policy.

W.W. Grainger, Inc.	30-Apr-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	30-Apr-25	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).
W.W. Grainger, Inc.	30-Apr-25	Eliminate Cumulative Voting	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director Yoshiaki Fujimori	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director David C. Habiger	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Boston Scientific Corporation	1-May-25	Elect Director Edward J. Ludwig	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director Michael F. Mahoney	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director Jessica L. Mega	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director Susan E. Morano	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director Cheryl Pegus	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director John E. Sununu	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director David S. Wichmann	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	1-May-25	Elect Director Ellen M. Zane	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Boston Scientific Corporation	1-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based.
Boston Scientific Corporation	1-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Boston Scientific Corporation	1-May-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Church & Dwight Co., Inc.	1-May-25	Elect Director Bradlen S. Cashaw	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	1-May-25	Elect Director Richard A. Dierker	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	1-May-25	Elect Director Matthew T. Farrell	Against	The Board is not sufficiently independent as per our voting policy.
Church & Dwight Co., Inc.	1-May-25	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.
Church & Dwight Co., Inc.	1-May-25	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. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Church & Dwight Co., Inc.	1-May-25	Elect Director Susan G. Saideman	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	1-May-25	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.
Church & Dwight Co., Inc.	1-May-25	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.
Church & Dwight Co., Inc.	1-May-25	Elect Director Michael R. Smith	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	1-May-25	Elect Director Janet S. Vergis	Against	Nomination Committee member is held accountable for the lack of independence.
Church & Dwight Co., Inc.	1-May-25	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.	1-May-25	Elect Director Laurie J. Yoler	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	1-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based. The Company has not disclosed sufficient information to enable support of the proposal.
Church & Dwight Co., Inc.	1-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Church & Dwight Co., Inc.	1-May-25	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholders' interest.
Corning Incorporated	1-May-25	Elect Director Leslie A. Brun	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	1-May-25	Elect Director Stephanie A. Burns	Against	Nomination Committee member is 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.
Corning Incorporated	1-May-25	Elect Director Pamela J. Craig	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	1-May-25	Elect Director Robert F. Cummings, Jr.	Against	The gender diversity of the board is below our guidelines. 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.
Corning Incorporated	1-May-25	Elect Director Roger W. Ferguson, Jr.	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	1-May-25	Elect Director Thomas D. French	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	1-May-25	Elect Director Daniel P. Huttenlocher	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	1-May-25	Elect Director Kevin J. Martin	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.
Corning Incorporated	1-May-25	Elect Director Wendell P. Weeks	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Corning Incorporated	1-May-25	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).
Corning Incorporated	1-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.

Intuitive Surgical, Inc.	1-May-25	Elect Director Craig H. Barratt	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Joseph C. Beery	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Lewis Chew	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Gary S. Guthart	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Amal M. Johnson	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	1-May-25	Elect Director Sreelakshmi Kolli	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Amy L. Ladd	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Keith R. Leonard, Jr.	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Intuitive Surgical, Inc.	1-May-25	Elect Director Jami Dover Nachtseim	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director Monica P. Reed	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Elect Director David J. Rosa	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Intuitive Surgical, Inc.	1-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	1-May-25	Improve Executive Compensation Program	Against	The proposal is not in the shareholders' interest.
Intuitive Surgical, Inc.	1-May-25	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.
Kimberly-Clark Corporation	1-May-25	Elect Director Sylvia M. Burwell	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director John W. Culver	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Michael D. Hsu	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Mae C. Jemison	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Deeptha Khanna	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director S. Todd Maclin	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Deirdre A. Mahlan	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Sherilyn S. McCoy	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Christa S. Quarles	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Jaime A. Ramirez	For	The vote is in line with the Amundi Voting policy.

Kimberly-Clark Corporation	1-May-25	Elect Director Joseph Romanelli	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Elect Director Dunia A. Shive	Against	There are concerns regarding how the Board is overseeing ESG matters.
Kimberly-Clark Corporation	1-May-25	Elect Director Mark T. Smucker	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	1-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Kimberly-Clark Corporation	1-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Company has not disclosed sufficient information to enable support of the proposal.
Mettler-Toledo International Inc.	1-May-25	Elect Director Roland Diggelmann	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	Elect Director Domitille Doat-Le Bigot	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	Elect Director Elisha W. Finney	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	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.	1-May-25	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. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Mettler-Toledo International Inc.	1-May-25	Elect Director Brian Shepherd	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	Elect Director Wolfgang Wienand	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	Elect Director Ingrid Zhang	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	1-May-25	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 insufficiently performance based. There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Toromont Industries Ltd.	1-May-25	Elect Director Peter J. Blake	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Benjamin D. Cherniavsky	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Cathryn E. Cranston	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Paramita Das	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Sharon L. Hodgson	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	1-May-25	Elect Director Ave G. Lethbridge	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Michael S.H. McMillan	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Frederick J. Mifflin	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Katherine A. Rethy	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	1-May-25	Elect Director Richard G. Roy	For	The vote is in line with the Amundi Voting policy.

Toromont Industries Ltd.	1-May-25	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Toromont Industries Ltd.	1-May-25	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.
ARC Resources Ltd.	2-May-25	Elect Director Harold N. Kvisle	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
ARC Resources Ltd.	2-May-25	Elect Director Carol T. Banducci	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	2-May-25	Elect Director David R. Collyer	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
ARC Resources Ltd.	2-May-25	Elect Director Hugh H. Connett	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	2-May-25	Elect Director Michael R. Culbert	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	2-May-25	Elect Director Denise S. Man	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	2-May-25	Elect Director Michael G. McAllister	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	2-May-25	Elect Director Marty L. Proctor	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. 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.	2-May-25	Elect Director M. Jacqueline Sheppard	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	2-May-25	Elect Director Leontine van Leeuwen-Atkins	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	2-May-25	Elect Director Terry M. Anderson	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	2-May-25	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.	2-May-25	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.
Canadian National Railway Company	2-May-25	Elect Director Shauneen Bruder	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Jo-ann dePass Olsovsky	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director David Freeman	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Denise Gray	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Justin M. Howell	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Susan C. Jones	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Robert Knight	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Michel Letellier	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Margaret A. McKenzie	For	The vote is in line with the Amundi Voting policy.

Canadian National Railway Company	2-May-25	Elect Director Al Monaco	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Elect Director Tracy Robinson	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Ratify KPMG LLP as Auditors	Withhold	The auditor tenure is above 24 years.
Canadian National Railway Company	2-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	2-May-25	Management Advisory Vote on Climate Change	For	We acknowledge the fact that during the year under review, the issuer has validated Science-Based Targets both short-term (well-below 2°C for Scope 1 and 2) and long-term (1.5°C all scopes). We note that the company transports coal (6% of revenues). The company mentions the risks of shifting consumer demand to low-carbon products and increased climate-focused regulations, but there is no transition plan per se. 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.
Dayforce, Inc.	2-May-25	Elect Director Brent Bickett	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Dayforce, Inc.	2-May-25	Elect Director Ronald Clarke	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director Deborah Farrington	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director Thomas Hagerty	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director Linda Mantia	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director David Ossip	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director Ganesh Rao	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director Andrea Rosen	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Elect Director Gerald Throop	For	The vote is in line with the Amundi Voting policy.
Dayforce, Inc.	2-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Dayforce, Inc.	2-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Dayforce, Inc.	2-May-25	Amend Certificate of Incorporation	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Deborah L. DeHaas	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director H. John Gilbertson, Jr.	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Kristiane C. Graham	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Marc A. Howze	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Michael Manley	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Danita K. Ostling	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Eric A. Spiegel	For	The vote is in line with the Amundi Voting policy.

Dover Corporation	2-May-25	Elect Director Richard J. Tobin	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	2-May-25	Elect Director Keith E. Wandell	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Dover Corporation	2-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Dover Corporation	2-May-25	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 insufficiently performance based.
Dover Corporation	2-May-25	Require Independent Board Chair	Against	The proposal is not in shareholders' interest.
Illinois Tool Works Inc.	2-May-25	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 67% independent directors.
Illinois Tool Works Inc.	2-May-25	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.
Illinois Tool Works Inc.	2-May-25	Elect Director Darrell L. Ford	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	2-May-25	Elect Director Kelly J. Grier	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	2-May-25	Elect Director James W. Griffith	Against	The gender diversity of the Board is below our guidelines. 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.
Illinois Tool Works Inc.	2-May-25	Elect Director Jay L. Henderson	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	2-May-25	Elect Director Jaime Irick	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	2-May-25	Elect Director Richard H. Lenny	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	2-May-25	Elect Director Christopher A. O'Herlihy	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	2-May-25	Elect Director E. Scott Santi	Against	The Board is not sufficiently independent as per our voting policy.
Illinois Tool Works Inc.	2-May-25	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 67% independent directors.
Illinois Tool Works Inc.	2-May-25	Elect Director Pamela B. Strobel	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is 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.

Illinois Tool Works Inc.	2-May-25	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 insufficiently performance based.
Illinois Tool Works Inc.	2-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	2-May-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
Eli Lilly and Company	5-May-25	Elect Director Ralph Alvarez	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 member is held accountable for the Company's inadequate executive pay practices or policies.
Eli Lilly and Company	5-May-25	Elect Director Mary Lynne Hedley	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	5-May-25	Elect Director Kimberly H. Johnson	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	5-May-25	Elect Director Juan R. Luciano	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	5-May-25	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). There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Eli Lilly and Company	5-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Eli Lilly and Company	5-May-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	5-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	5-May-25	Elect Director Henry C. Duques	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Paycom Software, Inc.	5-May-25	Elect Director Chad Richison	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Paycom Software, Inc.	5-May-25	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	5-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Uber Technologies, Inc.	5-May-25	Elect Director Ronald Sugar	Against	The gender diversity of the board is below our guidelines.
Uber Technologies, Inc.	5-May-25	Elect Director Revathi Advaiti	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director Turqi Alnowaiser	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director Ursula Burns	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director Robert Eckert	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director Amanda Ginsberg	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director Dara Khosrowshahi	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director John Thain	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Elect Director David Trujillo	For	The vote is in line with the Amundi Voting policy.

Uber Technologies, Inc.	5-May-25	Elect Director Alexander Wynaendts	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	5-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director M. Lauren Bras	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director Ralf H. Cramer	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director J. Kent Masters, Jr.	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Albemarle Corporation	6-May-25	Elect Director Glenda J. Minor	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director James J. O'Brien	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The gender diversity of the board is below our guidelines.
Albemarle Corporation	6-May-25	Elect Director Diarmuid B. O'Connell	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director Dean L. Seavers	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director Gerald A. Steiner	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director Holly A. Van Deursen	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	6-May-25	Elect Director Alejandro D. Wolff	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	6-May-25	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 (general). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general). There is a lack of relevant and quantifiable Climate criteria in the variable compensation. The structure of the LTIP is insufficiently performance based.
Albemarle Corporation	6-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Albemarle Corporation	6-May-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Barrick Gold Corporation	6-May-25	Elect Director D. Mark Bristow	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director Helen Cai	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director Isela A. Costantini	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director Brian L. Greenspun	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director J. Brett Harvey	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director Anne N. Kabagambe	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director M. Loreto Silva	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director John L. Thornton	For	The vote is in line with the Amundi Voting policy.

Barrick Gold Corporation	6-May-25	Elect Director Ben van Beurden	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Elect Director Pekka J. Vauramo	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Barrick Gold Corporation	6-May-25	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Barrick Gold Corporation	6-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	6-May-25	Change Company Name to Barrick Mining Corporation (English) / Societe miniere Barrick (French)	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Javed Ahmed	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Robert C. Arzbaecher	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Christopher D. Bohn	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Deborah L. DeHaas	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director John W. Eaves	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Susan A. Ellerbusch	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Stephen J. Hagge	Against	The gender diversity of the board is below our guidelines.
CF Industries Holdings, Inc.	6-May-25	Elect Director Jesus Madrazo Yris	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Anne P. Noonan	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Michael J. Toelle	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Theresa E. Wagler	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director Celso L. White	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Elect Director W. Anthony Will	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	6-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
CF Industries Holdings, Inc.	6-May-25	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.
Danaher Corporation	6-May-25	Elect Director Rainer M. Blair	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	Elect Director Feroz Dewan	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	Elect Director Linda Filler	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is 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.
Danaher Corporation	6-May-25	Elect Director Charles W. Lamanna	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	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 member is 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	6-May-25	Elect Director Jessica L. Mega	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	Elect Director Mitchell P. Rales	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	Elect Director Steven M. Rales	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	Elect Director A. Shane Sanders	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	6-May-25	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.
Danaher Corporation	6-May-25	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.
Danaher Corporation	6-May-25	Elect Director Raymond C. Stevens	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	6-May-25	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.
Danaher Corporation	6-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	6-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Glenn M. Alger	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Robert "Bob" P. Carlile	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	Elect Director James "Jim" M. DuBois	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	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. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Diane H. Gulyas	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Brandon S. Pedersen	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Liane J. Pelletier	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.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Olivia D. Polius	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	Elect Director Daniel R. Wall	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	6-May-25	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.	6-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Hubbell Incorporated	6-May-25	Elect Director Gerben W. Bakker	Withhold	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Hubbell Incorporated	6-May-25	Elect Director Carlos M. Cardoso	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies. 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.
Hubbell Incorporated	6-May-25	Elect Director Debra L. Dial	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	6-May-25	Elect Director Anthony J. Guzzi	Withhold	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.
Hubbell Incorporated	6-May-25	Elect Director Rhett A. Hernandez	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	6-May-25	Elect Director Neal J. Keating	Withhold	The gender diversity of the Board is below our guidelines. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. 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.
Hubbell Incorporated	6-May-25	Elect Director Bonnie C. Lind	For	The vote is in line with the Amundi Voting policy.

Hubbell Incorporated	6-May-25	Elect Director John F. Malloy	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	6-May-25	Elect Director Jennifer M. Pollino	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	6-May-25	Elect Director Garrick J. Rochow	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Lead executive position) and is therefore considered overboarded.
Hubbell Incorporated	6-May-25	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 insufficiently performance based.
Hubbell Incorporated	6-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Hubbell Incorporated	6-May-25	Adopt Majority Voting for Uncontested Election of Directors	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	6-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	6-May-25	Elect Director Paul C. Saville	Against	The Board is not sufficiently independent as per our voting policy.
NVR, Inc.	6-May-25	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.
NVR, Inc.	6-May-25	Elect Director Sallie B. Bailey	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	6-May-25	Elect Director Alfred E. Festa	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member 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 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.
NVR, Inc.	6-May-25	Elect Director Alexandra A. Jung	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	6-May-25	Elect Director Mel Martinez	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.
NVR, Inc.	6-May-25	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. 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.
NVR, Inc.	6-May-25	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.
NVR, Inc.	6-May-25	Elect Director Susan Williamson Ross	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
NVR, Inc.	6-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
NVR, Inc.	6-May-25	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.	6-May-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in the shareholders' interest.
Pentair plc	6-May-25	Elect Director Mona Abutaleb Stephenson	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director Melissa Barra	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director Tracey C. Doi	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director T. Michael Glenn	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	6-May-25	Elect Director Theodore L. Harris	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director David A. Jones	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director Gregory E. Knight	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director Michael T. Speetzen	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director John L. Stauch	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Elect Director Billie I. Williamson	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Pentair plc	6-May-25	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	The auditor tenure is above 24 years.
Pentair plc	6-May-25	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Pentair plc	6-May-25	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Pentair plc	6-May-25	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	6-May-25	Elect Director Ian R. Ashby	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Patricia M. Bedient	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Russell K. Girling	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Jean Paul (JP) Gladu	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Richard M. Kruger	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Brian P. MacDonald	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Lorraine Mitchelmore	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Jane L. Peverett	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	6-May-25	Elect Director Daniel Romasko	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Elect Director Christopher R. Seasons	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.

Suncor Energy Inc.	6-May-25	Elect Director M. Jacqueline Sheppard	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Suncor Energy Inc.	6-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	6-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Suncor Energy Inc.	6-May-25	SP 1: Report on Impact of Net Zero by 2050 Pledge	Against	The proponent has not provided a compelling rationale to explain why the additional proposed disclosures would be of value to shareholders.
The Hershey Company	6-May-25	Elect Director Michele G. Buck	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria
The Hershey Company	6-May-25	Elect Director Timothy W. Curoe	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Mary Kay Haben	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	6-May-25	Elect Director Huong Maria T. Kraus	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Deirdre A. Mahlan	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Barry J. Nalebuff	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Kevin M. Ozan	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Juan R. Perez	Against	Nomination Committee member is 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 an executive) and is therefore considered overboarded.
The Hershey Company	6-May-25	Elect Director Marie Quintero-Johnson	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Cordel Robbin-Coker	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Elect Director Harold Singleton, III	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	6-May-25	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 Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (general).
The Hershey Company	6-May-25	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Elect Director Glenn A. Carter	Withhold	The gender diversity of the board is below our guidelines.
Tyler Technologies, Inc.	6-May-25	Elect Director Margot L. Carter	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Elect Director Brenda A. Cline	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Elect Director Ronnie D. Hawkins, Jr.	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Elect Director John S. Marr, Jr.	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Elect Director H. Lynn Moore, Jr.	For	The vote is in line with the Amundi Voting policy.

Tyler Technologies, Inc.	6-May-25	Elect Director Daniel M. Pope	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Tyler Technologies, Inc.	6-May-25	Elect Director Andrew D. Teed	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	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.	6-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Tyler Technologies, Inc.	6-May-25	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess the risks presented by the Company's political contributions, evaluate whether spending is in line with stated objectives, and understand how the Board monitors them.
Tyler Technologies, Inc.	6-May-25	Eliminate Supermajority Vote Requirement in Article Ninth of the Certificate	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Eliminate Supermajority Vote Requirement in Article Twelfth of the Certificate	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	6-May-25	Amend Right to Act by Written Consent	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director Fred M. Diaz	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director H. Paulett Eberhart	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director Marie A. Ffolkes	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director Kimberly S. Greene	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director Deborah P. Majoras	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director Eric D. Mullins	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	Elect Director R. Lane Riggs	For	The vote is in line with the Amundi Voting policy.
Valero Energy Corporation	6-May-25	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.
Valero Energy Corporation	6-May-25	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.
Valero Energy Corporation	6-May-25	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.
Valero Energy Corporation	6-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Mark A. Buthman	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	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.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Robert F. Friel	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Eric M. Green	For	The vote is in line with the Amundi Voting policy.

West Pharmaceutical Services, Inc.	6-May-25	Elect Director Janet B. Haugen	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	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.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Molly E. Joseph	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Deborah L. V. Keller	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Myla P. Lai-Goldman	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Stephen H. Lockhart	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	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.
West Pharmaceutical Services, Inc.	6-May-25	Elect Director Paolo Pucci	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	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 insufficiently performance based.
West Pharmaceutical Services, Inc.	6-May-25	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	6-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
AMETEK, Inc.	7-May-25	Elect Director Dean Seavers	For	The vote is in line with the Amundi Voting policy.
AMETEK, Inc.	7-May-25	Elect Director David A. Zapico	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
AMETEK, Inc.	7-May-25	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.
AMETEK, Inc.	7-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
CSX Corporation	7-May-25	Elect Director Ann D. Begeman	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	Elect Director Thomas P. Bostick	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	Elect Director Anne H. Chow	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	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	7-May-25	Elect Director Paul C. Hilal	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	Elect Director Joseph R. Hinrichs	For	The vote is in line with the Amundi Voting policy.

CSX Corporation	7-May-25	Elect Director David M. Moffett	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	Elect Director Linda H. Riefler	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	Elect Director Suzanne M. Vautrinot	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	Elect Director James L. Wainscott	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	7-May-25	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	7-May-25	Elect Director John J. Zillmer	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position and 1 as a Chair) and is therefore considered overboarded.
CSX Corporation	7-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
CSX Corporation	7-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Jacqueline K. Barton	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Jeffrey A. Bluestone	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Sandra J. Horning	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Kelly A. Kramer	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Ted W. Love	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Harish M. Manwani	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Daniel P. O'Day	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Javier J. Rodriguez	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Elect Director Anthony Welters	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	7-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Gilead Sciences, Inc.	7-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Gilead Sciences, Inc.	7-May-25	Report on Pay Disparity	For	Amundi considers that social cohesion represents a systemic risk for companies, as well as an opportunity for those who wish to integrate it in a positive way, particularly through controls on wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
Gilead Sciences, Inc.	7-May-25	Require Independent Board Chair	Against	The proposal is not in the shareholders' interest.
Gilead Sciences, Inc.	7-May-25	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	For	Amundi supports efforts that assess and mitigate human rights risk.
Gilead Sciences, Inc.	7-May-25	Report on the Risks of DEI Practices for Contractors	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
IDEXX Laboratories, Inc.	7-May-25	Elect Director Stuart M. Essig	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	7-May-25	Elect Director Jonathan J. Mazelsky	For	The vote is in line with the Amundi Voting policy.

