

Vote Reporting

voting rights exercised in the Gothaer mutual and special funds

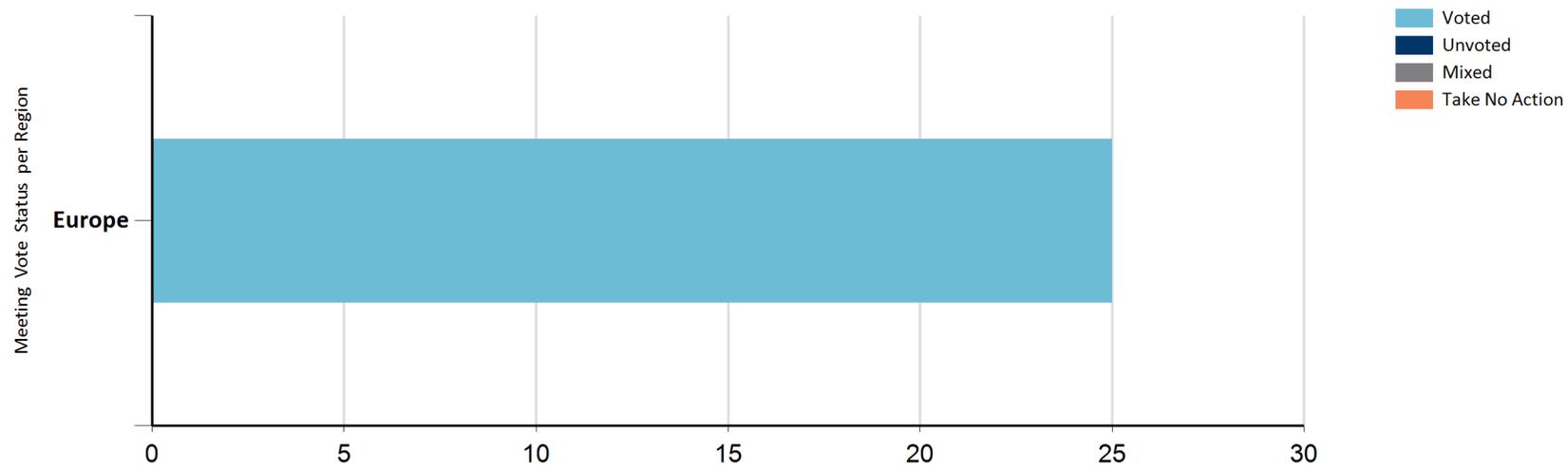
01.01.2024 - 31.12.2024

Produced by IVOX Glass Lewis

Meeting Statistics Report

From 1/1/2024 to 12/31/2024

Meetings by Region & Vote Status

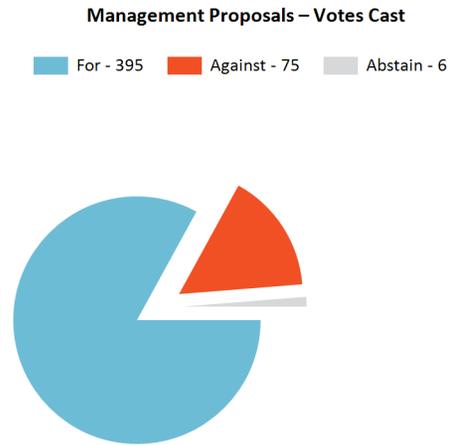


Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		25	0	0	0	25
Europe		25	0	0	0	25
	Denmark	1	0	0	0	1
	France	6	0	0	0	6
	Germany	7	0	0	0	7
	Ireland	1	0	0	0	1
	Italy	1	0	0	0	1
	Netherlands	4	0	0	0	4
	Norway	1	0	0	0	1
	Spain	1	0	0	0	1
	Sweden	1	0	0	0	1
	Switzerland	1	0	0	0	1
	United Kingdom	1	0	0	0	1