IDEXX Laboratories, Inc.	7-May-25	Elect Director M. Anne Szostak	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	7-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	7-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based.
IDEXX Laboratories, Inc.	7-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	7-May-25	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
IDEXX Laboratories, Inc.	7-May-25	Declassify the Board of Directors	For	The proposal is in the shareholders' interest.
Kinross Gold Corporation	7-May-25	Elect Director George V. Albino	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director Kerry D. Dyte	Withhold	The gender diversity of the Board is below our guidelines.
Kinross Gold Corporation	7-May-25	Elect Director Glenn A. Ives	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director Ave G. Lethbridge	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director Michael A. Lewis	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director Elizabeth D. McGregor	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director Kelly J. Osborne	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director George N. Paspalas	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director J. Paul Rollinson	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Elect Director David A. Scott	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Kinross Gold Corporation	7-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	7-May-25	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.
Packaging Corporation of America	7-May-25	Elect Director Duane C. Farrington	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	7-May-25	Elect Director Karen E. Gowland	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	7-May-25	Elect Director Donna A. Harman	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	7-May-25	Elect Director Mark W. Kowlzan	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Packaging Corporation of America	7-May-25	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	7-May-25	Elect Director Samuel M. Menco	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.
Packaging Corporation of America	7-May-25	Elect Director Roger B. Porter	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is 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. The gender diversity of the board is below our guidelines. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Packaging Corporation of America	7-May-25	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 member is held accountable for the Company's inadequate executive pay practices or policies.
Packaging Corporation of America	7-May-25	Elect Director Paul T. Stecko	Against	The Board is not sufficiently independent as per our voting policy.
Packaging Corporation of America	7-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	7-May-25	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.
Pan American Silver Corp.	7-May-25	Fix Number of Directors at Nine	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director John Begeman	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Neil de Gelder	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Chantal Gosselin	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Charles Jeannes	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	7-May-25	Elect Director Kimberly Keating	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Jennifer Maki	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Kathleen Sendall	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Michael Steinmann	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	7-May-25	Elect Director Gillian Winckler	For	The vote is in line with the Amundi Voting policy.

Pan American Silver Corp.	7-May-25	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Pan American Silver Corp.	7-May-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
PepsiCo, Inc.	7-May-25	Elect Director Segun Agbaje	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Jennifer Bailey	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Cesar Conde	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
PepsiCo, Inc.	7-May-25	Elect Director Ian Cook	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Edith W. Cooper	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Susan M. Diamond	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Dina Dublon	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Michelle Gass	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Ramon L. Laguarta	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
PepsiCo, Inc.	7-May-25	Elect Director Dave J. Lewis	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director David C. Page	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Robert C. Pohlard	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
PepsiCo, Inc.	7-May-25	Elect Director Daniel Vasella	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Darren Walker	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Elect Director Alberto Weisser	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	7-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
PepsiCo, Inc.	7-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
PepsiCo, Inc.	7-May-25	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	We concur with the proponent that disclosure to shareholders of the risks associated with the use of non-sugar sweeteners would be beneficial.
PepsiCo, Inc.	7-May-25	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.	7-May-25	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 it key for all food and beverage companies to conduct a material biodiversity dependency and impact assessment, as they rely on nature to source their raw materials, which is also the case for PepsiCo. The company needs to strengthen its understanding of biodiversity risks to better mitigate them on a global scale.
PepsiCo, Inc.	7-May-25	Report on Plastic 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.

Alnylam Pharmaceuticals, Inc.	8-May-25	Elect Director Carolyn R. Bertozzi	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	8-May-25	Elect Director Margaret A. Hamburg	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	8-May-25	Elect Director Colleen F. Reitan	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Alnylam Pharmaceuticals, Inc.	8-May-25	Elect Director Amy W. Schulman	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	8-May-25	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Alnylam Pharmaceuticals, Inc.	8-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	8-May-25	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 insufficiently performance based.
Alnylam Pharmaceuticals, Inc.	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Elect Director Michael S. Burke	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	8-May-25	Elect Director Theodore Colbert, III	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Elect Director James C. Collins, Jr.	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	8-May-25	Elect Director Terrell K. Crews	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Elect Director Ellen de Brabander	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	8-May-25	Elect Director Suzan F. Harrison	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	8-May-25	Elect Director Juan R. Luciano	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Archer-Daniels-Midland Company	8-May-25	Elect Director David R. McAtee, II	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Elect Director Patrick J. Moore	Against	There are concerns regarding how the Board is overseeing ESG matters. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Archer-Daniels-Midland Company	8-May-25	Elect Director Debra A. Sandler	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	8-May-25	Elect Director Lei Z. Schlitz	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Elect Director Kelvin R. Westbrook	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	8-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Archer-Daniels-Midland Company	8-May-25	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholders' interest.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director David P. Bozeman	For	The vote is in line with the Amundi Voting policy.

C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Kermit R. Crawford	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Timothy C. Gokey	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Mark A. Goodburn	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Mary J. Steele Guilfoile	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Jodee A. Kozlak	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Michael H. McGarry	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Paige K. Robbins	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Paula C. Tolliver	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Elect Director Henry W. "Jay" Winship	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	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.
C.H. Robinson Worldwide, Inc.	8-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	8-May-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration, vesting period).
Cadence Design Systems, Inc.	8-May-25	Elect Director Mark W. Adams	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	8-May-25	Elect Director Ita Brennan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	Elect Director Lewis Chew	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	Elect Director Anirudh Devgan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	Elect Director Moshe Gavrielov	Against	The gender diversity of the board is below our guidelines.
Cadence Design Systems, Inc.	8-May-25	Elect Director ML Krakauer	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	Elect Director Julia Liuson	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	Elect Director James D. Plummer	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Cadence Design Systems, Inc.	8-May-25	Elect Director Alberto Sangiovanni-Vincentelli	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Cadence Design Systems, Inc.	8-May-25	Elect Director Young K. Sohn	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	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 insufficiently performance based.
Cadence Design Systems, Inc.	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	8-May-25	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess the risks presented by the Company's political

				contributions, evaluate whether spending is in line with stated objectives, and understand how the Board monitors them.
Canadian Natural Resources Limited	8-May-25	Elect Director Catherine M. Best	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. 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.
Canadian Natural Resources Limited	8-May-25	Elect Director M. Elizabeth Cannon	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	8-May-25	Elect Director N. Murray Edwards	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. The Board is not sufficiently independent as per our voting policy.
Canadian Natural Resources Limited	8-May-25	Elect Director Christopher L. Fong	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. The Board is not sufficiently independent as per our voting policy.
Canadian Natural Resources Limited	8-May-25	Elect Director Gordon D. Giffin	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. The Board is not sufficiently independent as per our voting policy. Nomination Committee member 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 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.
Canadian Natural Resources Limited	8-May-25	Elect Director Wilfred A. Gobert	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. 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.
Canadian Natural Resources Limited	8-May-25	Elect Director Christine M. Healy	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	8-May-25	Elect Director Steve W. Laut	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. The Board is not sufficiently independent as per our voting policy.
Canadian Natural Resources Limited	8-May-25	Elect Director Frank J. McKenna	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. 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 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.
Canadian Natural Resources Limited	8-May-25	Elect Director Scott G. Stauth	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	8-May-25	Elect Director David A. Tuer	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal. 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.
Canadian Natural Resources Limited	8-May-25	Elect Director Annette M. Verschuren	Withhold	There are issues with the Company's practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	8-May-25	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Canadian Natural Resources Limited	8-May-25	Re-approve Stock Option Plan	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	8-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	8-May-25	Elect Director Stephen E. Bradley	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	8-May-25	Elect Director Keith M. Casey	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Michael J. Crothers	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	8-May-25	Elect Director James D. Girgulis	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	8-May-25	Elect Director Jane E. Kinney	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Eva L. Kwok	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Melanie A. Little	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Richard J. Marcogliese	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Chana L. Martineau	For	The vote is in line with the Amundi Voting policy.
Cenovus Energy Inc.	8-May-25	Elect Director Jonathan M. McKenzie	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Claude Mongeau	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Alexander J. Pourbaix	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Cenovus Energy Inc.	8-May-25	Elect Director Frank J. Sixt	Against	There are issues with the Company's practices or policies which do not enable support of the proposal. 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.	8-May-25	Elect Director Rhonda I. Zygocki	Against	There are issues with the Company's practices or policies which do not enable support of the proposal. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Cenovus Energy Inc.	8-May-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
CRH Plc	8-May-25	Re-elect Richie Boucher as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Caroline Dowling as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Richard Fearon as Director	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.

CRH Plc	8-May-25	Re-elect Johan Karlstrom as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Shaun Kelly as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Badar Khan as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Lamar McKay as Director	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
CRH Plc	8-May-25	Re-elect Jim Mintern as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Gillian L. Platt as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Mary K. Rhinehart as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Siobhan Talbot as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Re-elect Christina Verchere as Director	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	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).
CRH Plc	8-May-25	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
CRH Plc	8-May-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Authorize Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Authorize Issue of Equity	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Authorize Issue of Equity without Pre-emptive Rights	Against	Excessive capital increase without preemptive rights.
CRH Plc	8-May-25	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Authorize Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Require Advance Notice for Shareholder Proposals/Nominations	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Adopt Plurality Voting in Contested Director Elections	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	For	The vote is in line with the Amundi Voting policy.
CRH Plc	8-May-25	Amend Articles of Association	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Kevin R. Sayer	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Steven R. Altman	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Nicholas Augustinos	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Richard A. Collins	For	The vote is in line with the Amundi Voting policy.

DexCom, Inc.	8-May-25	Elect Director Karen Dahut *Withdrawn Resolution*		This is a non-votable item
DexCom, Inc.	8-May-25	Elect Director Rimma Driscoll	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Mark G. Foletta	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Renee Gala	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Elect Director Bridgette P. Heller	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
DexCom, Inc.	8-May-25	Elect Director Kyle Malady	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
DexCom, Inc.	8-May-25	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.	8-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	8-May-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Judson B. Althoff	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Shari L. Ballard	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Christophe Beck	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Michel D. Doukeris	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Lead executive position and 2 as a Chair) and is therefore considered overboarded.
Ecolab Inc.	8-May-25	Elect Director Eric M. Green	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Ecolab Inc.	8-May-25	Elect Director Marion K. Gross	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Michael Larson	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director David W. MacLennan	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Tracy B. McKibben	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Lionel L. Nowell, III	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Victoria J. Reich	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director Suzanne M. Vautrinot	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	8-May-25	Elect Director John J. Zillmer	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position and 1 as a Chair) and is therefore considered overboarded.
Ecolab Inc.	8-May-25	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 goal).
Ecolab Inc.	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.

Ecolab Inc.	8-May-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Edwards Lifesciences Corporation	8-May-25	Elect Director Leslie C. Davis	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director David T. Feinberg	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director Kieran T. Gallahue	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director Leslie S. Heisz	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director Paul A. LaViolette	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Edwards Lifesciences Corporation	8-May-25	Elect Director Steven R. Loranger	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director Ramona Sequeira	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director Nicholas J. Valeriani	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Elect Director Bernard J. Zovighian	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	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. The structure of the LTIP is insufficiently performance based.
Edwards Lifesciences Corporation	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Edwards Lifesciences Corporation	8-May-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	8-May-25	Amend Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director Mark W. Begor	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director Mark L. Feidler	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director Karen L. Fichuk	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director G. Thomas Hough	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director Barbara A. Larson	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director Robert D. Marcus	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Equifax Inc.	8-May-25	Elect Director Scott A. McGregor	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director John A. McKinley	For	The vote is in line with the Amundi Voting policy.

Equifax Inc.	8-May-25	Elect Director Melissa D. Smith	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Elect Director Audrey Boone Tillman	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	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.	8-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	8-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director David Harquail	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Paul Brink	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Tom Albanese	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Hugo Dryland	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Derek W. Evans	Against	The gender diversity of the board is below our guidelines.
Franco-Nevada Corporation	8-May-25	Elect Director Catharine Farrow	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Maureen Jensen	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Jennifer Maki	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Daniel Malchuk	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	Elect Director Jacques Perron	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	8-May-25	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	8-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	8-May-25	Elect Director Eric D. Ashleman	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	8-May-25	Elect Director Stephanie J. Disher	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	8-May-25	Elect Director Matthijs Glastra	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	8-May-25	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 insufficiently performance based.
IDEX Corporation	8-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
IDEX Corporation	8-May-25	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	Additional disclosure would be useful to shareholders' understanding of the Company's human capital efforts, particularly its ability to access a wider talent pool. Such transparency could help shareholders assess the effectiveness of the company's related hiring practices and their alignment with its long-term workforce strategy and related risk management.
Imperial Oil Limited	8-May-25	Elect Director D.W. (David) Cornhill	Against	There are issues with the Company's practices or policies which do not enable support of the proposal. The gender diversity of the board is below our guidelines.

Imperial Oil Limited	8-May-25	Elect Director S.R. (Sharon) Driscoll	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Imperial Oil Limited	8-May-25	Elect Director J.N. (John) Floren	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Imperial Oil Limited	8-May-25	Elect Director G.J. (Gary) Goldberg	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Imperial Oil Limited	8-May-25	Elect Director N.A. (Neil) Hansen	Against	The Committees should be free of executive members.
Imperial Oil Limited	8-May-25	Elect Director M.C. (Miranda) Hubbs	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
Imperial Oil Limited	8-May-25	Elect Director J.R. (John) Whelan	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Withhold	The auditor tenure is above 24 years.
Imperial Oil Limited	8-May-25	Amend By-Law No. 1	Against	Amundi favours hybrid meetings rather than virtual-only meetings that can deprive shareholders of some of their rights.
Lundin Mining Corporation	8-May-25	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	8-May-25	Elect Director C. Ashley Heppenstall	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Lundin Mining Corporation	8-May-25	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	8-May-25	Elect Director Jack O. A. Lundin	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	8-May-25	Elect Director Victoria J. McMillan	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	8-May-25	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.
Lundin Mining Corporation	8-May-25	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	8-May-25	Elect Director Natasha N.D. Vaz	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	8-May-25	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	8-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Richard H. Anderson	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director William Clyburn, Jr.	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Philip S. Davidson	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Francesca A. DeBiase	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Marcela E. Donadio	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Sameh Fahmy	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Mark R. George	For	The vote is in line with the Amundi Voting policy.

Norfolk Southern Corporation	8-May-25	Elect Director Mary Kathryn "Heidi" Heitkamp	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director John C. Huffard, Jr.	Against	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.
Norfolk Southern Corporation	8-May-25	Elect Director Christopher T. Jones	Against	The gender diversity of the Board is below our guidelines.
Norfolk Southern Corporation	8-May-25	Elect Director Gilbert H. Lamphere	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Elect Director Claude Mongeau	Against	The gender diversity of the Board is below our guidelines.
Norfolk Southern Corporation	8-May-25	Elect Director Lori J. Ryerkerk	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	8-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Norfolk Southern Corporation	8-May-25	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 insufficiently performance based.
Nucor Corporation	8-May-25	Elect Director Norma B. Clayton	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	8-May-25	Elect Director Patrick J. Dempsey	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Nucor Corporation	8-May-25	Elect Director Nicholas C. Gangestad	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	8-May-25	Elect Director Christopher J. Kearney	Withhold	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Nucor Corporation	8-May-25	Elect Director Laurette T. Koellner	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	8-May-25	Elect Director Michael W. Lamach	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	8-May-25	Elect Director Leon J. Topalian	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Nucor Corporation	8-May-25	Elect Director Nadja Y. West	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	8-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Nucor Corporation	8-May-25	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.
Nucor Corporation	8-May-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director Hamid R. Moghadam	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Prologis, Inc.	8-May-25	Elect Director Cristina G. Bitá	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director James B. Connor	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director George L. Fotiadés	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director Lydia H. Kennard	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Prologis, Inc.	8-May-25	Elect Director Daniel S. Letter	For	The vote is in line with the Amundi Voting policy.

Prologis, Inc.	8-May-25	Elect Director Irving F. Lyons, III	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director Guy A. Metcalfe	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director Avid Modjtabei	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director David P. O'Connor	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director Olivier Piani	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Elect Director Sarah A. Slusser	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	8-May-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Stryker Corporation	8-May-25	Elect Director Mary K. Brainerd	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Stryker Corporation	8-May-25	Elect Director Giovanni Caforio	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Kevin A. Lobo	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Emmanuel P. Maceda	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Sherilyn S. McCoy	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Stryker Corporation	8-May-25	Elect Director Rachel M. Ruggeri	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Andrew K. Silvernail	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Lisa M. Skeete Tatum	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Ronda E. Stryker	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Elect Director Rajeev Suri	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Stryker Corporation	8-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Amend Restricted Stock Plan	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	8-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Stryker Corporation	8-May-25	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess the risks presented by the Company's political contributions, evaluate whether spending is in line with stated objectives, and understand how the Board monitors them.
Union Pacific Corporation	8-May-25	Elect Director David B. Dillon	For	The vote is in line with the Amundi Voting policy.

Union Pacific Corporation	8-May-25	Elect Director Sheri H. Edison	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director Teresa M. Finley	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director Deborah C. Hopkins	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	8-May-25	Elect Director Jane H. Lute	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director Michael R. McCarthy	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director Doyle R. Simons	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director John K. Tien, Jr.	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director V. James Vena	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director John P. Wiehoff	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Elect Director Christopher J. Williams	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	8-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Union Pacific Corporation	8-May-25	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	8-May-25	Amend Clawback Policy	Against	The proposal is not in shareholders' interest.
United Parcel Service, Inc.	8-May-25	Elect Director Rodney Adkins	Against	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.	8-May-25	Elect Director Eva Boratto	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Kevin Clark	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Wayne Hewett	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Angela Hwang	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Kate Johnson	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director William Johnson	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Franck Moison	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Christiana Smith Shi	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	8-May-25	Elect Director Russell Stokes	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Carol B. Tome	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	Elect Director Kevin M. Warsh	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	8-May-25	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.	8-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
United Parcel Service, Inc.	8-May-25	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	The proposal is in the shareholders' interest.
United Parcel Service, Inc.	8-May-25	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.
WSP Global Inc.	8-May-25	Elect Director Christopher Cole	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	Elect Director Martine Ferland	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	Elect Director Eric Lamarre	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	Elect Director Alexandre L'Heureux	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	Elect Director Suzanne Rancourt	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	Elect Director Linda Smith-Galipeau	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
WSP Global Inc.	8-May-25	Elect Director Macky Tall	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	Elect Director Claude Tessier	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	8-May-25	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.	8-May-25	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.
Zebra Technologies Corporation	8-May-25	Elect Director Nelda J. Connors	For	The vote is in line with the Amundi Voting policy.
Zebra Technologies Corporation	8-May-25	Elect Director Frank B. Modruson	Withhold	The gender diversity of the Board is below our guidelines.
Zebra Technologies Corporation	8-May-25	Elect Director Michael A. Smith	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Zebra Technologies Corporation	8-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Zebra Technologies Corporation	8-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	9-May-25	Elect Director William H.L. Burnside	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.
AbbVie Inc.	9-May-25	Elect Director Thomas C. Freyman	Against	Nomination Committee member is held accountable for the lack of independence.
AbbVie Inc.	9-May-25	Elect Director Brett J. Hart	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	9-May-25	Elect Director Edward J. Rapp	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.
AbbVie Inc.	9-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	9-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
AbbVie Inc.	9-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.

AbbVie Inc.	9-May-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Camden Property Trust	9-May-25	Elect Director Richard J. Campo	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Camden Property Trust	9-May-25	Elect Director Javier E. Benito	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	9-May-25	Elect Director Heather J. Brunner	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	9-May-25	Elect Director Mark D. Gibson	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	9-May-25	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 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 is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Camden Property Trust	9-May-25	Elect Director Renu Khator	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Camden Property Trust	9-May-25	Elect Director D. Keith Oden	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	9-May-25	Elect Director Frances Aldrich Sevilla-Sacasa	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is held accountable for the lack of independence. Nomination Committee member is 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.
Camden Property Trust	9-May-25	Elect Director Steven A. Webster	Against	The gender diversity of the Board is below our guidelines. 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 nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Camden Property Trust	9-May-25	Elect Director Kelvin R. Westbrook	Against	The Board is not sufficiently independent as per our voting policy.
Camden Property Trust	9-May-25	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 insufficiently performance based.
Camden Property Trust	9-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Cameco Corporation	9-May-25	Elect Director Catherine Gignac	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Daniel Camus	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Tammy Cook-Searson	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Tim Gitzel	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Marie Inkster	For	The vote is in line with the Amundi Voting policy.

Cameco Corporation	9-May-25	Elect Director Kathryn (Kate) Jackson	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Don Kayne	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Peter Kukielski	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Dominique Miniere	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Elect Director Leontine van Leeuwen-Atkins	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	The auditor tenure is above 24 years.
Cameco Corporation	9-May-25	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	9-May-25	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and AGAINST = No.	Against	Indicating that shares represented by the proxy are not owned and controlled by a resident of Canada.
Colgate-Palmolive Company	9-May-25	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	9-May-25	Elect Director John T. Cahill	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Steven A. Cahillane	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Lisa M. Edwards	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director C. Martin Harris	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Martina Hund-Mejean	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Kimberly A. Nelson	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Brian O. Newman	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Lorrie M. Norrington	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Elect Director Noel Wallace	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	9-May-25	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.
Colgate-Palmolive Company	9-May-25	Revisit Plastic Packaging Policies	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Masco Corporation	9-May-25	Elect Director Jonathon J. Nudi	Against	The gender diversity of the Board is below our guidelines.
Masco Corporation	9-May-25	Elect Director Lisa A. Payne	For	The vote is in line with the Amundi Voting policy.

Masco Corporation	9-May-25	Elect Director Sandeep Reddy	Against	The gender diversity of the Board is below our guidelines.
Masco Corporation	9-May-25	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 goal).
Masco Corporation	9-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Masco Corporation	9-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	9-May-25	Amend Certificate of Incorporation to Amend the Business Combination Provisions	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	9-May-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Elect Director Peter Herweck	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Teradyne, Inc.	9-May-25	Elect Director Mercedes Johnson	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Elect Director Ernest E. Maddock	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Elect Director Marilyn Matz	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Elect Director Gregory S. Smith	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Elect Director Paul J. Tufano	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Elect Director Bridget van Kralingen	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Teradyne, Inc.	9-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Teradyne, Inc.	9-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	9-May-25	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess the risks presented by the Company's political contributions, evaluate whether spending is in line with stated objectives, and understand how the Board monitors them.
Vulcan Materials Company	9-May-25	Elect Director Lydia H. Kennard	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	9-May-25	Elect Director Kathleen L. Quirk	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	9-May-25	Elect Director David P. Steiner	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	9-May-25	Elect Director Lee J. Styslinger, III	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Vulcan Materials Company	9-May-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	9-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Vulcan Materials Company	9-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.

Weyerhaeuser Company	9-May-25	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	9-May-25	Elect Director Rick R. Holley	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	Elect Director Sara Grootwassink Lewis	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	Elect Director Deidra C. Merriwether	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	Elect Director Al Monaco	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	Elect Director James C. O'Rourke	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	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	9-May-25	Elect Director Lawrence A. Selzer	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	Elect Director Devin W. Stockfish	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	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	9-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	9-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director George L. Brack	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Jaimie Donovan	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Chantal Gosselin	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Jeane Hull	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Glenn Ives	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Charles A. Jeannes	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Marilyn Schonberner	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Randy V.J. Smallwood	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	Elect Director Srinivasan Venkatakrisnan	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	9-May-25	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.	9-May-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.

3M Company	13-May-25	Elect Director David P. Bozeman	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Elect Director Thomas (Tony) K. Brown	Against	The gender diversity of the board is below our guidelines.
3M Company	13-May-25	Elect Director William M. Brown	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Elect Director Audrey Choi	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Elect Director Anne H. Chow	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
3M Company	13-May-25	Elect Director David B. Dillon	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Elect Director James R. Fitterling	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Elect Director Suzan Kereere	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	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	13-May-25	Elect Director Pedro J. Pizarro	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Elect Director Thomas W. Sweet	For	The vote is in line with the Amundi Voting policy.
3M Company	13-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
3M Company	13-May-25	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).
ConocoPhillips	13-May-25	Elect Director Dennis V. Arriola	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Nelda J. Connors	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	13-May-25	Elect Director Gay Huey Evans	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Jeffrey A. Joerres	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Ryan M. Lance	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria. There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Timothy A. Leach	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director William H. McRaven	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Sharmila Mulligan	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Arjun N. Murti	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director Robert A. Niblock	Against	The gender diversity of the board is below our guidelines. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Elect Director David T. Seaton	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.

ConocoPhillips	13-May-25	Elect Director R.A. Walker	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
ConocoPhillips	13-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
ConocoPhillips	13-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	13-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	13-May-25	Remove All GHG Emissions Reduction Targets	Against	The proponent has not provided a compelling rationale for the removal of all GHG Emission Reduction Targets.
Constellation Software Inc.	13-May-25	Elect Director Jamal Baksh	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director John Billowits	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director Lawrence Cunningham	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director Claire Kennedy	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director Robert Kittel	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Constellation Software Inc.	13-May-25	Elect Director Mark Leonard	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director Donna Parr	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director Andrew Pastor	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	Elect Director Laurie Schultz	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	13-May-25	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-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Cummins Inc.	13-May-25	Elect Director Jennifer W. Rumsey	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director Gary L. Belske	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director Robert J. Bernhard	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director Bruno V. Di Leo Allen	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director Daniel W. Fisher	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director Carla A. Harris	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an executive) and is therefore considered overboarded.
Cummins Inc.	13-May-25	Elect Director Thomas J. Lynch	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director William I. Miller	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Cummins Inc.	13-May-25	Elect Director Kimberly A. Nelson	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Elect Director Karen H. Quintos	For	The vote is in line with the Amundi Voting policy.

Cummins Inc.	13-May-25	Elect Director John H. Stone	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Cummins Inc.	13-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	13-May-25	Require Independent Board Chair	Against	The proposal is not in the shareholder's interest.
Manhattan Associates, Inc.	13-May-25	Elect Director Thomas E. Noonan	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Manhattan Associates, Inc.	13-May-25	Elect Director Kimberly A. Kuryea	For	The vote is in line with the Amundi Voting policy.
Manhattan Associates, Inc.	13-May-25	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.	13-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Thomas L. Bene	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Bruce E. Chinn	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director James C. Fish, Jr.	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Andres R. Gluski	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Victoria M. Holt	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Kathleen M. Mazzarella	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Sean E. Menke	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director William B. Plummer	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Elect Director Maryrose T. Sylvester	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	13-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Earl R. Ellis	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Robert F. Friel	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Lisa Glatch	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Victoria D. Harker	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Mark D. Morelli	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Xylem Inc.	13-May-25	Elect Director Jerome A. Peribere	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Matthew F. Pine	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Elect Director Lila Tretikov	For	The vote is in line with the Amundi Voting policy.

Xylem Inc.	13-May-25	Elect Director Uday Yadav	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	13-May-25	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 insufficiently performance based.
Xylem Inc.	13-May-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Nora M. Denzel	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Michael P. Gregoire	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Joseph A. Householder	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Elect Director John W. Marren	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Jon A. Olson	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Lisa T. Su	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Abhi 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.
Advanced Micro Devices, Inc.	14-May-25	Elect Director Elizabeth W. Vanderslice	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Advanced Micro Devices, Inc.	14-May-25	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 nature and/or weight of performance criteria).
Advanced Micro Devices, Inc.	14-May-25	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	14-May-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Advanced Micro Devices, Inc.	14-May-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest
Akamai Technologies, Inc.	14-May-25	Elect Director Sharon Bowen	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Elect Director Marianne Brown	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Elect Director Monte Ford	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Akamai Technologies, Inc.	14-May-25	Elect Director Dan Hesse	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	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.	14-May-25	Elect Director Tom Leighton	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Elect Director Jonathan Miller	For	The vote is in line with the Amundi Voting policy.

Akamai Technologies, Inc.	14-May-25	Elect Director Madhu Ranganathan	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Elect Director Ben Verwaayen	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration).
Akamai Technologies, Inc.	14-May-25	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.	14-May-25	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Tenth	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Eleventh	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Twelfth	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	14-May-25	Adjourn Meeting	Against	The proposal is not in shareholders' interest.
Akamai Technologies, Inc.	14-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Akamai Technologies, Inc.	14-May-25	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against	The proposal is not in shareholders' interest.
Akamai Technologies, Inc.	14-May-25	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the Company's corporate governance structure.
First Solar, Inc.	14-May-25	Elect Director Michael J. Ahearn	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	14-May-25	Elect Director Anita Marangoly George	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	14-May-25	Elect Director Lisa A. Kro	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	14-May-25	Elect Director William J. Post	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.
First Solar, Inc.	14-May-25	Elect Director Venkata "Murthy" Renduchintala	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	14-May-25	Elect Director Paul H. Stebbins	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is 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. The gender diversity of the board is below our guidelines.
First Solar, Inc.	14-May-25	Elect Director Michael Sweeney	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.
First Solar, Inc.	14-May-25	Elect Director Mark R. Widmar	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	14-May-25	Elect Director Norman L. Wright	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	14-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
First Solar, Inc.	14-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
First Solar, Inc.	14-May-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest.
Fortune Brands Innovations, Inc.	14-May-25	Elect Director Amit Banati	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	14-May-25	Elect Director Irial Finan	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Fortune Brands Innovations, Inc.	14-May-25	Elect Director Susan S. Kilsby	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	14-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	14-May-25	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 insufficiently performance based.
Fortune Brands Innovations, Inc.	14-May-25	Eliminate Supermajority Vote Requirement	For	The proposal is in the shareholders' interest.
GE Vernova, Inc.	14-May-25	Elect Director Steve Angel	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
GE Vernova, Inc.	14-May-25	Elect Director Arnold W. Donald	For	The vote is in line with the Amundi Voting policy.
GE Vernova, Inc.	14-May-25	Elect Director Jesus Malave	For	The vote is in line with the Amundi Voting policy.
GE Vernova, Inc.	14-May-25	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 insufficiently performance based.
GE Vernova, Inc.	14-May-25	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
GE Vernova, Inc.	14-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director Terrence J. Checki	Against	The gender diversity of the Board is below our guidelines.
Hess Corporation	14-May-25	Elect Director Leonard S. Coleman, Jr.	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director Lisa Glatch	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director John B. Hess	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director Edith E. Holiday	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director Marc S. Lipschultz	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director Raymond J. McGuire	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director David McManus	For	The vote is in line with the Amundi Voting policy.

Hess Corporation	14-May-25	Elect Director Kevin O. Meyers	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Hess Corporation	14-May-25	Elect Director Karyn F. Ovelmen	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Elect Director James H. Quigley	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Hess Corporation	14-May-25	Elect Director William G. Schrader	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Hess Corporation	14-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Hess Corporation	14-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Skyworks Solutions, Inc.	14-May-25	Elect Director Christine King	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Skyworks Solutions, Inc.	14-May-25	Elect Director Alan S. Batey	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	Elect Director Kevin L. Beebe	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	Elect Director Philip G. Brace	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	Elect Director Eric J. Guerin	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	Elect Director Suzanne E. McBride	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	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-25	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.
Skyworks Solutions, Inc.	14-May-25	Elect Director Maryann Turcke	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	14-May-25	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-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Skyworks Solutions, Inc.	14-May-25	Disclose All Material Scope 3 GHG Emissions	For	We consider that shareholders would benefit from additional information on the company's material scope 3 emissions.
Veralto Corp.	14-May-25	Elect Director Daniel L. Comas	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	14-May-25	Elect Director Walter G. Lohr, Jr.	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	14-May-25	Elect Director John T. Schwieters	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	14-May-25	Elect Director Cindy L. Wallis-Lage	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	14-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	14-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

Veralto Corp.	14-May-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Veralto Corp.	14-May-25	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director Nancy A. Altobello	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director David P. Falck	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director Rita S. Lane	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director Robert A. Livingston	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	15-May-25	Elect Director Martin H. Loeffler	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director R. Adam Norwitt	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director Prahlad Singh	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Elect Director Anne Clarke Wolff	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Amphenol Corporation	15-May-25	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 insufficiently performance based.
Amphenol Corporation	15-May-25	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	15-May-25	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholders' interest.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Dorothy M. Ables	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Sue W. Cole	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Anthony R. Foxx	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director John J. Koraleski	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Mary T. Mack	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director C. Howard Nye	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Laree E. Perez	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Thomas H. Pike	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director Donald W. Slager	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Elect Director David C. Wajsgras	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	15-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.

Martin Marietta Materials, Inc.	15-May-25	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	Elect Director Gregory Q. Brown	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	Elect Director Nicole Anasenes	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	Elect Director Kenneth D. Denman	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	Elect Director Ayanna M. Howard	Against	There are concerns regarding how the Board is overseeing ESG matters.
Motorola Solutions, Inc.	15-May-25	Elect Director Elizabeth D. Mann	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	Elect Director Gregory K. Mondre	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	Elect Director Joseph M. Tucci	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Motorola Solutions, Inc.	15-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	15-May-25	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.	15-May-25	Elect Director Greg Henslee	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	15-May-25	Elect Director David O'Reilly	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	15-May-25	Elect Director Thomas T. Hendrickson	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.
O'Reilly Automotive, Inc.	15-May-25	Elect Director Kimberly A. deBeers	For	The vote is in line with the Amundi Voting policy.
O'Reilly Automotive, Inc.	15-May-25	Elect Director Gregory D. Johnson	Against	The Board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	15-May-25	Elect Director John R. Murphy	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 member is held accountable for the Company's inadequate executive pay practices or policies.
O'Reilly Automotive, Inc.	15-May-25	Elect Director Dana M. Perlman	Against	Nomination Committee member is held accountable for the lack of independence.
O'Reilly Automotive, Inc.	15-May-25	Elect Director Maria A. Sastre	For	The vote is in line with the Amundi Voting policy.
O'Reilly Automotive, Inc.	15-May-25	Elect Director Fred Whitfield	For	The vote is in line with the Amundi Voting policy.
O'Reilly Automotive, Inc.	15-May-25	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 insufficiently performance based.
O'Reilly Automotive, Inc.	15-May-25	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
O'Reilly Automotive, Inc.	15-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
O'Reilly Automotive, Inc.	15-May-25	Amend Clawback Policy	For	This proposal would improve the Company's corporate governance structure.
ON Semiconductor Corporation	15-May-25	Elect Director Alan Campbell	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	15-May-25	Elect Director Susan K. Carter	For	The vote is in line with the Amundi Voting policy.

ON Semiconductor Corporation	15-May-25	Elect Director Thomas L. Deitrich	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	15-May-25	Elect Director Hassane El-Khoury	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	15-May-25	Elect Director Bruce E. Kiddoo	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	15-May-25	Elect Director Paul A. Mascarenas	Against	The gender diversity of the board is below our guidelines.
ON Semiconductor Corporation	15-May-25	Elect Director Gregory L. Waters	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	15-May-25	Elect Director Christine Y. Yan	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
ON Semiconductor Corporation	15-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
ON Semiconductor Corporation	15-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Otis Worldwide Corporation	15-May-25	Elect Director Thomas A. Bartlett	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Jeffrey H. Black	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Jill C. Brannon	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Nelda J. Connors	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Kathy Hopinkah Hannan	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Shailesh G. Jejurikar	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Otis Worldwide Corporation	15-May-25	Elect Director Christopher J. Kearney	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Judith F. Marks	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Margaret M. V. Preston	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director Shelley Stewart, Jr.	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Elect Director John H. Walker	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	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.
Otis Worldwide Corporation	15-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	15-May-25	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political activities, assess if spending is in line with stated objectives and how the Board monitors them.
Stantec Inc.	15-May-25	Elect Director Douglas K. Ammerman	Against	The nominee holds an excessive number of Board mandates (5 in total, including 1 as a Chair) and is therefore considered overboarded.
Stantec Inc.	15-May-25	Elect Director Martin A. a Porta	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	15-May-25	Elect Director Shelley A. M. Brown	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	15-May-25	Elect Director Angeline G. Chen	For	The vote is in line with the Amundi Voting policy.

Stantec Inc.	15-May-25	Elect Director Richard (Rick) A. Eng	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	15-May-25	Elect Director Gordon (Gord) A. Johnston	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	15-May-25	Elect Director Christopher F. Lopez	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	15-May-25	Elect Director Marie-Lucie Morin	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Stantec Inc.	15-May-25	Elect Director Celina J. Wang Doka	For	The vote is in line with the Amundi Voting policy.
Stantec Inc.	15-May-25	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.	15-May-25	Advisory Vote on Executive Compensation Approach	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Tractor Supply Company	15-May-25	Elect Director Joy Brown	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director Ricardo ("Rick") Cardenas	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director Meg Ham	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director André Hawaux	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director Denise L. Jackson	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director Ramkumar Krishnan	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director Edna K. Morris	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Elect Director Mark J. Weikel	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	15-May-25	Elect Director Harry A. Lawton, III	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	15-May-25	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 insufficiently performance based.
Tractor Supply Company	15-May-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers and Make Certain Conforming Changes	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Westinghouse Air Brake Technologies Corporation	15-May-25	Elect Director Ann R. Klee	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Westinghouse Air Brake Technologies Corporation	15-May-25	Elect Director Albert J. Neupaver	For	The vote is in line with the Amundi Voting policy.
Westinghouse Air Brake Technologies Corporation	15-May-25	Elect Director Juan Perez	For	The vote is in line with the Amundi Voting policy.
Westinghouse Air Brake Technologies Corporation	15-May-25	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	15-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Waste Connections, Inc.	16-May-25	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.
Waste Connections, Inc.	16-May-25	Elect Director Edward E. "Ned" Guillet	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Elect Director Michael W. Harlan	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Elect Director Elise L. Jordan	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Elect Director Cherylyn Harley LeBon	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Elect Director Susan "Sue" Lee	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Elect Director Ronald J. Mittelstaedt	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Elect Director Carl D. Sparks	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	16-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Waste Connections, Inc.	16-May-25	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Manny Kadre	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Michael A. Duffy	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Thomas W. Handley	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Jennifer M. Kirk	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Michael Larson	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Norman Thomas Linebarger	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Meg Reynolds	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director James P. Snee	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Brian S. Tyler	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Jon Vander Ark	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Elect Director Sandra M. Volpe	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	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.	19-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Republic Services, Inc.	19-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Elect Director W. Geoffrey Beattie	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Elect Director Abdulaziz M. Al Gudaimi	For	The vote is in line with the Amundi Voting policy.

Baker Hughes Company	20-May-25	Elect Director Gregory D. Brenneman	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Elect Director Cynthia B. Carroll	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Baker Hughes Company	20-May-25	Elect Director Michael R. Dumais	Against	The gender diversity of the board is below our guidelines.
Baker Hughes Company	20-May-25	Elect Director Shirley A. Edwards	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Elect Director Ilham Kadri *Withdrawn Resolution*		This is a non-votable item
Baker Hughes Company	20-May-25	Elect Director John G. Rice	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Elect Director Lorenzo Simonelli	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Elect Director Mohsen M. Sohi	For	The vote is in line with the Amundi Voting policy.
Baker Hughes Company	20-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	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 nature and/or weight of performance criteria).
Baker Hughes Company	20-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Elizabeth McKee Anderson	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Barbara W. Bodem	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Athena Countouriotis	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Willard Dere	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Mark J. Enyedy	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Alexander Hardy	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Maykin Ho	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Robert J. Hombach	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Richard A. Meier	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Elect Director Timothy P. Walbert	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	20-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
BioMarin Pharmaceutical Inc.	20-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Virginia C. Addicott	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director James A. Bell	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Lynda M. Clarizio	For	The vote is in line with the Amundi Voting policy.

CDW Corporation	20-May-25	Elect Director Anthony R. Foxx	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Kelly J. Grier	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Marc E. Jones	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Christine A. Leahy	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Sanjay Mehrotra	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	20-May-25	Elect Director David W. Nelms	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Joseph R. Swedish	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Elect Director Donna F. Zarcone	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
CDW Corporation	20-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	20-May-25	Provide Right to Act by Written Consent	For	This proposal would improve the Company's corporate governance structure.
McDonald's Corporation	20-May-25	Elect Director Anthony Capuano	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	20-May-25	Elect Director Kareem Daniel	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	20-May-25	Elect Director Lloyd Dean	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
McDonald's Corporation	20-May-25	Elect Director Catherine Engelbert	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	20-May-25	Elect Director Margaret Georgiadis	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	20-May-25	Elect Director Michael Hsu	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	20-May-25	Elect Director Christopher Kempczinski	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
McDonald's Corporation	20-May-25	Elect Director Jennifer Taubert	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	20-May-25	Elect Director Paul Walsh	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	20-May-25	Elect Director Amy Weaver	Against	There are concerns regarding how the Board is overseeing ESG matters.
McDonald's Corporation	20-May-25	Elect Director Miles White	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
McDonald's Corporation	20-May-25	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 insufficiently performance based.
McDonald's Corporation	20-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
McDonald's Corporation	20-May-25	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against	The proponent has not provided a compelling rationale to explain why the proposed analysis would be of value to shareholders.