Proposal Statistics Report

From 1/1/2024 to 12/31/2024

	Mgmt Proposals	SHP Proposals	Total Proposals
For	395	0	395
Against	75	0	75
Abstain	6	0	6
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	476	0	476



Proxy Voting Summary

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

SIEMENS AG

ISIN DE0007236101 **Meeting Date** 08-Feb-24
Country Germany **Record Date** 01-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Roland Busch	Management	For	For	For
3.2	Ratify Cedrik Neike	Management	For	For	For
3.3	Ratify Matthias Rebellius	Management	For	For	For
3.4	Ratify Ralf P. Thomas	Management	For	For	For
3.5	Ratify Judith Wiese	Management	For	For	For
4.1	Ratify Jim Hagemann Snabe	Management	For	For	For
4.2	Ratify Birgit Steinborn	Management	For	For	For
4.3	Ratify Werner Brandt	Management	For	For	For
4.4	Ratify Tobias Bäuml	Management	For	For	For
4.5	Ratify Michael Diekmann	Management	For	For	For
4.6	Ratify Regina E. Dugan	Management	For	For	For
4.7	Ratify Andrea Fehrmann	Management	For	For	For
4.8	Ratify Bettina Haller	Management	For	For	For
4.9	Ratify Oliver Hartmann	Management	For	For	For

Proxy Voting Summary

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4.10	Ratify Keryn Lee James	Management	For	For	For
4.11	Ratify Harald Kern	Management	For	For	For
4.12	Ratify Jürgen Kerner	Management	For	For	For
4.13	Ratify Martina Merz	Management	For	For	For
4.14	Ratify Christian Pfeiffer	Management	For	For	For
4.15	Ratify Benoît Potier	Management	For	For	For
4.16	Ratify Hagen Reimer	Management	For	For	For
4.17	Ratify Norbert Reithofer	Management	For	For	For
4.18	Ratify Kasper Rørsted	Management	For	For	For
4.19	Ratify Baroness Nemat Shafik	Management	For	For	For
4.20	Ratify Nathalie von Siemens	Management	For	For	For
4.21	Ratify Michael Sigmund	Management	For	For	For
4.22	Ratify Dorothea Simon	Management	For	For	For
4.23	Ratify Grazia Vittadini	Management	For	For	For
4.24	Ratify Matthias Zachert	Management	For	For	For
4.25	Ratify Gunnar Zukunft	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Management Board Remuneration Policy	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8	Increase in Authorised Capital	Management	For	For	For

Proxy Voting Summary

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

9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
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CAIXABANK, S.A

ISIN	ES0140609019	Meeting Date	21-Mar-24
Country	Spain	Record Date	15-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Report on Non-Financial Information	Management	For	For	For
1.3	Ratification of Board Acts	Management	For	For	For
2	Allocation of Dividends	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Elect María Verónica Fisas Vergés	Management	For	For	For
5.1	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
5.2	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
5.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
5.4	Authority to Issue Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	For

Proxy Voting Summary

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

6.1	Amendment to the Remuneration Policy	Management	For	For	For
6.2	Authority to Issue Share Pursuant to Equity Remuneration Plan	Management	For	For	For
6.3	Maximum Variable Pay Ratio	Management	For	For	For
6.4	Remuneration Report	Management	For	For	For
7	Authorisation of Legal Formalities	Management	For	For	For

NOVO NORDISK

ISIN	DK0062498333	Meeting Date	21-Mar-24
Country	Denmark	Record Date	14-Mar-24

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

Proxy Voting Summary

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

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

Proxy Voting Summary

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

SIKA AG

ISIN	CH0418792922	Meeting Date	26-Mar-24
Country	Switzerland	Record Date	21-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4.1.1	Elect Victor Balli	Management	For	For	For
4.1.2	Elect Lucrece J.I. Foufopoulos-De Ridder	Management	For	For	For
4.1.3	Elect Justin M. Howell	Management	For	For	For
4.1.4	Elect Gordana Landen	Management	For	For	For
4.1.5	Elect Monika Ribar	Management	For	For	For
4.1.6	Elect Paul Schuler	Management	For	For	For
4.1.7	Elect Thierry Vanlancker	Management	For	For	For
4.2	Elect Thomas Aebischer	Management	For	For	For
4.3	Appoint Thierry Vanlancker as Board Chair	Management	For	For	For
4.4.1	Elect Justin M. Howell as Nominating and Compensation Committee Member	Management	For	For	For
4.4.2	Elect Gordana Landen as Nominating and Compensation Committee Member	Management	For	For	For
4.4.3	Elect Paul Schuler as Nominating and Compensation Committee Member	Management	For	For	For