McDonald's Corporation	20-May-25	Disclose an Assessment of Current Climate Transition Plans	For	We consider the commitment requested by the proposal to be useful for shareholders in assessing the company's climate-related risks.
McDonald's Corporation	20-May-25	Consider Eliminating DEI Goals from Compensation Plan Incentives	Against	We believe that the compensation committee and the board are best positioned to make decisions regarding the structure of executive variable remuneration.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director H. Eric Bolton, Jr.	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director Deborah H. Caplan	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director John P. Case	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director Tamara Fischer	Abstain	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Mid-America Apartment Communities, Inc.	20-May-25	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.	20-May-25	Elect Director Brad Hill	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director Edith Kelly-Green	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director Sheila K. McGrath	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director Claude B. Nielsen	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	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.
Mid-America Apartment Communities, Inc.	20-May-25	Elect Director David P. Stockert	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	20-May-25	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.	20-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Jeffrey Dailey	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	20-May-25	Elect Director Bruce Hansen	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Gregory Hendrick	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Kathleen A. Hogenson	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Samuel G. Liss	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.

Verisk Analytics, Inc.	20-May-25	Elect Director Christopher J. Perry	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Sabra R. Purtil	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Lee M. Shavel	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Olumide Soroye	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Kimberly S. Stevenson	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Elect Director Therese M. Vaughan	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.
Verisk Analytics, Inc.	20-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Verisk Analytics, Inc.	20-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Eliminate Supermajority Vote Requirement for Limitation on Beneficial Ownership of the Company	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Eliminate Supermajority Vote Requirement for Certain Business Combinations	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Verisk Analytics, Inc.	20-May-25	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	20-May-25	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the Company's corporate governance structure.
Align Technology, Inc.	21-May-25	Elect Director Kevin T. Conroy	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	21-May-25	Elect Director Kevin J. Dallas	Against	There are concerns regarding how the Board is overseeing ESG matters.
Align Technology, Inc.	21-May-25	Elect Director Joseph M. Hogan	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	21-May-25	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.	21-May-25	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.	21-May-25	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 member is

				held accountable for the Company's inadequate executive pay practices or policies.
Align Technology, Inc.	21-May-25	Elect Director Anne M. Myong	Against	There are concerns regarding how the Board is overseeing ESG matters.
Align Technology, Inc.	21-May-25	Elect Director Mojdeh Poul	Abstain	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Align Technology, Inc.	21-May-25	Elect Director Andrea L. Saia	Against	There are concerns regarding how the Board is overseeing ESG matters.
Align Technology, Inc.	21-May-25	Elect Director Susan E. Siegel	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	21-May-25	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.	21-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Align Technology, Inc.	21-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	21-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	21-May-25	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against	The proposal is not in the shareholders' interest.
Align Technology, Inc.	21-May-25	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the Company's corporate governance structure.
AvalonBay Communities, Inc.	21-May-25	Elect Director Glyn F. Aepfel	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Terry S. Brown	Against	The gender diversity of the board is below our guidelines.
AvalonBay Communities, Inc.	21-May-25	Elect Director Ronald L. Havner, Jr.	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Stephen P. Hills	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Christopher B. Howard	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Richard J. Lieb	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
AvalonBay Communities, Inc.	21-May-25	Elect Director Nnenna Lynch	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Charles E. Mueller, Jr.	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Timothy J. Naughton	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Benjamin W. Schall	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Elect Director Susan Swanezy	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
AvalonBay Communities, Inc.	21-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Brandon B. Boze	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Vincent Clancy	For	The vote is in line with the Amundi Voting policy.

CBRE Group, Inc.	21-May-25	Elect Director Beth F. Cobert	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Reginald H. Gilyard	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 member is held accountable for the Company's inadequate executive pay practices or policies.
CBRE Group, Inc.	21-May-25	Elect Director Shira D. Goodman	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Gerardo I. Lopez	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Guy A. Metcalfe	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an executive) and is therefore considered overboarded.
CBRE Group, Inc.	21-May-25	Elect Director Gunjan Soni	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Robert E. Sulentic	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Elect Director Sanjiv Yajnik	Against	The gender diversity of the board is below our guidelines.
CBRE Group, Inc.	21-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
EOG Resources, Inc.	21-May-25	Elect Director Janet F. Clark	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director Charles R. Crisp	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director Robert P. Daniels	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director Lynn A. Dugle	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director C. Christopher Gaut	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director Michael T. Kerr	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director Julie J. Robertson	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Elect Director Ezra Y. Yacob	Against	There are issues with the Company's practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	21-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EOG Resources, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	21-May-25	Elect Director Nanci Caldwell	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	21-May-25	Elect Director Adaire Fox-Martin	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	21-May-25	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.	21-May-25	Elect Director Charles Meyers	For	The vote is in line with the Amundi Voting policy.

Equinix, Inc.	21-May-25	Elect Director Thomas Olinger	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	21-May-25	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.
Equinix, Inc.	21-May-25	Elect Director Sandra Rivera	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Equinix, Inc.	21-May-25	Elect Director Fidelma Russo	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Equinix, Inc.	21-May-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (plan administration).
Equinix, Inc.	21-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Equinix, Inc.	21-May-25	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For	This proposal would improve the Company's corporate governance structure.
Halliburton Company	21-May-25	Elect Director Abdulaziz F. Al Khayyal	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director William E. Albrecht	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director M. Katherine Banks	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director Alan M. Bennett	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors. The gender diversity of the Board is below our guidelines.
Halliburton Company	21-May-25	Elect Director Earl M. Cummings	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director Murry S. Gerber	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
Halliburton Company	21-May-25	Elect Director Robert A. Malone	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director Jeffrey A. Miller	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Halliburton Company	21-May-25	Elect Director Maurice S. Smith	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director Janet L. Weiss	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Elect Director Tobi M. Edwards Young	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Halliburton Company	21-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Halliburton Company	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	21-May-25	Elect Director Frances Arnold	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	21-May-25	Elect Director Caroline D. Dorsa	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	21-May-25	Elect Director Robert S. Epstein	For	The vote is in line with the Amundi Voting policy.

llumina, Inc.	21-May-25	Elect Director Scott Gottlieb	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Elect Director Gary S. Guthart	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Elect Director Keith A. Meister	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Elect Director Anna Richo	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Elect Director Philip W. Schiller	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Elect Director Susan E. Siegel	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
llumina, Inc.	21-May-25	Elect Director Jacob Thaysen	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Elect Director Scott B. Ullem	For	The vote is in line with the Amundi Voting policy.
llumina, Inc.	21-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
llumina, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
llumina, Inc.	21-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Ertharin Cousin	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Cees 't Hart	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Nancy McKinstry	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Mondelez International, Inc.	21-May-25	Elect Director Brian J. McNamara	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Jorge S. Mesquita	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Mondelez International, Inc.	21-May-25	Elect Director Jane Hamilton Nielsen	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Paula A. Price	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Patrick T. Siewert	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Mondelez International, Inc.	21-May-25	Elect Director Michael A. Todman	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Elect Director Dirk Van de Put	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Mondelez International, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Mondelez International, Inc.	21-May-25	Approve Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	21-May-25	Commission Third Party Assessment of Company's Commitment to	For	Additional information would help shareholders better understand how human capital risks are managed by the company.

		Freedom of Association and Collective Bargaining		
Mondelez International, Inc.	21-May-25	Report on Sustainable Packaging Policies for Flexible Plastics	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.
Mondelez International, Inc.	21-May-25	Report on Climate Lobbying	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.
Mondelez International, Inc.	21-May-25	Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas	For	Increased disclosure and a report on Human Rights Policy would enable shareholders to better evaluate the risks associated with the company's current policies and practices.
Mondelez International, Inc.	21-May-25	Report on Recycled Content Claims of Plastic Packaging	For	We consider that shareholders would benefit from additional information on how the company is managing risks related to its use of plastic packaging.
Neurocrine Biosciences, Inc.	21-May-25	Elect Director Kyle W. Gano	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	21-May-25	Elect Director Richard F. Pops	Withhold	The Board is not sufficiently independent as per our voting policy. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Neurocrine Biosciences, Inc.	21-May-25	Elect Director Shalini Sharp	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	21-May-25	Elect Director Stephen A. Sherwin	Withhold	The Board is not sufficiently independent as per our voting policy.
Neurocrine Biosciences, Inc.	21-May-25	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 insufficiently performance based.
Neurocrine Biosciences, Inc.	21-May-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	21-May-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	21-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Sherry A. Aaholm	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director David S. Congdon	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director John R. Congdon, Jr.	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Andrew S. Davis	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Kevin M. Freeman	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Bradley R. Gabosch	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Greg C. Gantt	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director John D. Kasarda	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Debra S. King	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Cheryl S. Miller	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Elect Director Wendy T. Stallings	For	The vote is in line with the Amundi Voting policy.

Old Dominion Freight Line, Inc.	21-May-25	Elect Director Thomas A. Stith, III	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation. There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Old Dominion Freight Line, Inc.	21-May-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	21-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Old Dominion Freight Line, Inc.	21-May-25	Disclose Plans to Reduce Scope 1 and 2 GHG Emissions Aligned with Paris Agreement Goals	For	Additional information on the Company's climate strategy would allow investors to better understand how the Company is managing climate change-related risks.
Reliance, Inc.	21-May-25	Elect Director Lisa L. Baldwin	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	Elect Director Karen W. Colonias	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Reliance, Inc.	21-May-25	Elect Director Frank J. Dellaquila	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	Elect Director James K. Kamsickas	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	Elect Director Karla R. Lewis	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	Elect Director Robert A. McEvoy	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	Elect Director David W. Seeger	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	Elect Director Douglas W. Stotlar	For	The vote is in line with the Amundi Voting policy.
Reliance, Inc.	21-May-25	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.	21-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	21-May-25	Elect Director Michael Balmuth	Against	The Board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	21-May-25	Elect Director K. Gunnar Bjorklund	Against	The Board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	21-May-25	Elect Director Michael J. Bush	Against	The Board is not sufficiently independent as per our voting policy. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Ross Stores, Inc.	21-May-25	Elect Director Edward G. Cannizzaro	Against	There are concerns regarding how the Board is overseeing ESG matters.
Ross Stores, Inc.	21-May-25	Elect Director James G. Conroy	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	21-May-25	Elect Director Sharon D. Garrett	Against	There are concerns regarding how the Board is overseeing ESG matters.
Ross Stores, Inc.	21-May-25	Elect Director Michael J. Hartshorn	Against	The Board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	21-May-25	Elect Director Stephen D. Milligan	Against	There are concerns regarding how the Board is overseeing ESG matters.
Ross Stores, Inc.	21-May-25	Elect Director Patricia H. Mueller	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	21-May-25	Elect Director George P. Orban	Against	The Board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines.
Ross Stores, Inc.	21-May-25	Elect Director Doniel N. Sutton	Against	Nomination Committee member is held accountable for the lack of independence.

Ross Stores, Inc.	21-May-25	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.	21-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Marc N. Casper	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Nelson J. Chai	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Ruby R. Chandy	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director C. Martin Harris	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Tyler Jacks	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Jennifer M. Johnson	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director R. Alexandra Keith	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Karen S. Lynch	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director James C. Mullen	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Debora L. Spar	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Scott M. Sperling	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Elect Director Dion J. Weisler	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Thermo Fisher Scientific Inc.	21-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general). There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions). The structure of the LTIP is considered inadequate (performance period). The weight of the ESG criteria in the variable compensation is insufficient.
Thermo Fisher Scientific Inc.	21-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	21-May-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest.
Zoetis Inc.	21-May-25	Elect Director Paul M. Bisaro	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Vanessa Broadhurst	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Frank A. D'Amelio	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Zoetis Inc.	21-May-25	Elect Director Gavin D.K. Hattersley	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Sanjay Khosla	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Antoinette R. Leatherberry	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Michael B. McCallister	For	The vote is in line with the Amundi Voting policy.

Zoetis Inc.	21-May-25	Elect Director Gregory Norden	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
Zoetis Inc.	21-May-25	Elect Director Louise M. Parent	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Kristin C. Peck	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Willie M. Reed	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Elect Director Mark Stetter	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	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 insufficiently performance based.
Zoetis Inc.	21-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	21-May-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest.
Bentley Systems, Incorporated	22-May-25	Elect Director Barry J. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	22-May-25	Elect Director Gregory S. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	22-May-25	Elect Director Keith A. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	22-May-25	Elect Director Raymond B. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	22-May-25	Elect Director Nicholas H. Cumins	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	22-May-25	Elect Director Kirk B. Griswold	Withhold	Nomination Committee member is held accountable for the lack of independence. The gender diversity of the board is below our guidelines. The Board is not sufficiently independent as per our voting policy.
Bentley Systems, Incorporated	22-May-25	Elect Director Janet B. Haugen	Withhold	Remuneration Committee member is 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.
Bentley Systems, Incorporated	22-May-25	Elect Director Brian F. Hughes	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Incorporated	22-May-25	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 insufficiently performance based.
Bentley Systems, Incorporated	22-May-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Amy G. Brady	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Edward D. Breen	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Ruby R. Chandy	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Terrence R. Curtin	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Alexander M. Cutler	Against	The gender diversity of the Board is below our guidelines.
DuPont de Nemours, Inc.	22-May-25	Elect Director Eleuthere I. du Pont	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Kristina M. Johnson	For	The vote is in line with the Amundi Voting policy.

DuPont de Nemours, Inc.	22-May-25	Elect Director Luther C. Kissam, IV	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Lori D. Koch	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director James A. Lico	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Frederick M. Lowery	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	22-May-25	Elect Director Kurt B. McMaken	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Elect Director Steven M. Sterin	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	22-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
DuPont de Nemours, Inc.	22-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Elect Director Richard Michael Mayoras	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 member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
EPAM Systems, Inc.	22-May-25	Elect Director Karl Robb	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Elect Director Helen Shan	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	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 insufficiently performance based.
EPAM Systems, Inc.	22-May-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Amend Certificate of Incorporation to Implement Section 203 Amendment	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	22-May-25	Amend Certificate of Incorporation to Exculpate Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
EPAM Systems, Inc.	22-May-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Insulet Corporation	22-May-25	Elect Director Jessica Hopfield	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	22-May-25	Elect Director Ashley A. McEvoy	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	22-May-25	Elect Director Elizabeth H. Weatherman	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Insulet Corporation	22-May-25	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-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	22-May-25	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Richard E. Allison, Jr.	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Seemantini Godbole	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Melanie L. Healey	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Sarah Hofstetter	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Betsy D. Holden	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Kenvue Inc.	22-May-25	Elect Director Erica L. Mann	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Larry J. Merlo	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Thibaut Mongon	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Kathleen M. Pawlus	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Kirk L. Perry	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Vasant Prabhu	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Jeffrey C. Smith	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	Elect Director Michael E. Sneed	For	The vote is in line with the Amundi Voting policy.
Kenvue Inc.	22-May-25	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).
Kenvue Inc.	22-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lennox International Inc.	22-May-25	Elect Director Alok Maskara	For	The vote is in line with the Amundi Voting policy.
Lennox International Inc.	22-May-25	Elect Director Sivasankaran ("Soma") Somasundaram	Against	The gender diversity of the board is below our guidelines.
Lennox International Inc.	22-May-25	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 insufficiently performance based.
Lennox International Inc.	22-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pinterest, Inc.	22-May-25	Elect Director Leslie Kilgore	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Pinterest, Inc.	22-May-25	Elect Director Bill Ready	For	The vote is in line with the Amundi Voting policy.
Pinterest, Inc.	22-May-25	Elect Director Benjamin W. Silbermann	Against	The gender diversity of the board is below our guidelines.
Pinterest, Inc.	22-May-25	Elect Director Salaam Coleman Smith	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Pinterest, Inc.	22-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

Pinterest, Inc.	22-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pinterest, Inc.	22-May-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Quanta Services, Inc.	22-May-25	Elect Director Earl C. (Duke) Austin, Jr.	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director Warner L. Baxter	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director Doyle N. Beneby	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Quanta Services, Inc.	22-May-25	Elect Director Bernard Fried	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director Worthing F. Jackman	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director Holli C. Ladhani	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director Jo-ann M. dePass Olsovsky	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director R. Scott Rowe	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the Board is below our guidelines.
Quanta Services, Inc.	22-May-25	Elect Director Raul J. Valentin	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Elect Director Martha B. Wyrsch	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	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.	22-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Quanta Services, Inc.	22-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Susan L. Bostrom	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	22-May-25	Elect Director Teresa Briggs	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Jonathan C. Chadwick	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Paul E. Chamberlain	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Lawrence J. Jackson, Jr.	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Frederic B. Luddy	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director William R. McDermott	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Joseph "Larry" Quinlan	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Elect Director Anita M. Sands	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
ServiceNow, Inc.	22-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

ServiceNow, Inc.	22-May-25	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
ServiceNow, Inc.	22-May-25	Eliminate Supermajority Vote Requirements	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	22-May-25	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	Against	The proposal is not in the shareholders' interest.
ServiceNow, Inc.	22-May-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest.
The Home Depot, Inc.	22-May-25	Elect Director Gerard J. Arpey	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director Ari Bousbib	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director Jeffery H. Boyd	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
The Home Depot, Inc.	22-May-25	Elect Director Gregory D. Brenneman	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director J. Frank Brown	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Home Depot, Inc.	22-May-25	Elect Director Edward P. Decker	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
The Home Depot, Inc.	22-May-25	Elect Director Wayne M. Hewett	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	22-May-25	Elect Director Manuel Kadre	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director Stephanie C. Linnartz	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director Paula A. Santilli	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director Caryn Seidman-Becker	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Elect Director Asha Sharma	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	22-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
The Home Depot, Inc.	22-May-25	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.	22-May-25	Require Independent Board Chair	For	This proposal would improve the Company's corporate governance structure.
The Home Depot, Inc.	22-May-25	Disclose a Biodiversity Impact and Dependency Assessment	For	Shareholders would benefit from increased transparency around biodiversity impacts and dependencies across operations and the value chain.
The Home Depot, Inc.	22-May-25	Report on Efforts to Reduce Plastic Use	For	We consider that having robust disclosure and information on how The Home Depot is managing this topic would benefit shareholders by helping them better understand how the company is managing risks related to its use of plastic packaging.
VeriSign, Inc.	22-May-25	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.	22-May-25	Elect Director Courtney D. Armstrong	For	The vote is in line with the Amundi Voting policy.
VeriSign, Inc.	22-May-25	Elect Director Yehuda Ari Buchalter	For	The vote is in line with the Amundi Voting policy.

VeriSign, Inc.	22-May-25	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.
VeriSign, Inc.	22-May-25	Elect Director Thomas F. Frist, III	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
VeriSign, Inc.	22-May-25	Elect Director Jamie S. Gorelick	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
VeriSign, Inc.	22-May-25	Elect Director Debra W. McCann	For	The vote is in line with the Amundi Voting policy.
VeriSign, Inc.	22-May-25	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.
VeriSign, Inc.	22-May-25	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.	22-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
VeriSign, Inc.	22-May-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
VeriSign, Inc.	22-May-25	Provide Right to Act by Written Consent	Against	The proposal is not in the shareholders' interest.
Waters Corporation	22-May-25	Elect Director Flemming Ornskov	Against	The gender diversity of the board is below our guidelines.
Waters Corporation	22-May-25	Elect Director Linda Baddour	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	Elect Director Udit Batra	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	Elect Director Dan Brennan	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	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	22-May-25	Elect Director Pearl S. Huang	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	Elect Director Wei Jiang	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	Elect Director Heather Knight	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	Elect Director Christopher A. Kuebler	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Waters Corporation	22-May-25	Elect Director Mark Vergnano	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	22-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Waters Corporation	22-May-25	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 insufficiently performance based.
Waters Corporation	22-May-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Builders FirstSource, Inc.	27-May-25	Elect Director Mark A. Alexander	Against	The gender diversity of the board is below our guidelines.
Builders FirstSource, Inc.	27-May-25	Elect Director Dirkson R. Charles	For	The vote is in line with the Amundi Voting policy.
Builders FirstSource, Inc.	27-May-25	Elect Director Peter M. Jackson	For	The vote is in line with the Amundi Voting policy.

Builders FirstSource, Inc.	27-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable Climate criteria in the variable compensation.
Builders FirstSource, Inc.	27-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Builders FirstSource, Inc.	27-May-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Builders FirstSource, Inc.	27-May-25	Remove the Board Size Range	Against	The proposal is not in the shareholders' interest.
Builders FirstSource, Inc.	27-May-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Merck & Co., Inc.	27-May-25	Elect Director Douglas M. Baker, Jr.	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Mary Ellen Coe	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Pamela J. Craig	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Robert M. Davis	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Merck & Co., Inc.	27-May-25	Elect Director Thomas H. Glocer	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Merck & Co., Inc.	27-May-25	Elect Director Surendralal "Lal" L. Karsanbhai	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Risa J. Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Stephen L. Mayo	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Paul B. Rothman	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Patricia F. Russo	Against	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.	27-May-25	Elect Director Christine E. Seidman	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Inge G. Thulin	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Elect Director Kathy J. Warden	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	27-May-25	Report on a Human Rights Impact Assessment	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Merck & Co., Inc.	27-May-25	Publish Tax Transparency Report	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Merck & Co., Inc.	27-May-25	Consider Eliminating DEI Goals from Compensation Plan Incentives	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.	27-May-25	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	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.	27-May-25	Elect Director Lise J. Buyer	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.

The Trade Desk, Inc.	27-May-25	Elect Director Kathryn E. Falberg	For	The vote is in line with the Amundi Voting policy.
The Trade Desk, Inc.	27-May-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, dilution, plan administration).
The Trade Desk, Inc.	27-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Trade Desk, Inc.	27-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Wanda M. Austin	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director John B. Frank	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Alice P. Gast	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Enrique Hernandez, Jr.	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Marillyn A. Hewson	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Jon M. Huntsman, Jr.	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Charles W. Moorman	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Dambisa F. Moyo	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Debra Reed-Klages	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	28-May-25	Elect Director D. James Umpleby, III	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Cynthia J. Warner	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Elect Director Michael K. (Mike) Wirth	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Chevron Corporation	28-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	28-May-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Chevron Corporation	28-May-25	Commission Third Party Assessment of Implementation of Human Rights Policy	For	Additional 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	28-May-25	Report on Risk of Reverse Stranded Assets of Investing in Renewables	Against	The proponent has not provided a compelling rationale to explain why the additional proposed disclosures would be of value to shareholders.
Chevron Corporation	28-May-25	Amend Right to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Exxon Mobil Corporation	28-May-25	Elect Director Michael J. Angelakis	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	28-May-25	Elect Director Angela F. Braly	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Exxon Mobil Corporation	28-May-25	Elect Director Maria S. Dreyfus	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director John D. Harris, II	Against	There are concerns regarding how the Board is overseeing ESG matters.

Exxon Mobil Corporation	28-May-25	Elect Director Kaisa H. Hietala	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	28-May-25	Elect Director Joseph L. Hooley	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director Steven A. Kandarian	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director Alexander A. Karsner	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director Lawrence W. Kellner	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director Dina Powell McCormick	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director Jeffrey W. Ubben	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Elect Director Darren W. Woods	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	28-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Exxon Mobil Corporation	28-May-25	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).
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Peter J. Arduini	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director H. Lawrence Culp, Jr.	Abstain	The nominee holds an excessive number of Board mandates (2 in total, including 1 as a Lead executive position, 1 as a Chair) and is therefore considered overboarded.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Rodney F. Hochman	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Lloyd W. Howell, Jr.	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Risa Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Catherine Lesjak	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Anne T. Madden	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Tomislav Mihaljevic	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director William J. Stromberg	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
GE Healthcare Technologies, Inc.	28-May-25	Elect Director Phoebe L. Yang	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
GE Healthcare Technologies, Inc.	28-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	28-May-25	Submit Severance Agreement to Shareholder Vote	For	The proposal is in the shareholders' interest.
Howmet Aerospace Inc.	28-May-25	Elect Director James F. Albaugh	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Howmet Aerospace Inc.	28-May-25	Elect Director Amy E. Alving	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Elect Director Sharon R. Barner	For	The vote is in line with the Amundi Voting policy.

Howmet Aerospace Inc.	28-May-25	Elect Director Joseph S. Cantie	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Elect Director Robert F. Leduc	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Elect Director David J. Miller *Withdrawn Resolution*		This is a non-votable item
Howmet Aerospace Inc.	28-May-25	Elect Director Jody G. Miller	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Elect Director John C. Plant	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Elect Director Ulrich R. Schmidt	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Elect Director Gunner S. Smith	For	The vote is in line with the Amundi Voting policy.
Howmet Aerospace Inc.	28-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Howmet Aerospace Inc.	28-May-25	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.
Juniper Networks, Inc.	28-May-25	Elect Director Anne DeSanto	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	28-May-25	Elect Director Kevin DeNuccio	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director James Dolce	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director Steven Fernandez	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director Christine Gorjanc	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director Janet Haugen	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director Scott Kriens	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director Rahul Merchant	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director Rami Rahim	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Elect Director William R. Stensrud	Against	The gender diversity of the board is below our guidelines.
Juniper Networks, Inc.	28-May-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Juniper Networks, Inc.	28-May-25	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.	28-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	28-May-25	Require More Director Nominations Than Open Seats	Against	The proposal is not in the shareholders' interest.
Axon Enterprise, Inc.	29-May-25	Elect Director Erika Ayers Badan	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Adriane Brown	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Julie Anne Cullivan	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Michael Garnreiter	For	The vote is in line with the Amundi Voting policy.

Axon Enterprise, Inc.	29-May-25	Elect Director Caitlin Kalinowski	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Matthew McBrady	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Hadi Partovi	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Axon Enterprise, Inc.	29-May-25	Elect Director Graham Smith	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Patrick Smith	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	Elect Director Jeri Williams	For	The vote is in line with the Amundi Voting policy.
Axon Enterprise, Inc.	29-May-25	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.
Axon Enterprise, Inc.	29-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DocuSign, Inc.	29-May-25	Elect Director Teresa Briggs	For	The vote is in line with the Amundi Voting policy.
DocuSign, Inc.	29-May-25	Elect Director Blake J. Irving	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
DocuSign, Inc.	29-May-25	Elect Director Anna Marrs	For	The vote is in line with the Amundi Voting policy.
DocuSign, Inc.	29-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DocuSign, Inc.	29-May-25	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 (general, lack of transparency on performance goal). There are concerns regarding the alignment between pay and performance.
Gartner, Inc.	29-May-25	Elect Director Peter E. Bisson	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	29-May-25	Elect Director Richard J. Bressler	Against	The Board is not sufficiently independent as per our voting policy.
Gartner, Inc.	29-May-25	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.
Gartner, Inc.	29-May-25	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 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.
Gartner, Inc.	29-May-25	Elect Director Diana S. Ferguson	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	29-May-25	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 member is held accountable for the Company's inadequate executive pay practices or policies.

Gartner, Inc.	29-May-25	Elect Director William O. Grabe	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is 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. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Gartner, Inc.	29-May-25	Elect Director José M. Gutiérrez	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	29-May-25	Elect Director Eugene A. Hall	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	29-May-25	Elect Director Stephen G. Pagliuca	Against	The Board is not sufficiently independent as per our voting policy.
Gartner, Inc.	29-May-25	Elect Director Eileen M. Serra	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	29-May-25	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.	29-May-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Roblox Corporation	29-May-25	Elect Director Christopher Carvalho	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The gender diversity of the board is below our guidelines.
Roblox Corporation	29-May-25	Elect Director Gina Mastantuono	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Roblox Corporation	29-May-25	Elect Director Jason Kilar	For	The vote is in line with the Amundi Voting policy.
Roblox Corporation	29-May-25	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	29-May-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Roblox Corporation	29-May-25	Change State of Incorporation from Delaware to Nevada	Against	The proposal is not in the shareholders' interest
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Betsy J. Bernard	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Michael J. Farrell	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Robert A. Hagemann	Against	The gender diversity of the board is below our guidelines.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Arthur J. Higgins	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Maria Teresa (Tessa) Hilado	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Syed Jafry	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Sreelakshmi Kolli	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Devdatt (Dev) Kurdikar	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Louis A. Shapiro	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Elect Director Ivan Tornos	For	The vote is in line with the Amundi Voting policy.

Zimmer Biomet Holdings, Inc.	29-May-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Zimmer Biomet Holdings, Inc.	29-May-25	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 insufficiently performance based.
Zimmer Biomet Holdings, Inc.	29-May-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	29-May-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Arista Networks, Inc.	30-May-25	Elect Director Charles Giancarlo	Withhold	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 (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Arista Networks, Inc.	30-May-25	Elect Director Daniel Scheinman	Withhold	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. 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 this Board member has exercised his or her responsibilities.
Arista Networks, Inc.	30-May-25	Elect Director Yvonne Wassenaar	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Arista Networks, Inc.	30-May-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (excessive amount) The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (general). There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Arista Networks, Inc.	30-May-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Raul Alvarez	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Lowe's Companies, Inc.	30-May-25	Elect Director Scott H. Baxter	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Sandra B. Cochran	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Laurie Z. Douglas	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Richard W. Dreiling	Withhold	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Lowe's Companies, Inc.	30-May-25	Elect Director Marvin R. Ellison	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Lowe's Companies, Inc.	30-May-25	Elect Director Navdeep Gupta	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Brian C. Rogers	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Bertram L. Scott	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Lawrence Simkins	For	The vote is in line with the Amundi Voting policy.

Lowe's Companies, Inc.	30-May-25	Elect Director Colleen Taylor	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	Elect Director Mary Beth West	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	30-May-25	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.	30-May-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Watsco, Inc.	2-Jun-25	Elect Director Gary L. Tapella	For	The vote is in line with the Amundi Voting policy.
Watsco, Inc.	2-Jun-25	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.
Watsco, Inc.	2-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Glenn D. Fogel	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Mirian M. Graddick-Weir	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	3-Jun-25	Elect Director Kelly Grier	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Robert J. Mylod, Jr.	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Charles H. Noski	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Larry Quinlan	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Booking Holdings Inc.	3-Jun-25	Elect Director Nicholas J. Read	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Thomas E. Rothman	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Sumit Singh	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Lynn Vojvodich Radakovich	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	Elect Director Vanessa A. Wittman	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	3-Jun-25	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.	3-Jun-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Booking Holdings Inc.	3-Jun-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Zein Abdalla	Against	The gender diversity of the board is below our guidelines.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Vinita Bali	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Eric Branderiz	For	The vote is in line with the Amundi Voting policy.

Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Archana Deskus	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director John M. Dineen	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Ravi Kumar S	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Leo S. Mackay, Jr.	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Michael Patsalos-Fox	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Stephen "Steve" J. Rohleder	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Abraham "Bram" Schot	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Karima Silvent	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Joseph M. Velli	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	Elect Director Sandra S. Wijnberg	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	3-Jun-25	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	3-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Cognizant Technology Solutions Corporation	3-Jun-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest.
Datadog, Inc.	3-Jun-25	Elect Director Titi Cole	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Datadog, Inc.	3-Jun-25	Elect Director Matthew Jacobson	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. Nomination Committee member is held accountable for the lack of independence. The gender diversity of the board is below our guidelines.
Datadog, Inc.	3-Jun-25	Elect Director Julie G. Richardson	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Datadog, Inc.	3-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The proposal is not in the shareholders' interest.

Datadog, Inc.	3-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Datadog, Inc.	3-Jun-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Fortive Corporation	3-Jun-25	Elect Director Eric Branderiz	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Elect Director Daniel L. Comas	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Elect Director Sharmistha Dubey	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Fortive Corporation	3-Jun-25	Elect Director Rejji P. Hayes	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Elect Director Wright L. Lassiter, III	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Elect Director James A. Lico	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Elect Director Kate D. Mitchell	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	3-Jun-25	Elect Director Gregory J. Moore	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Elect Director Jeannine P. Sargent	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	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.
Fortive Corporation	3-Jun-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration).
Fortive Corporation	3-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	3-Jun-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
AppLovin Corporation	4-Jun-25	Elect Director Adam Foughi	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Craig Billings	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Lead executive position) and is therefore considered overboarded.
AppLovin Corporation	4-Jun-25	Elect Director Herald Chen	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Margaret Georgiadis	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Alyssa Harvey Dawson	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Barbara Messing	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Todd Morgenfeld	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Eduardo Vivas	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Elect Director Maynard Webb	For	The vote is in line with the Amundi Voting policy.
AppLovin Corporation	4-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation.	4-Jun-25	Elect Director Barbara M. Baumann	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.

Devon Energy Corporation.	4-Jun-25	Elect Director John E. Bethancourt	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Ann G. Fox	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Clay M. Gaspar	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation.	4-Jun-25	Elect Director Gennifer F. Kelly	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Kelt Kindick	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Karl F. Kurz	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Michael N. Mears	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Robert A. Mosbacher, Jr.	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Elect Director Valerie M. Williams	Withhold	There are issues with the Company' practices or policies which do not enable support of the proposal.
Devon Energy Corporation.	4-Jun-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Devon Energy Corporation.	4-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general). There are concerns regarding the alignment between pay and performance.
Devon Energy Corporation.	4-Jun-25	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholders' interest.
GoDaddy Inc.	4-Jun-25	Elect Director Amanpal (Aman) Bhutani	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Herald Chen	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
GoDaddy Inc.	4-Jun-25	Elect Director Caroline Donahue	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Mark Garrett	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Brian Sharples	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Graham Smith	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Leah Sweet	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Srinivas (Srini) Tallapragada	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Elect Director Sigal Zarmi	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
GoDaddy Inc.	4-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	4-Jun-25	Amend Certificate of Incorporation to Limit the Liability of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
GoDaddy Inc.	4-Jun-25	Amend Certificate of Incorporation to Implement Miscellaneous Changes	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	4-Jun-25	Elect Director Lorrie M. Norrington	For	The vote is in line with the Amundi Voting policy.

HubSpot, Inc.	4-Jun-25	Elect Director Andrew Anagnost	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	4-Jun-25	Elect Director Dharmesh Shah	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	4-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	4-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
HubSpot, Inc.	4-Jun-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	4-Jun-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	4-Jun-25	Adopt Simple Majority Vote	For	This proposal would improve the Company's corporate governance structure.
Super Micro Computer, Inc.	4-Jun-25	Elect Director Robert Blair	For	The vote is in line with the Amundi Voting policy.
Super Micro Computer, Inc.	4-Jun-25	Elect Director Susan Mogensen (Susie Giordano)	For	The vote is in line with the Amundi Voting policy.
Super Micro Computer, Inc.	4-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Super Micro Computer, Inc.	4-Jun-25	Ratify BDO USA, P.C. as Auditors	For	The vote is in line with the Amundi Voting policy.
Super Micro Computer, Inc.	4-Jun-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration, dilution).
Thomson Reuters Corporation	4-Jun-25	Elect Director David Thomson	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Steve Hasker	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Kirk E. Arnold	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director LaVerne Council	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Michael E. Daniels	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Michael Friisdahl	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Kirk Koenigsbauer	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Deanna Oppenheimer	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Simon Paris	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	4-Jun-25	Elect Director Kim M. Rivera	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Barry Salzberg	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Paul Sagan	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Peter J. Thomson	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	Elect Director Beth Wilson	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	4-Jun-25	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	4-Jun-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Thomson Reuters Corporation	4-Jun-25	Amend Artificial Intelligence (AI) Governance Framework in Alignment with the UN Guiding Principles on Business and Human Rights (UNGPs)	For	We can see merit in the company amending its artificial intelligence framework in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs). We estimate that this proposal will allow shareholders to better gauge how well the company is managing this material risk and evidence its policy alignment with international norms and best practices.
Tourmaline Oil Corp.	4-Jun-25	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.	4-Jun-25	Elect Director Brian G. Robinson	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Jill T. Angevine	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director William D. Armstrong	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Lee A. Baker	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Christopher E. Lee	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Andrew B. MacDonald	Withhold	The gender diversity of the board is below our guidelines. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Lucy M. Miller	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Travis J. Toews	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Elect Director Janet L. Weiss	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	4-Jun-25	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	4-Jun-25	Elect Director Carl M. Eschenbach	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	4-Jun-25	Elect Director Michael M. McNamara	Against	The gender diversity of the board is below our guidelines.
Workday, Inc.	4-Jun-25	Elect Director Michael L. Speiser	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	4-Jun-25	Elect Director Jerry Yang	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	4-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	4-Jun-25	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 ESG criteria in the variable compensation. The structure of the LTIP is insufficiently performance based.
Allegion Plc	5-Jun-25	Elect Director Susan L. Main	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	Elect Director Steven C. Mizell	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	5-Jun-25	Elect Director Nicole Parent Haughey	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	Elect Director Lauren B. Peters	For	The vote is in line with the Amundi Voting policy.

Allegion Plc	5-Jun-25	Elect Director Ellen Rubin	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	Elect Director Gregg C. Sengstack	Abstain	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Allegion Plc	5-Jun-25	Elect Director John H. Stone	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	Elect Director Dev Vardhan	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	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 insufficiently performance based.
Allegion Plc	5-Jun-25	Ratify PricewaterhouseCoopers as Auditors and Authorize Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	5-Jun-25	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	5-Jun-25	Elect Director Stacey Cunningham	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	5-Jun-25	Elect Director Mark Hawkins	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	5-Jun-25	Elect Director Carl Ledbetter	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Cloudflare, Inc.	5-Jun-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	5-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
EMCOR Group, Inc.	5-Jun-25	Elect Director John W. Altmeyer	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
EMCOR Group, Inc.	5-Jun-25	Elect Director Amy E. Dahl	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director Anthony J. Guzzi	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director Ronald L. Johnson	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director Carol P. Lowe	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director M. Kevin McEvoy	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director William P. Reid	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director Steven B. Schwarzwaelder	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	Elect Director Robin Walker-Lee	For	The vote is in line with the Amundi Voting policy.
EMCOR Group, Inc.	5-Jun-25	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 insufficiently performance based.
EMCOR Group, Inc.	5-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

EMCOR Group, Inc.	5-Jun-25	Amend Restricted Stock Plan	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Marc Benioff	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Laura Alber	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Craig Conway	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Arnold Donald	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Parker Harris	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Neelie Kroes	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Sachin Mehra	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director G. Mason Morfit	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Salesforce, Inc.	5-Jun-25	Elect Director Oscar Munoz	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director John V. Roos	Against	The gender diversity of the board is below our guidelines.
Salesforce, Inc.	5-Jun-25	Elect Director Robin Washington	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Elect Director Maynard Webb	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	5-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Trane Technologies Plc	5-Jun-25	Elect Director Kirk E. Arnold	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director Ana P. Assis	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director Ann C. Berzin	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Trane Technologies Plc	5-Jun-25	Elect Director April Miller Boise	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Trane Technologies Plc	5-Jun-25	Elect Director Mark R. George	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director John A. Hayes	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director Linda P. Hudson	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director Myles P. Lee	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director Matthew F. Pine	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director David S. Regnery	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.

Trane Technologies Plc	5-Jun-25	Elect Director Melissa N. Schaeffer	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Elect Director John P. Surma	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
Trane Technologies Plc	5-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against	The auditor tenure is above 24 years.
Trane Technologies Plc	5-Jun-25	Authorize Issue of Equity	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	5-Jun-25	Authorize Issue of Equity without Pre-emptive Rights	Against	Excessive capital increase without preemptive rights.
Trane Technologies Plc	5-Jun-25	Determine Price Range for Re-allotment of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Accept Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Approve Allocation of Income and Dividends	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Approve Dividends	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Approve Discharge of Board and Senior Management	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Director Susan M. Ball	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Director Jonathan C. Burrell	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Director Joseph J. Hartnett	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Director Min H. Kao	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Director Catherine A. Lewis	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Director Clifton A. Pemble	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Elect Min H. Kao as Board Chair	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Appoint Susan M. Ball as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Appoint Catherine A. Lewis as Member of the Compensation Committee	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	6-Jun-25	Designate Wuersch & Gering LLP as Independent Proxy	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Against	The auditor tenure is above 24 years.
Garmin Ltd.	6-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

Garmin Ltd.	6-Jun-25	Advisory Vote on the Swiss Statutory Compensation Report	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Garmin Ltd.	6-Jun-25	Approve Non-Financial Report	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Approve Fiscal Year 2026 Maximum Aggregate Compensation for the Executive Management	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2025 AGM and the 2026 AGM	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	6-Jun-25	Amend Articles to Reflect Changes in Capital	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Elect Director Julian C. Baker	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. The nominee holds an excessive number of Board mandates (5 in total, including 2 as a Chair) and is therefore considered overboarded.
Incyte Corporation	10-Jun-25	Elect Director Jean-Jacques Bienaimé	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Incyte Corporation	10-Jun-25	Elect Director Otis W. Brawley	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Elect Director Paul J. Clancy	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Incyte Corporation	10-Jun-25	Elect Director Jacquelyn A. Fouse	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Elect Director Edmund P. Harrigan	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Elect Director Katherine A. High	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Elect Director Hervé 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	10-Jun-25	Elect Director Susanne Schaffert	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Incyte Corporation	10-Jun-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration, dilution).
Incyte Corporation	10-Jun-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	10-Jun-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Roper Technologies, Inc.	10-Jun-25	Elect Director Shellye L. Archambeau	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	Elect Director Amy Woods Brinkley	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	Elect Director Irene M. Esteves	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	Elect Director L. Neil Hunn	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	Elect Director Robert D. Johnson	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	Elect Director Thomas P. Joyce, Jr.	For	The vote is in line with the Amundi Voting policy.