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4.5	Appointment of Auditor	Management	For	For	For
4.6	Appointment of Independent Proxy	Management	For	For	For
5	Report on Non-Financial Matters	Management	For	For	For
6.1	Compensation Report	Management	For	For	For
6.2	Board Compensation	Management	For	For	For
6.3	Executive Compensation (Total)	Management	For	For	For
7	Transaction of Other Business	Management		Against	N/A

LVMH MOET HENNESSY LOUIS VUITTON SE

ISIN	FR0000121014	Meeting Date	18-Apr-24
Country	France	Record Date	15-Apr-24

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

Proxy Voting Summary

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4	Special Auditors Report on Regulated Agreements	Management	For	Against	Against
5	Elect Antoine Arnault	Management	For	For	For
6	Elect Henri de Castries	Management	For	For	For
7	Elect Alexandre Arnault	Management	For	For	For
8	Elect Frédéric Arnault	Management	For	For	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	For
10	2023 Remuneration Report	Management	For	Against	Against
11	2023 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Against
12	2023 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Against
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
14	2024 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
15	2024 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For

Proxy Voting Summary

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

18	Authority to Issue Performance Shares	Management	For	Against	Against
19	Employee Stock Purchase Plan	Management	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For

ING GROEP N.V.

ISIN	NL0011821202	Meeting Date	22-Apr-24
Country	Netherlands	Record Date	25-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2d.	Remuneration Report	Management	For	For	For
2e.	Accounts and Reports	Management	For	For	For
3b.	Allocation of Dividends	Management	For	For	For
4a.	Ratification of Management Board Acts	Management	For	For	For
4b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Appointment of Auditor	Management	For	For	For
6a.	Management Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

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

6b.	Supervisory Board Remuneration Policy	Management	For	For	For
7a.	Elect Juan Colombás to the Supervisory Board	Management	For	For	For
7b.	Elect Herman Hulst to the Supervisory Board	Management	For	For	For
7c.	Elect Harold Naus to the Supervisory Board	Management	For	For	For
8a.	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	For
8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	For

AXA

ISIN	FR0000120628	Meeting Date	23-Apr-24
Country	France	Record Date	18-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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

4	2023 Remuneration Report	Management	For	For	For
5	2023 Remuneration of Antoine Gosset-Grainville, Chair	Management	For	For	For
6	2023 Remuneration of Thomas Buberl, CEO	Management	For	For	For
7	2024 Remuneration Policy (Chair)	Management	For	For	For
8	2024 Remuneration Policy (CEO)	Management	For	For	For
9	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
10	Special Auditors Report on Regulated Agreements	Management	For	For	For
11	Elect Antoine Gosset-Grainville	Management	For	For	For
12	Elect Clotilde Delbos	Management	For	For	For
13	Elect Isabel Hudson	Management	For	For	For
14	Elect Angelien Kemna	Management	For	For	For
15	Elect Marie-France Tschudin	Management	For	For	For
16	Elect Helen Browne (Employee Shareholder Representatives)	Management	For	For	For
17	Appointment of Auditor (KPMG)	Management	For	For	For
18	Non-Renewal of Alternate Auditor (Patrice Morot)	Management	For	For	For
19	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	For
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	For
21	Authority to Repurchase and Reissue Shares	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Stock Purchase Plan for Overseas Employees	Management	For	For	For