Roper Technologies, Inc.	10-Jun-25	Elect Director John F. Murphy	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	Elect Director Laura G. Thatcher	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	10-Jun-25	Elect Director Richard F. Wallman	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	10-Jun-25	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.	10-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Elect Director Jose B. Alvarez	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Elect Director Alan M. Bennett	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Elect Director Rosemary T. Berkery	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
The TJX Companies, Inc.	10-Jun-25	Elect Director David T. Ching	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
The TJX Companies, Inc.	10-Jun-25	Elect Director C. Kim Goodwin	Against	There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	10-Jun-25	Elect Director Ernie Herrman	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Elect Director Amy B. Lane	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
The TJX Companies, Inc.	10-Jun-25	Elect Director Carol Meyrowitz	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Elect Director Jackwyn L. Nemerov	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Elect Director Charles F. Wagner, Jr.	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	10-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
The TJX Companies, Inc.	10-Jun-25	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.	10-Jun-25	Elect Director Donna Dubinsky	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	10-Jun-25	Elect Director Deval Patrick	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	10-Jun-25	Elect Director Miyuki Suzuki	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Twilio Inc.	10-Jun-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	10-Jun-25	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.	10-Jun-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	10-Jun-25	Eliminate Supermajority Vote Requirements	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	10-Jun-25	Amend Certificate of Incorporation to Remove Inoperative Provisions,	For	The vote is in line with the Amundi Voting policy.

		and Update Certain Other Miscellaneous Provisions		
Dollarama Inc.	11-Jun-25	Elect Director Joshua Bekenstein	Against	The Board is not sufficiently independent as per our voting policy.
Dollarama Inc.	11-Jun-25	Elect Director Gregory David	Against	The Board is not sufficiently independent as per our voting policy.
Dollarama Inc.	11-Jun-25	Elect Director Elisa D. Garcia C.	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	11-Jun-25	Elect Director Stephen Gunn	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is held accountable for the lack of independence.
Dollarama Inc.	11-Jun-25	Elect Director Kristin Mugford	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	11-Jun-25	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.	11-Jun-25	Elect Director Neil Rossy	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	11-Jun-25	Elect Director Samira Sakhia	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	11-Jun-25	Elect Director Thecla Sweeney	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	11-Jun-25	Elect Director Huw Thomas	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.	11-Jun-25	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.	11-Jun-25	Advisory Vote on Executive Compensation Approach	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Dollarama Inc.	11-Jun-25	SP 1: Establish Formal Action Plan on Minimizing All Forms of Operations Waste	For	Additional disclosure on operations waste, with increased transparency and targets, would be beneficial for shareholders to understand how the company is managing this issue.
Dollarama Inc.	11-Jun-25	SP 2: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	For	Adopting the requested voluntary code of conduct would provide additional policy commitments and implementation guidance for generative AI systems. This would enhance transparency and help shareholders assess risk management practices.
Dollarama Inc.	11-Jun-25	SP 3: Disclose Languages Mastered by Executives	Against	The proposal is not in the shareholders' interest.
Dollarama Inc.	11-Jun-25	SP 4: Employee Language Skills Disclosure	Against	The proposal is not in the shareholders' interest.
Dollarama Inc.	11-Jun-25	SP 5: 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 and management of the subsequent systemic risk.
Dollarama Inc.	11-Jun-25	SP 6: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For	This proposal would improve the Company's corporate governance structure.
Dollarama Inc.	11-Jun-25	SP 7: Annual Review of Abstention of Votes Against Directors	For	This proposal is in the shareholders' interest.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director David P. Abney	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Richard C. Adkerson	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Marcela E. Donadio	For	The vote is in line with the Amundi Voting policy.

Freeport-McMoRan Inc.	11-Jun-25	Elect Director Robert W. Dudley	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Hugh Grant	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Lydia H. Kennard	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Ryan M. Lance	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Sara Grootwassink Lewis	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Dustan E. McCoy	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Kathleen L. Quirk	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director John J. Stephens	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Elect Director Frances Fragos Townsend	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan Inc.	11-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	11-Jun-25	Elect Director Kathryn Henry	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
lululemon athletica inc.	11-Jun-25	Elect Director Alison Loehnis	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	11-Jun-25	Elect Director Jon McNeill	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	11-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	11-Jun-25	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 insufficiently performance based.
lululemon athletica inc.	11-Jun-25	Report on Discrimination in Charitable Contributions	Against	The proponent has not provided a compelling rationale to explain the extent to which the company's practices could have a material negative impact, and therefore the proposal's value to shareholders is unclear.
NXP Semiconductors N.V.	11-Jun-25	Adopt Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Approve Discharge of Board Members	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Reelect Kurt Sievers as Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Reelect Annette Clayton as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Reelect Anthony Foxx as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Reelect Moshe Gavrielov as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.

NXP Semiconductors N.V.	11-Jun-25	Reelect Chunyuan Gu as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Reelect Lena Olving as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	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.	11-Jun-25	Reelect Jasmin Staiblin as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Reelect Gregory Summe as Non-Executive Director	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
NXP Semiconductors N.V.	11-Jun-25	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	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.	11-Jun-25	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Approve Cancellation of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Ratify EY Accountants B.V. as Auditors	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	11-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Pure Storage, Inc.	11-Jun-25	Elect Director Scott Dietzen	Withhold	The gender diversity of the board is below our guidelines. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. There are concerns regarding how this Board member has exercised his or her responsibilities.
Pure Storage, Inc.	11-Jun-25	Elect Director Charles Giancarlo	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.
Pure Storage, Inc.	11-Jun-25	Elect Director John Murphy	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Pure Storage, Inc.	11-Jun-25	Elect Director Greg Tomb	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Pure Storage, Inc.	11-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pure Storage, Inc.	11-Jun-25	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 ESG criteria in the variable compensation.
Target Corporation	11-Jun-25	Elect Director David P. Abney	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Douglas M. Baker, Jr.	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director George S. Barrett	For	The vote is in line with the Amundi Voting policy.

Target Corporation	11-Jun-25	Elect Director Gail K. Boudreaux	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Brian C. Cornell	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Robert L. Edwards	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Donald R. Knauss	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Christine A. Leahy	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Monica C. Lozano	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	11-Jun-25	Elect Director Grace Puma	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Derica W. Rice	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Elect Director Dmitri L. Stockton	For	The vote is in line with the Amundi Voting policy.
Target Corporation	11-Jun-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Target Corporation	11-Jun-25	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	11-Jun-25	Report on Discrimination Risks of Affirmative Action Initiatives	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Michelle L. Collins	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Kelly E. Garcia	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Catherine A. Halligan	Against	The gender diversity of the Board is below our guidelines.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Patricia A. Little	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director George R. Mrkonic	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Lorna E. Nagler	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Heidi G. Petz	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Gisel Ruiz	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Michael C. Smith	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Elect Director Kecia L. Steelman	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	11-Jun-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Ulta Beauty, Inc.	11-Jun-25	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 insufficiently performance based.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director Laura Alber	For	The vote is in line with the Amundi Voting policy.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director Esi Eggleston Bracey	For	The vote is in line with the Amundi Voting policy.

Williams-Sonoma, Inc.	11-Jun-25	Elect Director Andrew Campion	For	The vote is in line with the Amundi Voting policy.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director Scott Dahnke	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director Anne Finucane	For	The vote is in line with the Amundi Voting policy.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director Arianna Huffington	For	The vote is in line with the Amundi Voting policy.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director William Ready	Against	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Williams-Sonoma, Inc.	11-Jun-25	Elect Director Frits van Paasschen	For	The vote is in line with the Amundi Voting policy.
Williams-Sonoma, Inc.	11-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Williams-Sonoma, Inc.	11-Jun-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Exact Sciences Corporation	12-Jun-25	Elect Director Michael Barber	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Elect Director Paul Clancy	Against	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
Exact Sciences Corporation	12-Jun-25	Elect Director Daniel J. Levangie	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Elect Director Kevin Conroy	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Elect Director Shacey Petrovic	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Elect Director Kimberly Popovits	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Elect Director Katherine S. Zanotti	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Exact Sciences Corporation	12-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Exact Sciences Corporation	12-Jun-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	12-Jun-25	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	The proposed amendments to articles of association are not in shareholders' interest.
Ingersoll Rand Inc.	12-Jun-25	Elect Director Vicente Reynal	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	Elect Director William P. Donnelly	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	Elect Director Jennifer Hartsock	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	Elect Director John Humphrey	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	Elect Director Marc E. Jones	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Ingersoll Rand Inc.	12-Jun-25	Elect Director JoAnna L. Sohovich	For	The vote is in line with the Amundi Voting policy.

Ingersoll Rand Inc.	12-Jun-25	Elect Director Mark P. Stevenson	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	Elect Director Michelle Swanenburg	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	12-Jun-25	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.
MicroStrategy Incorporated	12-Jun-25	Elect Director Michael J. Saylor	For	The vote is in line with the Amundi Voting policy.
MicroStrategy Incorporated	12-Jun-25	Elect Director Phong Q. Le	For	The vote is in line with the Amundi Voting policy.
MicroStrategy Incorporated	12-Jun-25	Elect Director Brian P. Brooks	For	The vote is in line with the Amundi Voting policy.
MicroStrategy Incorporated	12-Jun-25	Elect Director Jane A. Dietze	For	The vote is in line with the Amundi Voting policy.
MicroStrategy Incorporated	12-Jun-25	Elect Director Stephen X. Graham	For	The vote is in line with the Amundi Voting policy.
MicroStrategy Incorporated	12-Jun-25	Elect Director Jarrod M. Patten	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
MicroStrategy Incorporated	12-Jun-25	Elect Director Carl J. Rickertsen	Withhold	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.
MicroStrategy Incorporated	12-Jun-25	Elect Director Gregg J. Winiarski	For	The vote is in line with the Amundi Voting policy.
MicroStrategy Incorporated	12-Jun-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	12-Jun-25	Elect Director Herbert Chang	Withhold	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 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.
Monolithic Power Systems, Inc.	12-Jun-25	Elect Director Michael Hsing	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Monolithic Power Systems, Inc.	12-Jun-25	Elect Director Carintia Martinez	Withhold	Nomination Committee member is held accountable for the lack of independence. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Monolithic Power Systems, Inc.	12-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	12-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	12-Jun-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	12-Jun-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the Company's corporate governance structure.
Monster Beverage Corporation	12-Jun-25	Elect Director Rodney C. Sacks	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director Hilton H. Schlosberg	For	The vote is in line with the Amundi Voting policy.

Monster Beverage Corporation	12-Jun-25	Elect Director Mark J. Hall	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director Ana Demel	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director James L. Dinkins	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director William "Bill" W. Douglas, III	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director Tiffany M. Hall	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director Jeanne P. Jackson	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director Steven G. Pizula	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Elect Director Mark S. Vidergauz	Against	The gender diversity of the board is below our guidelines. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Monster Beverage Corporation	12-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	12-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Deepak Chopra	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Eric A. Demirian	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Dennis Maple	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Jane Mowat	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Chris Muntwyler	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Jane O'Hagan	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Edward J. Ryan	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director John J. Walker	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
The Descartes Systems Group Inc.	12-Jun-25	Elect Director Laura Wilkin	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	12-Jun-25	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Zoom Communications, Inc.	12-Jun-25	Elect Director William R. McDermott	For	The vote is in line with the Amundi Voting policy.
Zoom Communications, Inc.	12-Jun-25	Elect Director Michael Fenger	For	The vote is in line with the Amundi Voting policy.
Zoom Communications, Inc.	12-Jun-25	Elect Director Santiago Subotovsky	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the board is below our guidelines. Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.

				Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Zoom Communications, Inc.	12-Jun-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zoom Communications, Inc.	12-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (plan administration). There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions). There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Best Buy Co., Inc.	13-Jun-25	Elect Director Corie S. Barry	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Lisa M. Caputo	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Best Buy Co., Inc.	13-Jun-25	Elect Director David W. Kenny	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director David C. Kimbell	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Mario J. Marte	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Karen A. McLoughlin	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Claudia F. Munce	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Richelle P. Parham	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Steven E. Rendle	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Sima D. Sistani	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Elect Director Melinda D. Whittington	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Best Buy Co., Inc.	13-Jun-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	13-Jun-25	Provide Right to Act by Written Consent	Against	The proposal is not in the shareholders' interest.
Best Buy Co., Inc.	13-Jun-25	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	Against	The proponent has not provided a compelling rationale to explain to what extent the company's practices could have a material negative impact.
Best Buy Co., Inc.	13-Jun-25	Report on LGBTQIA+ Inclusion Efforts	For	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.
Best Buy Co., Inc.	13-Jun-25	Publish Climate Transition Plan	For	This proposal will enable shareholders to better assess how the company is managing its climate-related risk and implementing a strategy to adapt its business model to those risks.
Fortinet, Inc.	13-Jun-25	Elect Director Ken Xie	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Elect Director Michael Xie	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Elect Director Kenneth A. Goldman	For	The vote is in line with the Amundi Voting policy.

Fortinet, Inc.	13-Jun-25	Elect Director Ming Hsieh	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Elect Director Jean Hu	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Elect Director Janet Napolitano	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Elect Director William H. Neukom	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Elect Director Judith Sim	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Fortinet, Inc.	13-Jun-25	Elect Director James Stavridis	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	13-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Fortinet, Inc.	13-Jun-25	Require Independent Board Chair	For	This proposal would improve the Company's corporate governance structure.
Marvell Technology, Inc.	13-Jun-25	Elect Director Sara Andrews	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Elect Director W. Tudor Brown	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Marvell Technology, Inc.	13-Jun-25	Elect Director Brad W. Buss	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Elect Director Daniel Durn	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Elect Director Rebecca W. House	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Elect Director Marachel L. Knight	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Elect Director Matthew J. Murphy	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Elect Director Richard P. Wallace	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Marvell Technology, Inc.	13-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	13-Jun-25	Require Independent Board Chair	Against	The proposal is not in the Shareholder's interest.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Elect Director Bonnie L. Bassler	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Elect Director Michael S. Brown	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is held accountable for the lack of independence. The gender diversity of the board is below our guidelines. 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 member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Elect Director Leonard S. Schleifer	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.

Regeneron Pharmaceuticals, Inc.	13-Jun-25	Elect Director George D. Yancopoulos	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	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). There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Eliminate Supermajority Vote Requirements of Section 2(e)(8) of Article VI of Incorporation	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	13-Jun-25	Eliminate Supermajority Vote Requirements of Article VI of Incorporation	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Caroline D. Dorsa	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Maria C. Freire	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: William A. Hawkins	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Susan K. Langer	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Jesus B. Mantas	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Biogen Inc.	17-Jun-25	Elect Director: Lloyd Minor	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Menelas Pangalos	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Monish Patolawala	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Eric K. Rowinsky	Against	The gender diversity of the board is below our guidelines.
Biogen Inc.	17-Jun-25	Elect Director: Stephen A. Sherwin	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Elect Director: Christopher A. Viehbacher	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	17-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are concerns regarding the alignment between pay and performance (insufficiently challenging performance conditions). The structure of executive pay is considered inadequate (general). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (lack of transparency on performance goal). The weight of the ESG criteria in the variable compensation is insufficient.
Trimble Inc.	17-Jun-25	Elect Director James C. Dalton	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Elect Director Borje Ekholm	Withhold	The nominee holds an excessive number of Board mandates (2 in total, including 1 as a Lead executive position and 1 as a Chair) and is therefore considered overboarded.
Trimble Inc.	17-Jun-25	Elect Director Kaigham (Ken) Gabriel	For	The vote is in line with the Amundi Voting policy.

Trimble Inc.	17-Jun-25	Elect Director Meaghan Lloyd	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Elect Director Ronald S. Nersesian	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Elect Director Robert G. Painter	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Elect Director Mark S. Peek	Withhold	The gender diversity of the board is below our guidelines.
Trimble Inc.	17-Jun-25	Elect Director Kara Sprague	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Elect Director Thomas Sweet	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Elect Director Johan Wibergh	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	17-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Trimble Inc.	17-Jun-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Autodesk, Inc.	18-Jun-25	Elect Director Andrew Anagnost	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director Karen Blasing	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director John T. Cahill	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director Reid French	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Autodesk, Inc.	18-Jun-25	Elect Director Ayanna Howard	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director Blake Irving	Against	The gender diversity of the Board is below our guidelines.
Autodesk, Inc.	18-Jun-25	Elect Director Ram R. Krishnan	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director Stephen Milligan	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director Rami Rahim	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	18-Jun-25	Elect Director Stacy J. Smith	Against	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded.
Autodesk, Inc.	18-Jun-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Autodesk, Inc.	18-Jun-25	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.	18-Jun-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	18-Jun-25	Elect Director Cary J. Davis	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
CrowdStrike Holdings, Inc.	18-Jun-25	Elect Director George Kurtz	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	18-Jun-25	Elect Director Laura J. Schumacher	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
CrowdStrike Holdings, Inc.	18-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Vertiv Holdings Co.	18-Jun-25	Elect Director David M. Cote	Withhold	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Lead executive position and 1 as a Chair) and is therefore considered overboarded.
Vertiv Holdings Co.	18-Jun-25	Elect Director Giordano Albertazzi	For	The vote is in line with the Amundi Voting policy.
Vertiv Holdings Co.	18-Jun-25	Elect Director Joseph J. DeAngelo	For	The vote is in line with the Amundi Voting policy.
Vertiv Holdings Co.	18-Jun-25	Elect Director Joseph van Dokkum	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the board is below our guidelines.
Vertiv Holdings Co.	18-Jun-25	Elect Director Roger Fradin	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Vertiv Holdings Co.	18-Jun-25	Elect Director Jakki L. Haussler	For	The vote is in line with the Amundi Voting policy.
Vertiv Holdings Co.	18-Jun-25	Elect Director Jacob Kotzubei	Withhold	The nominee's attendance was under 75% without any satisfactory explanation.
Vertiv Holdings Co.	18-Jun-25	Elect Director Matthew Louie	For	The vote is in line with the Amundi Voting policy.
Vertiv Holdings Co.	18-Jun-25	Elect Director Edward L. Monser	For	The vote is in line with the Amundi Voting policy.
Vertiv Holdings Co.	18-Jun-25	Elect Director Steven S. Reinemund	For	The vote is in line with the Amundi Voting policy.
Vertiv Holdings Co.	18-Jun-25	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 insufficiently performance based.
Vertiv Holdings Co.	18-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	24-Jun-25	Elect Director Jeffrey Blackburn	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	24-Jun-25	Elect Director L. John Doerr	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.
DoorDash, Inc.	24-Jun-25	Elect Director Andy Fang	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	24-Jun-25	Elect Director Diego Piacentini	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	24-Jun-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	24-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
DoorDash, Inc.	24-Jun-25	Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers. The proposal is not in the shareholders' interest.
Okta, Inc.	24-Jun-25	Elect Director Jeff Epstein	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the board is below our guidelines. The nominee holds an excessive number of Board mandates (5 in total, including 1 as a Chair) and is therefore considered overboarded.
Okta, Inc.	24-Jun-25	Elect Director J. Frederic Kerrest	For	The vote is in line with the Amundi Voting policy.
Okta, Inc.	24-Jun-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Okta, Inc.	24-Jun-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Okta, Inc.	24-Jun-25	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
eBay Inc.	25-Jun-25	Elect Director Adriane M. Brown	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
eBay Inc.	25-Jun-25	Elect Director Aparna Chennapragada	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Logan D. Green	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director E. Carol Hayles	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Jamie J. Iannone	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Shripriya Mahesh	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director William D. Nash	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Paul S. Pressler	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Zane Rowe	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Mohak Shroff	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Elect Director Perry M. Traquina	For	The vote is in line with the Amundi Voting policy.
eBay Inc.	25-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
eBay Inc.	25-Jun-25	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.	25-Jun-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration).
eBay Inc.	25-Jun-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For	This proposal would improve the Company's corporate governance structure.
eBay Inc.	25-Jun-25	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	For	This proposal would improve board accountability and ensure board responsiveness to shareholders concerns.
NVIDIA Corporation	25-Jun-25	Elect Director Robert K. Burgess	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.
NVIDIA Corporation	25-Jun-25	Elect Director Tench Cox	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67% independent directors.
NVIDIA Corporation	25-Jun-25	Elect Director John O. Dabiri	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Elect Director Persis S. Drell	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Elect Director Jen-Hsun Huang	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Elect Director Dawn Hudson	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	25-Jun-25	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. 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.
NVIDIA Corporation	25-Jun-25	Elect Director Melissa B. Lora	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Elect Director Stephen C. Neal	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Elect Director Ellen Ochoa	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	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	25-Jun-25	Elect Director Aarti Shah	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Elect Director Mark A. Stevens	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.
NVIDIA Corporation	25-Jun-25	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	25-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Eliminate Supermajority Vote Requirements	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	25-Jun-25	Amend Right to Call Special Meeting	For	The proposal is in the shareholders' interest.
NVIDIA Corporation	25-Jun-25	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	For	The proposal is in the shareholders' interest.
NVIDIA Corporation	25-Jun-25	Enhance Workforce Data Reporting	For	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.
ANSYS, Inc.	27-Jun-25	Elect Director Claire Bramley	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	27-Jun-25	Elect Director Anil Chakravarthy	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	27-Jun-25	Elect Director Jim Frankola	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	27-Jun-25	Elect Director Alec Gallimore	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	27-Jun-25	Elect Director Ronald Hovsepian	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
ANSYS, Inc.	27-Jun-25	Elect Director Barbara Scherer	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	27-Jun-25	Elect Director Ravi Vijayaraghavan	Against	The gender diversity of the board is below our guidelines.
ANSYS, Inc.	27-Jun-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	27-Jun-25	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 insufficiently performance based.
ANSYS, Inc.	27-Jun-25	Provide Right to Act by Written Consent	For	This proposal would improve the Company's corporate governance structure.

MongoDB, Inc.	30-Jun-25	Elect Director Francisco D'Souza	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
MongoDB, Inc.	30-Jun-25	Elect Director Charles M. Hazard, Jr.	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
MongoDB, Inc.	30-Jun-25	Elect Director Tom Killalea	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as Chair) and is therefore considered overboarded.
MongoDB, Inc.	30-Jun-25	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.	30-Jun-25	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
MongoDB, Inc.	30-Jun-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
MongoDB, Inc.	30-Jun-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Linde Plc	29-Jul-25	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	29-Jul-25	Elect Director Sanjiv Lamba	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Elect Director Ann-Kristin Achleitner	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Linde Plc	29-Jul-25	Elect Director Thomas Enders	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Elect Director Hugh Grant	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	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	29-Jul-25	Elect Director Victoria E. Ossadnik	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Elect Director Paula Rosput Reynolds	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Elect Director Alberto Weisser	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Elect Director Robert L. Wood	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Ratify PricewaterhouseCoopers as Auditors	Against	The auditor tenure is above 24 years.
Linde Plc	29-Jul-25	Authorise Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based.
Linde Plc	29-Jul-25	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Linde Plc	29-Jul-25	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Linde Plc	29-Jul-25	Report on Climate Lobbying	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.
Samsara Inc.	29-Jul-25	Elect Director Sanjit Biswas	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Elect Director John Bicket	For	The vote is in line with the Amundi Voting policy.

Samsara Inc.	29-Jul-25	Elect Director Marc Andreessen	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Elect Director Todd Bluedorn	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Elect Director Sue Bostrom	Withhold	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Samsara Inc.	29-Jul-25	Elect Director Jonathan Chadwick	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Elect Director Alyssa Henry	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Elect Director Ann Livermore	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Elect Director Sue Wagner	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Samsara Inc.	29-Jul-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based. There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
McKesson Corporation	30-Jul-25	Elect Director Dominic J. Caruso	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Lynne M. Doughtie	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director W. Roy Dunbar	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Deborah Dunsire	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Julie L. Gerberding	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director James H. Hinton	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Donald R. Knauss	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
McKesson Corporation	30-Jul-25	Elect Director Bradley E. Lerman	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Maria N. Martinez	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Kevin M. Ozan	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Brian S. Tyler	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Elect Director Kathleen Wilson-Thompson	For	The vote is in line with the Amundi Voting policy.
McKesson Corporation	30-Jul-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
McKesson Corporation	30-Jul-25	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	31-Jul-25	Elect Director Esther M. Alegria	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	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.

STERIS plc	31-Jul-25	Elect Director Daniel A. Carestio	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	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	31-Jul-25	Elect Director Christopher S. Holland	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	Elect Director Paul E. Martin	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	Elect Director Nirav R. Shah	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	31-Jul-25	Elect Director Louis A. Shapiro	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	Elect Director Mohsen M. Sohi	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. 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	31-Jul-25	Elect Director Richard M. Steeves *Withdrawn Resolution*		This is a non-votable item
STERIS plc	31-Jul-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
STERIS plc	31-Jul-25	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Against	The auditor tenure is above 24 years.
STERIS plc	31-Jul-25	Authorize Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	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	31-Jul-25	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
STERIS plc	31-Jul-25	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.	8-Aug-25	Elect Director Emanuele (Lino) A. Saputo	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	8-Aug-25	Elect Director Victor L. Crawford	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	8-Aug-25	Elect Director Olu Fajemirokun-Beck	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	8-Aug-25	Elect Director Anthony M. Fata	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Saputo Inc.	8-Aug-25	Elect Director Annalisa King	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67 % independent directors.
Saputo Inc.	8-Aug-25	Elect Director Karen Kinsley	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	8-Aug-25	Elect Director Diane Nyisztor	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	8-Aug-25	Elect Director Franziska Ruf	For	The vote is in line with the Amundi Voting policy.

Saputo Inc.	8-Aug-25	Elect Director Stanley H. Ryan	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	8-Aug-25	Elect Director Annette Verschuren	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 66.67 % independent directors.
Saputo Inc.	8-Aug-25	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.	8-Aug-25	Advisory Vote on Executive Compensation Approach	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).
Saputo Inc.	8-Aug-25	Approve Advance Notice Requirement	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	14-Aug-25	Elect Director Kofi A. Bruce	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	14-Aug-25	Elect Director Rachel A. Gonzalez	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	14-Aug-25	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.	14-Aug-25	Elect Director Talbott Roche	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Electronic Arts Inc.	14-Aug-25	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.
Electronic Arts Inc.	14-Aug-25	Elect Director Luis A. Ubiñas	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Electronic Arts Inc.	14-Aug-25	Elect Director Heidi J. Ueberroth	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	14-Aug-25	Elect Director Andrew Wilson	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Electronic Arts Inc.	14-Aug-25	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.	14-Aug-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Microchip Technology Incorporated	19-Aug-25	Elect Director Ellen L. Barker	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	19-Aug-25	Elect Director Rick Cassidy	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	19-Aug-25	Elect Director Matthew W. Chapman	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	19-Aug-25	Elect Director Victor Peng	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	19-Aug-25	Elect Director Karen M. Rapp	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies
Microchip Technology Incorporated	19-Aug-25	Elect Director Steve Sanghi	Against	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Microchip Technology Incorporated	19-Aug-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Microchip Technology Incorporated	19-Aug-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate (lack of stringent performance conditions, vesting period). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general). The structure of the LTIP is insufficiently performance based. The weight of the ESG criteria in the variable compensation is insufficient.
Dynatrace, Inc.	20-Aug-25	Elect Director Lisa Campbell	For	The vote is in line with the Amundi Voting policy.
Dynatrace, Inc.	20-Aug-25	Elect Director Amol Kulkarni	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dynatrace, Inc.	20-Aug-25	Elect Director Steve Rowland	For	The vote is in line with the Amundi Voting policy.
Dynatrace, Inc.	20-Aug-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dynatrace, Inc.	20-Aug-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Cynthia (Cindy) L. Davis	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Elect Director David A. Burwick	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Stefano Caroti	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	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	8-Sep-25	Elect Director Juan R. Figueroa	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Patrick J. Grismer	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Maha S. Ibrahim	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Victor Luis	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Lauri M. Shanahan	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Elect Director Bonita C. Stewart	For	The vote is in line with the Amundi Voting policy.
Deckers Outdoor Corporation	8-Sep-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Deckers Outdoor Corporation	8-Sep-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	9-Sep-25	Elect Director Mónica Gil	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	9-Sep-25	Elect Director John Rogers, Jr.	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	9-Sep-25	Elect Director Robert Swan	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	9-Sep-25	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	9-Sep-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
NIKE, Inc.	9-Sep-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director T. Michael Nevens	For	The vote is in line with the Amundi Voting policy.

NetApp, Inc.	10-Sep-25	Elect Director Deepak Ahuja	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director Anders Gustafsson	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director Gerald Held	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director Deborah L. Kerr	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director George Kurian	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director Carrie Palin	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director Frank Pelzer	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Elect Director June Yang	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
NetApp, Inc.	10-Sep-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
NetApp, Inc.	10-Sep-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	10-Sep-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (cost, plan administration, vesting period).
NetApp, Inc.	10-Sep-25	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholders' interest.
The Trade Desk, Inc.	16-Sep-25	Amend Articles of Incorporation to Change the Final Conversion Date of the Class B Common Stock and Waive Jury Trials for Internal Actions	Against	The proposal is not in the shareholders' interest.
The Trade Desk, Inc.	16-Sep-25	Adjourn Meeting	Against	The proposal is not in the shareholders' interest.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director Strauss Zelnick	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	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.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director J Moses	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	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. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director LaVerne Srinivasan	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director Susan Tolson	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director Paul Viera	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director Roland Hernandez	Against	The gender diversity of the board is below our guidelines.

Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director William "Bing" Gordon	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	Elect Director Ellen Siminoff	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	18-Sep-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Take-Two Interactive Software, Inc.	18-Sep-25	Amend Omnibus Stock Plan	Against	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general). The structure of the LTIP is considered inadequate (plan administration, vesting period).
Take-Two Interactive Software, Inc.	18-Sep-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Julie A. Beck	Withhold	The nominee holds an excessive number of Board mandates (4 in total, including 1 as an executive) and is therefore considered overboarded.
RPM International Inc.	2-Oct-25	Elect Director Bruce A. Carbonari	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.
RPM International Inc.	2-Oct-25	Elect Director Jenniffer D. Deckard	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Salvatore D. Fazzolari	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Christopher L. Mapes	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Craig S. Morford	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Ellen M. Pawlikowski	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Frank C. Sullivan	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	2-Oct-25	Elect Director Elizabeth F. Whited	Withhold	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
RPM International Inc.	2-Oct-25	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.	2-Oct-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Schlumberger N.V.	7-Oct-25	Change Company Name to SLB N.V. and Permit Use of SLB Limited and SLB Ltd. as Alternative Names Outside Curacao	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director B. Marc Allen	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Procter & Gamble Company	14-Oct-25	Elect Director Craig Arnold	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Brett Biggs	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Procter & Gamble Company	14-Oct-25	Elect Director Sheila Bonini	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Amy L. Chang	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Shailesh Jejurikar	For	The vote is in line with the Amundi Voting policy.

The Procter & Gamble Company	14-Oct-25	Elect Director Joseph Jimenez	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Christopher Kempczinski	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
The Procter & Gamble Company	14-Oct-25	Elect Director Debra L. Lee	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Christine M. McCarthy	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Procter & Gamble Company	14-Oct-25	Elect Director Ashley McEvoy	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Jon R. Moeller	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Robert J. Portman	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Elect Director Rajesh Subramaniam	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
The Procter & Gamble Company	14-Oct-25	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.
The Procter & Gamble Company	14-Oct-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	14-Oct-25	Report on Efforts to Reduce Plastic Use	For	We consider that having a robust disclosure and information on how The Procter & Gamble Company is managing this topic will benefit to shareholders to be able to understand how the company is managing risks related to its use of plastic packaging.
Medtronic plc	16-Oct-25	Elect Director Craig Arnold	Against	The gender diversity of the board is below our guidelines.
Medtronic plc	16-Oct-25	Elect Director Scott C. Donnelly	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Lidia L. Fonseca	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director John P. Groetelaars	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Randall J. Hogan, III	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director William R. Jellison	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Joon S. Lee	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Gregory P. Lewis	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Kevin E. Lofton	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Geoffrey S. Martha	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Elizabeth G. Nabel	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Elect Director Kendall J. Powell	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Against	The auditor tenure is above 24 years.
Medtronic plc	16-Oct-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.

Medtronic plc	16-Oct-25	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	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	16-Oct-25	Authorize Overseas Market Purchases of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Amend Articles of Association Re: Article 177	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Approve Reduction in Capital and Creation of Distributable Reserves Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	16-Oct-25	Amend Advance Notice for Shareholder Proposals/Nominations	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Mark W. Adams	Abstain	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Shankar Arumugavelu	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Prat S. Bhatt	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	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 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 member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Richard L. Clemmer	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Yolanda L. Conyers	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Jay L. Geldmacher	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.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Dylan G. Haggart	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Elect Director William D. Mosley	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Thomas A. Szlosek	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Elect Director Stephanie Tilenius	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Seagate Technology Holdings plc	25-Oct-25	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Against	The auditor tenure is above 24 years.
Seagate Technology Holdings plc	25-Oct-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.

Seagate Technology Holdings plc	25-Oct-25	Grant Board the Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Seagate Technology Holdings plc	25-Oct-25	Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Seagate Technology Holdings plc	25-Oct-25	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	28-Oct-25	Elect Director Melanie W. Barstad	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 member is held accountable for the Company's inadequate executive pay practices or policies.
Cintas Corporation	28-Oct-25	Elect Director Beverly K. Carmichael	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	28-Oct-25	Elect Director Karen L. Carnahan	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	28-Oct-25	Elect Director Robert E. Coletti	Against	The Board is not sufficiently independent as per our voting policy.
Cintas Corporation	28-Oct-25	Elect Director Scott D. Farmer	Against	The Board is not sufficiently independent as per our voting policy.
Cintas Corporation	28-Oct-25	Elect Director Martin Mucci	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	28-Oct-25	Elect Director Joseph Scaminace	Against	The Board is not sufficiently independent as per our voting policy. Nomination Committee member is 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	28-Oct-25	Elect Director Todd M. Schneider	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	28-Oct-25	Elect Director Ronald W. Tysoe	Against	The Board is not sufficiently independent as per our voting policy.
Cintas Corporation	28-Oct-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Cintas Corporation	28-Oct-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
Cintas Corporation	28-Oct-25	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the Company's corporate governance structure.
Lam Research Corporation	4-Nov-25	Elect Director Sohail U. Ahmed	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	Elect Director Timothy M. Archer	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	Elect Director Eric K. Brandt	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.
Lam Research Corporation	4-Nov-25	Elect Director Ita M. Brennan	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	Elect Director Michael R. Cannon	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.
Lam Research Corporation	4-Nov-25	Elect Director John M. Dineen	For	The vote is in line with the Amundi Voting policy.

Lam Research Corporation	4-Nov-25	Elect Director Mark Fields	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	Elect Director Ho Kyu Kang	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	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	4-Nov-25	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	4-Nov-25	Elect Director Abhijit Y. Talwalkar	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 (4 in total, including 2 as a Chair) and is therefore considered overboarded.
Lam Research Corporation	4-Nov-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Lam Research Corporation	4-Nov-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	4-Nov-25	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
Lam Research Corporation	4-Nov-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in the shareholders' interest.
KLA Corporation	5-Nov-25	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.
KLA Corporation	5-Nov-25	Elect Director Jason Conley	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Elect Director Tracy Embree	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Elect Director Jeneanne Hanley	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Elect Director Kevin Kennedy	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.
KLA Corporation	5-Nov-25	Elect Director Michael McMullen	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	5-Nov-25	Elect Director Victor Peng	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Elect Director Jamie Samath	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Elect Director Susan Taylor	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Elect Director Richard P. Wallace	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	5-Nov-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
KLA Corporation	5-Nov-25	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.	6-Nov-25	Elect Director Ira Ehrenpreis	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.
Tesla, Inc.	6-Nov-25	Elect Director Joe Gebbia	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	6-Nov-25	Elect Director Kathleen Wilson-Thompson	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	6-Nov-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (general, excessive amount). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (lack of transparency on performance goal) The structure of the LTIP is considered inadequate (lack of stringent performance conditions).
Tesla, Inc.	6-Nov-25	Amend Omnibus Stock Plan	Against	The structure of executive pay is considered inadequate (excessive amount). The structure of the LTIP is considered inadequate (cost, vesting period).
Tesla, Inc.	6-Nov-25	Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award	Against	The structure of the LTIP is considered inadequate (plan administration, dilution). The structure of executive pay is considered inadequate (excessive amount).
Tesla, Inc.	6-Nov-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	6-Nov-25	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	6-Nov-25	Authorize Board to Invest Company Funds in xAI	Against	The management team and board should be afforded the flexibility to make such decisions in consideration of their fiduciary duties and in compliance with the company's policies.
Tesla, Inc.	6-Nov-25	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For	We are in favor of introducing ESG criteria in executive variable remuneration that are in line with the company's strategy.
Tesla, Inc.	6-Nov-25	Report on the Use of Child Labor in Connection with Electric Vehicles	For	We consider that current disclosure could be more robust and that shareholders would benefit from additional information on the issue of child labour and its management by the company.
Tesla, Inc.	6-Nov-25	Amend the Bylaws To Repeal 3% Derivative Suit Ownership Threshold	For	The proposal is in the shareholders' interest.
Tesla, Inc.	6-Nov-25	Amend Bylaws	For	The proposal is in the shareholders' interest.
Tesla, Inc.	6-Nov-25	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Tesla, Inc.	6-Nov-25	Reduce Supermajority Vote Requirement	For	This proposal would improve the Company's corporate governance structure.
Tesla, Inc.	6-Nov-25	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Rhys J. Best	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Donald G. Cook	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Barbara J. Duganier	Against	There are issues with the Company' practices or policies which do not enable support of the proposal. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Donna E. Epps	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Tyler Glover	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.

Texas Pacific Land Corporation	6-Nov-25	Elect Director Karl F. Kurz	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Robert Roosa	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Murray Stahl	Against	There are issues with the Company' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of Board mandates (5 in total, including 3 as a Lead executive position) and is therefore considered overboarded.
Texas Pacific Land Corporation	6-Nov-25	Elect Director Marguerite Woung-Chapman	Against	There are issues with the Company' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corporation	6-Nov-25	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	6-Nov-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corporation	6-Nov-25	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	Against	The proposal is not in the shareholders' interest.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Robert N. Duelks	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Melvin L. Flowers	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Timothy C. Gokey	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Brett A. Keller	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Maura A. Markus	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Eileen K. Murray	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Annette L. Nazareth	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	Elect Director Amit K. Zavery	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	13-Nov-25	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 insufficiently performance based.
Broadridge Financial Solutions, Inc.	13-Nov-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	13-Nov-25	Elect Director William P. Lauder	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	13-Nov-25	Elect Director Annabelle Yu Long	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	13-Nov-25	Elect Director Dana Strong	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	13-Nov-25	Elect Director Jennifer Tejada	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	13-Nov-25	Elect Director Richard F. Zannino	Withhold	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.

The Estee Lauder Companies Inc.	13-Nov-25	Elect Director Eric L. Zinterhofer	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
The Estee Lauder Companies Inc.	13-Nov-25	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	13-Nov-25	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 insufficiently performance based. There are concerns regarding the alignment between pay and performance. The structure of the severance package is considered inadequate (excessive amount). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (general). The structure of the LTIP is considered inadequate (lack of stringent performance conditions). The structure of the LTIP is insufficiently performance based.
The Estee Lauder Companies Inc.	13-Nov-25	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against	Amundi is not in favor of proposals that seek to eliminate monetary liability for breaches of the duty of care by certain corporate officers.
The Estee Lauder Companies Inc.	13-Nov-25	Amend Certificate of Incorporation to Make Certain Miscellaneous Changes to Articles V and VI	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	14-Nov-25	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	14-Nov-25	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate (excessive amount).
Norfolk Southern Corporation	14-Nov-25	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	14-Nov-25	Issue Shares in Connection with Merger	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	14-Nov-25	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Oracle Corporation	18-Nov-25	Elect Director Awo Ablo	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Oracle Corporation	18-Nov-25	Elect Director Jeffrey S. Berg	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.
Oracle Corporation	18-Nov-25	Elect Director Michael J. Boskin	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.
Oracle Corporation	18-Nov-25	Elect Director Safra A. Catz	Withhold	The board is not sufficiently independent as per our voting policy.
Oracle Corporation	18-Nov-25	Elect Director Bruce R. Chizen	Withhold	The board is not sufficiently independent as per our voting policy. Nomination Committee member 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 gender diversity of the board is below our guidelines. 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 this Board member has exercised his or her responsibilities.
Oracle Corporation	18-Nov-25	Elect Director George H. Conrades	Withhold	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.
Oracle Corporation	18-Nov-25	Elect Director Lawrence J. Ellison	For	The vote is in line with the Amundi Voting policy.

Oracle Corporation	18-Nov-25	Elect Director Rona A. Fairhead	For	The vote is in line with the Amundi Voting policy.
Oracle Corporation	18-Nov-25	Elect Director Jeffrey O. Henley	Withhold	The board is not sufficiently independent as per our voting policy.
Oracle Corporation	18-Nov-25	Elect Director Clayton M. Magouyrk	For	The vote is in line with the Amundi Voting policy.
Oracle Corporation	18-Nov-25	Elect Director Charles W. Moorman	For	The vote is in line with the Amundi Voting policy.
Oracle Corporation	18-Nov-25	Elect Director Naomi O. Seligman	Withhold	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.
Oracle Corporation	18-Nov-25	Elect Director Michael D. Sicilia	For	The vote is in line with the Amundi Voting policy.
Oracle Corporation	18-Nov-25	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).
Oracle Corporation	18-Nov-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Carol Burt	Against	Nomination Committee member is 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 67% independent directors.
ResMed Inc.	19-Nov-25	Elect Director Christopher DelOrefice	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Jan De Witte	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Karen Drexler	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	19-Nov-25	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.	19-Nov-25	Elect Director Peter Farrell	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Harjit Gill	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director John Hernandez	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Nicole Mowad-Nassar	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Desney Tan	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Elect Director Ronald "Ron" Taylor	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
ResMed Inc.	19-Nov-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
ResMed Inc.	19-Nov-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
ResMed Inc.	19-Nov-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	19-Nov-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.

The Clorox Company	19-Nov-25	Elect Director Gina Boswell	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Stephen B. Bratspies	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Pierre R. Breber	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Julia Denman	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Esther Lee	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director A.D. David Mackay	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Stephanie Plaines	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Linda Rendle	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Matthew J. Shattock	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	Elect Director Russell J. Weiner	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Clorox Company	19-Nov-25	Elect Director Christopher J. Williams	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	19-Nov-25	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	19-Nov-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Kimberly E. Alexy	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Martin I. Cole	Against	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair) and is therefore considered overboarded.
Western Digital Corporation	20-Nov-25	Elect Director Tunç Doluca	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Bruce E. Kiddoo	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Matthew E. Massengill	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Roxanne Oulman	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Stephanie A. Streeter	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Elect Director Irving Tan	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is insufficiently performance based.
Western Digital Corporation	20-Nov-25	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Western Digital Corporation	20-Nov-25	Ratify KPMG LLP as Auditors	Against	The auditor tenure is above 24 years.
Atlassian Corporation	2-Dec-25	Elect Director Scott Belsky	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Shona L. Brown	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Michael Cannon-Brookes	For	The vote is in line with the Amundi Voting policy.

Atlassian Corporation	2-Dec-25	Elect Director Karen Dykstra	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Scott Farquhar	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Sasan Goodarzi	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Atlassian Corporation	2-Dec-25	Elect Director Christian Smith	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Steven Sordello	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Jason Warner	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Elect Director Richard P. Wong	Against	The gender diversity of the Board is below our guidelines.
Atlassian Corporation	2-Dec-25	Elect Director Michelle Zatlyn	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	2-Dec-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Atlassian Corporation	2-Dec-25	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate (dilution, plan administration, cost, vesting period). The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay (general)
Atlassian Corporation	2-Dec-25	Amend Qualified Employee Stock Purchase Plan	Against	The issuance size is considered excessive.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Rekha Agrawal	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Kelly Baker	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Rick Beckwitt	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Bill Brundage	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Geoff Drabble	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Cathy Halligan	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Brian May	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director James S. Metcalf	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Kevin Murphy	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Alan Murray	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Elect Director Suzanne Wood	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ferguson Enterprises Inc.	3-Dec-25	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).
Copart, Inc.	5-Dec-25	Elect Director Willis J. Johnson	For	The vote is in line with the Amundi Voting policy.

Copart, Inc.	5-Dec-25	Elect Director A. Jayson Adair	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	5-Dec-25	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 67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Copart, Inc.	5-Dec-25	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 67% independent directors. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors.
Copart, Inc.	5-Dec-25	Elect Director Daniel J. Englander	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. Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	5-Dec-25	Elect Director James E. Meeks	Against	The Board is not sufficiently independent as per our voting policy.
Copart, Inc.	5-Dec-25	Elect Director Thomas N. Tryforos	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.
Copart, Inc.	5-Dec-25	Elect Director Diane M. Morefield	Against	Nomination Committee member is held accountable for the lack of independence.
Copart, Inc.	5-Dec-25	Elect Director Stephen Fisher	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	5-Dec-25	Elect Director Cherylyn Harley LeBon	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	5-Dec-25	Elect Director Carl D. Sparks	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	5-Dec-25	Elect Director Jeffrey Liaw	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	5-Dec-25	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).
Copart, Inc.	5-Dec-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Reid G. Hoffman	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Hugh F. Johnston	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Teri L. List	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Catherine MacGregor	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Mark A. L. Mason	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Satya Nadella	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Sandra E. Peterson	For	The vote is in line with the Amundi Voting policy.

Microsoft Corporation	5-Dec-25	Elect Director Penny S. Pritzker	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director John David Rainey	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Charles W. Scharf	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	5-Dec-25	Elect Director John W. Stanton	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Elect Director Emma N. Walmsley	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
Microsoft Corporation	5-Dec-25	Ratify Deloitte & Touche LLP as Auditors	Against	The auditor tenure is above 24 years.
Microsoft Corporation	5-Dec-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	5-Dec-25	Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Microsoft Corporation	5-Dec-25	Report on Risks of Censorship in Generative Artificial Intelligence	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
Microsoft Corporation	5-Dec-25	Report on AI Data Usage Oversight	For	Increased disclosure would allow shareholders to more fully assess risks presented by the company's current policies and practices.
Microsoft Corporation	5-Dec-25	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	Increased disclosure would allow shareholders to more fully assess the effectiveness of company's policies and practices at mitigating material human rights risks.
Microsoft Corporation	5-Dec-25	Human Rights Risk Assessment	For	Increased disclosure would allow shareholders to more fully assess risks presented by the company's current policies and practices.
Microsoft Corporation	5-Dec-25	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For	Supporting this proposal is warranted because the Company's Scope 3 emissions now represent more than 97% of its footprint, and its continued provision of advanced cloud and AI technologies to oil and gas producers poses as-yet unassessed climate risks. A targeted risk-assessment disclosure would strengthen governance, provide investors with decision-useful insight into exposure to enabled emissions, and help safeguard long-term value as climate-related regulations and stakeholder expectations evolve. Microsoft's Scope 3 trajectory creates a need for transparency. Scope 3 emissions represented circa 97% of Microsoft's annual emissions in FY24 (Amundi calculation based on company reporting) and have continued to rise, although overall emissions have leveled off between 2023 and 2024. While use of products is included in Scope 3, it remains unclear whether product use that facilitates increased oil and gas development is captured. Technology provided to fossil-fuel clients may influence Category 11 and Category 1/2. A formal assessment could clarify whether certain technology offerings create locked-in emissions pathways inconsistent with the company's 2030 ambitions, particularly in light of our previous concerns about the Company's emissions trajectory.
ServiceNow, Inc.	5-Dec-25	Approve Stock Split	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	9-Dec-25	Elect Director John M. Donovan	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features. Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.

Palo Alto Networks, Inc.	9-Dec-25	Elect Director James J. Goetz	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	9-Dec-25	Elect Director Helle Thorning-Schmidt	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	9-Dec-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	9-Dec-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate (excessive amount, general).
Palo Alto Networks, Inc.	9-Dec-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	9-Dec-25	Adjust Executive Compensation Metrics for Share Buybacks	Against	The proposal is not in the shareholders' interest.
Palo Alto Networks, Inc.	9-Dec-25	Declassify the Board of Directors	For	This proposal would improve the Company's corporate governance structure.
Nutanix, Inc.	12-Dec-25	Elect Director Eric K. Brandt	Against	The nominee holds an excessive number of Board mandates (5 in total) and is therefore considered overboarded.
Nutanix, Inc.	12-Dec-25	Elect Director Craig Conway	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	Elect Director Max de Groen	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	Elect Director Virginia Gambale	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	Elect Director Steven J. Gomo	Against	The gender diversity of the board is below our guidelines.
Nutanix, Inc.	12-Dec-25	Elect Director Greg Lavender	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	Elect Director Rajiv Ramaswami	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	Elect Director Gayle Sheppard	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	Elect Director Mark Templeton	Against	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nutanix, Inc.	12-Dec-25	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Nutanix, Inc.	12-Dec-25	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.
Nutanix, Inc.	12-Dec-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Elect Director Michael D. Capellas	Against	Nomination Committee member is held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.
Cisco Systems, Inc.	16-Dec-25	Elect Director Mark Garrett	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Elect Director John D. Harris, II	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Elect Director Kristina M. Johnson	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Elect Director Sarah Rae Murphy	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	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.	16-Dec-25	Elect Director Daniel H. Schulman	Abstain	The nominee holds an excessive number of Board mandates (3 in total, including 1 as a Lead executive position) and is therefore considered overboarded.

Cisco Systems, Inc.	16-Dec-25	Elect Director Marianna Tessel	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Elect Director Kevin Weil	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	16-Dec-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The weight of the ESG criteria in the variable compensation is insufficient.
Cisco Systems, Inc.	16-Dec-25	Ratify PricewaterhouseCoopers LLP as Auditors	Against	The auditor tenure is above 24 years.
Cisco Systems, Inc.	16-Dec-25	Assess and Report on Positive Financial Value of Company's Inclusion Programs	Against	The objectives of this proposal are unclear and the proponent has not provided a compelling rationale to explain why shareholders should support it.
AutoZone, Inc.	17-Dec-25	Elect Director Philip B. Daniele, III	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Michael A. George	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Linda A. Goodspeed	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
AutoZone, Inc.	17-Dec-25	Elect Director Earl G. Graves, Jr.	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Brian P. Hannasch	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Gale V. King	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Claire R. McDonough	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director George R. Mrkonic, Jr.	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Audit Committee which is composed of less than 67% independent directors.
AutoZone, Inc.	17-Dec-25	Elect Director William C. Rhodes, III	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Jill A. Soltau	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Elect Director Constantino Spas Montesinos	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	17-Dec-25	Ratify Ernst & Young LLP as Auditors	Against	The auditor tenure is above 24 years.
AutoZone, Inc.	17-Dec-25	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 insufficiently performance based.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Robin A. Abrams	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Siew Kai Choy	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Barak Eilam	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Malcolm Frank	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Laurie G. Hylton	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Lee Shavel	For	The vote is in line with the Amundi Voting policy.

FactSet Research Systems Inc.	18-Dec-25	Elect Director Laurie Siegel	Against	Remuneration Committee member is held accountable for the Company's inadequate executive pay practices or policies.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Maria Teresa Tejada	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Sanoko Viswanathan	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Elect Director Elisha Wiesel	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
FactSet Research Systems Inc.	18-Dec-25	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	18-Dec-25	Amend Certificate of Incorporation to Eliminate Supermajority Vote Requirement for Stockholder Action by Written Consent, and Implement Other Ministerial Changes	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	22-Dec-25	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	22-Dec-25	Advisory Vote on Golden Parachutes	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	22-Dec-25	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)
FINANCIAL STATEMENTS
For the year ended 31 December 2025
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 2025, 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 2025, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards ("IFRS Accounting Standards") as issued by the International Accounting Standards Board 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**.

KPMG Professional Services Company

Abdulaziz Mohammed Alawad
License No. 712



Riyadh: 7 Shawwal 1447 H
Corresponding to 26 March 2026

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

STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	<i>31 December</i> <u>2025</u>	<i>31 December</i> <u>2024</u>
ASSETS			
Cash and cash equivalents	9	1,880	513
Investments measured at fair value through profit or loss (FVTPL investments)	10	844,780	626,257
Other receivables		339	322
Total assets		846,999	627,092
LIABILITIES			
Other payables		1,451	9,218
Net assets attributable to the Unitholders		845,548	617,874
Units in issue in thousands (number)		73,333	62,325
Net assets value per unit (USD)		11.5303	9.9137

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 2025

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	<i>For the year ended 31 December</i>	
		<u>2025</u>	<u>2024</u>
Unrealised gain on FVTPL investment – net		70,127	45,605
Realised gain on FVTPL investments – net		43,968	36,848
Dividend income		<u>7,055</u>	<u>5,432</u>
Total income		<u>121,150</u>	<u>87,885</u>
Management fees	<i>11</i>	(2,242)	(1,672)
Administrative expenses		(366)	(346)
Value Added Tax expense	<i>11</i>	(336)	(231)
Custody fees		(15)	(41)
Auditors' remuneration	<i>12</i>	(14)	(14)
Shariah Audit fees		(8)	(4)
Fund Board remuneration		(3)	(1)
Capital Market Authority fees		(2)	(2)
Tadawul fees		<u>(2)</u>	<u>(2)</u>
Total operating expenses		<u>(2,988)</u>	<u>(2,313)</u>
Profit for the year		<u>118,162</u>	<u>85,572</u>
Other comprehensive income for the year		<u>--</u>	<u>--</u>
Total comprehensive income for the year		<u>118,162</u>	<u>85,572</u>

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 2025

Expressed in US Dollars '000 (unless otherwise stated)

	<i>For the year ended 31 December</i>	
	<u>2025</u>	<u>2024</u>
Net assets attributable to the Unitholders at the beginning of the year	617,874	458,534
Total comprehensive income for the year	118,162	85,572
Net increase in net assets from unit transactions during the year		
Proceeds from units issued	319,976	200,565
Value of units redeemed	(210,464)	(126,797)
	109,512	73,768
Net assets attributable to the Unitholders at the end of the year	<u>845,548</u>	<u>617,874</u>

UNIT TRANSACTIONS

Transactions in units during the year are summarized as follows:

	<i>For the year ended 31 December</i>	
	<u>2025</u>	<u>2024</u>
	-----Units in '000s-----	
Units at the beginning of the year	62,325	54,453
Units issued	31,176	21,332
Units redeemed	(20,168)	(13,460)
Net increase in units during the year	<u>11,008</u>	<u>7,872</u>
Units at the end of the year	<u>73,333</u>	<u>62,325</u>

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 CASH FLOWS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

	Note	<i>For the year ended 31 December</i>	
		<u>2025</u>	<u>2024</u>
Cash flows from operating activities			
Profit for the year		118,162	85,572
<i>Adjustments for:</i>			
Unrealised gain on FVTPL investments – net		(70,127)	(45,605)
Realised gain on FVTPL investments – net		(43,968)	(36,848)
Dividend income		(7,055)	(5,432)
		<u>(2,988)</u>	<u>(2,313)</u>
<i>Net changes in operating assets and liabilities:</i>			
FVTPL investments		(104,428)	(86,928)
Other receivables		(1)	308
Other payables		(7,767)	7,860
		<u>(115,184)</u>	<u>(81,073)</u>
Dividend received		<u>7,039</u>	<u>5,321</u>
Net cash used in operating activities		<u>(108,145)</u>	<u>(75,752)</u>
Cash flows from financing activities			
Proceeds from units issued		319,976	200,565
Value of units redeemed		(210,464)	(126,797)
Net cash generated from financing activities		<u>109,512</u>	<u>73,768</u>
Net increase / (decrease) in cash and cash equivalents		<u>1,367</u>	<u>(1,984)</u>
Cash and cash equivalents at the beginning of the year	9	<u>513</u>	<u>2,497</u>
Cash and cash equivalents at the end of the year	9	<u><u>1,880</u></u>	<u><u>513</u></u>

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)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

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 32 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 published 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. 1-135-2025 dated 3 Jumada Al Thani 1447 H (corresponding to 24 November 2025) 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 International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board 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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

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 *Cash and cash equivalents*

Cash and cash equivalents include cash at bank and short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value. Cash and cash equivalents include bank balances.

8.2 *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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.2 *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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.2 *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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

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 expired.

8.3 *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.

8.4 *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.

8.5 *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.

8.6 *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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.7 *Foreign currency*

Transactions in foreign currencies are translated into USD at the spot exchange rate at the dates of the transactions.

Monetary assets and liabilities denominated in foreign currencies are translated into USD at the closing spot exchange rate at the reporting date. Non-monetary assets and liabilities that are measured at fair value in foreign currencies are also translated into USD at the spot exchange rate at the reporting date.

Foreign currency differences arising on translation are recognised in profit or loss as net foreign exchange gains/losses, except for those arising on financial instruments at FVTPL, which are recognised as a component of net gain or loss from financial assets at FVTPL.

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

Below amendments to accounting standards, interpretations and amendments became applicable for annual reporting periods commencing on or after 1 January 2025. The Fund manager has assessed that the amendments have no significant impact on the Fund's financial statements.

Amendments to IAS 21 - Lack of exchangeability

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

Standards, interpretations and amendments issued but not yet effective up to the date of issuance of the Fund's annual financial statements 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 IFRS 9 and IFRS 7	Classification and Measurement of Financial Instruments	1 January 2026
IFRS Accounting Standards	Annual Improvements to IFRS Accounting Standards – Volume 11	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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2025

Expressed in US Dollars '000 (unless otherwise stated)

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.

10. FVTPL INVESTMENTS

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

		<u>31 December 2025</u>		
<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	95.97	617,373	810,696
Canadian Dollar	Canada	4.03	24,639	34,084
		<u>100</u>	<u>642,012</u>	<u>844,780</u>
		<u>31 December 2024</u>		
<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>

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

		<u>31 December 2025</u>		
<u>Industry Sector</u>		<u>% of total investments (fair value)</u>	<u>Cost</u>	<u>Fair value</u>
Technology		37.67	213,341	318,252
Healthcare Equipment and Services		17.34	114,376	146,508
Consumer Services		12.94	80,857	109,322
Industrials		12.33	86,352	104,153
Energy		5.97	44,153	50,471
Materials		5.57	34,683	47,078
Consumer Staples		5.21	45,386	44,010
Real Estate		1.65	14,344	13,907
Telecommunication		0.86	6,947	7,243
Utilities		0.46	1,573	3,836
		<u>100</u>	<u>642,012</u>	<u>844,780</u>

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10. FVTPL INVESTMENTS (CONTINUED)

<i>Industry Sector</i>	<i>31 December 2024</i>		
	<i>% of total investments (fair value)</i>	<i>Cost</i>	<i>Fair value</i>
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>

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 not disclosed elsewhere in these financial statements as at and for the year ended 31 December 2025.

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 0.30% (2024: 0.30%) per annum of the Fund's daily net assets as set out in the Fund's terms and conditions.

The Fund Manager is entitled to recover expenses that are incurred to the Fund. These include costs resulting from unitholders' meeting, preparing and printing the Fund's reports and other legal and regulatory costs. The Fund shall be bound by any other expenses permitted by law, provided that these expenses do not exceed 0.1% (2024: 0.1%) per annum of the Fund's average net asset value at the respective valuation days. These expenses have been recovered by the Fund Manager on a pro-rata basis.

During the year, the Fund has not entered into any transactions, other than those disclosed elsewhere in the financial statements, with related parties 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 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 2025</i>	<i>31 December 2024</i>	<i>31 December 2025</i>	<i>31 December 2024</i>
SNB Capital Company	Management fees (including value added tax)	2,578	1,903		
	Expenses paid on behalf of the Fund	374	350	101	290

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11. RELATED PARTY TRANSACTIONS AND BALANCES (CONTINUED)

Investments in Units

Following are the details of transactions and closing investments in units of fund by other related parties:

<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 2025</i>	<i>31 December 2024</i>	<i>31 December 2025</i>	<i>31 December 2024</i>
Ehsan Waqf Fund	Subscription of fund units	48,011	--		
	Redemption of fund units	6,958	--	47,621	380
SNB Capital Multi-Asset Moderate Fund	Subscription of fund units	--	--		
	Redemption of fund units	2,484	5,731	32,716	30,482
SNB Capital Multi-Asset Growth Fund	Subscription of fund units	9,300	1,443		
	Redemption of fund units	--	--	32,169	19,720
SNB Capital Multi-Asset Conservative Fund	Subscription of fund units	--	--		
	Redemption of fund units	--	--	15,279	13,137
SNB Capital Global Equity Fund	Subscription of fund units	1,766	--		
	Redemption of fund units	--	--	1,769	--
Jood Waqf Fund	Subscription of fund units	9,421	--		
	Redemption of fund units	16	--	9,467	--
SNB Capital King Saud University Waqf Fund	Subscription of fund units	68	107		
	Redemption of fund units	27	--	401	295

12. AUDITORS' REMUNERATION

For the year ended 31 December

	<u>2025</u>	<u>2024</u>
Fee for:		
Statutory audit	6	6
Interim review	3	3
Zakat services	5	5
	<u>14</u>	<u>14</u>

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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 market 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>Currency</u>	<u>Change in market rates</u>	<u>31 December 2025</u>	<u>31 December 2024</u>
Canadian Dollar	± 10%	± 3,408	± 1,989

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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14. FINANCIAL RISK MANAGEMENT (CONTINUED)

13.1 *Market risks (continued)*

c) Other market price risk

Other market 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 other market 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 market 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 2025</u>	<u>31 December 2024</u>
Effect on net assets attributable to the Unitholders	<u>±84,478</u>	<u>±62,626</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 significant 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 2025</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><i>Financial assets measured at fair value</i></u>					
FVTPL investments	844,780	844,780	--	--	844,780

	<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><i>Financial assets measured at fair value</i></u>					
FVTPL investments	626,257	626,257	--	--	626,257

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 short-term nature.

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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

The recent regional military escalations have triggered a high-risk conflict environment across the Gulf. The situation is still very fluid, and scenarios can shift very quickly. The escalations have brought about additional uncertainties in the Fund's operating environment. With respect to financial statements for the year ended 31 December 2025, the potential financial reporting effects of the conflict are considered to be non-adjusting in nature.

The Fund Manager has been closely monitoring the impact of the developments on the Fund's investment. As the situation is fast evolving and fluid, the effect of the escalations is subject to significant levels of uncertainty, with the full range of possible effects unknown.

17. LAST VALUATION DAY

The last valuation day for the purpose of preparation of these financial statements was 31 December 2025 (2024: 31 December 2024).

18. APPROVAL OF THE FINANCIAL STATEMENTS

These financial statements were approved by the Fund Board on 16 Ramadan 1447 H corresponding to 5 March 2026.