Proxy Voting Summary

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

24	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For
A	Elect Stefan Bolliger (Employee Shareholder Representatives)	Management	Against	Against	For
B	Elect Olivier Eugène (Employee Shareholder Representatives)	Management	Against	Against	For
C	Elect Benjamin Saunière (Employee Shareholder Representatives)	Management	Against	Against	For
D	Elect Mark Sundrakes (Employee Shareholder Representatives)	Management	Against	Against	For
E	Elect Detlef Thedieck (Employee Shareholder Representatives)	Management	Against	Against	For

INTESA SANPAOLO SPA

ISIN	IT0000072618	Meeting Date	24-Apr-24
Country	Italy	Record Date	15-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Remuneration Policy	Management	For	For	For
0040	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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

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

SSAB CORPORATION

ISIN	SE0000171100	Meeting Date	24-Apr-24
Country	Sweden	Record Date	16-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Election of Presiding Chair	Management	For	For	For
2	Voting List	Management	For	For	For
3	Agenda	Management	For	For	For
5	Compliance with the Rules of Convocation	Management	For	For	For
7.A	Accounts and Reports	Management	For	For	For
7.B	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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

7.C1	Ratify Bo Annvik	Management	For	For	For
7.C2	Ratify Petra Einarsson	Management	For	For	For
7.C3	Ratify Lennart Evrell	Management	For	For	For
7.C4	Ratify Bernard Fontana	Management	For	For	For
7.C5	Ratify Marie Grönborg	Management	For	For	For
7.C6	Ratify Martin Lindqvist (as director)	Management	For	For	For
7.C7	Ratify Mikael Mäkinen	Management	For	For	For
7.C8	Ratify Maija Strandberg	Management	For	For	For
7.C9	Ratify Mikael Henriksson	Management	For	For	For
7.C10	Ratify Robert Holmström	Management	For	For	For
7.C11	Ratify Tomas Jansson	Management	For	For	For
7.C12	Ratify Tomas Karlsson	Management	For	For	For
7.C13	Ratify Sven-Erik Rosén	Management	For	For	For
7.C14	Ratify Patrick Sjöholm	Management	For	For	For
7.C15	Ratify Tomas Westman	Management	For	For	For
7.C16	Ratify Martin Lindqvist (as President & CEO)	Management	For	For	For
8	Board Size	Management	For	For	For
9.1	Directors' Fees	Management	For	For	For
9.2	Authority to Set Auditor's Fees	Management	For	For	For
10.A	Elect Petra Einarsson	Management	For	For	For

Proxy Voting Summary

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

10.B	Elect Lennart Evrell	Management	For	For	For
10.C	Elect Bernard Fontana	Management	For	For	For
10.D	Elect Marie Grönborg	Management	For	For	For
10.E	Elect Martin Lindqvist	Management	For	For	For
10.F	Elect Mikael Mäkinen	Management	For	For	For
10.G	Elect Majja Strandberg	Management	For	For	For
10.H	Elect Kerstin Enochsson	Management	For	For	For
10.I	Elect Pierre Heeroma	Management	For	For	For
11	Elect Lennart Evrell as Chair	Management	For	For	For
12.1	Number of Auditors	Management	For	For	For
12.2	Appointment of Auditor	Management	For	For	For
13	Remuneration Report	Management	For	For	For
14	Long-term Incentive Program 2024	Management	For	For	For
15	Approve reduction of share capital and a bonus issue	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

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

ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	24-Apr-24
Country	Netherlands	Record Date	27-Mar-24

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

Proxy Voting Summary

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

KERING

ISIN FR0000121485 **Meeting Date** 25-Apr-24
Country France **Record Date** 22-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Ratification of Co-Option of Maureen Chiquet	Management	For	For	For
5	Election Jean-Pierre Denis	Management	For	For	For
6	Elect Rachel Duan	Management	For	For	For
7	Elect Giovanna Melandri	Management	For	For	For
8	Elect Dominique D'Hinnin	Management	For	For	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	For
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For

Proxy Voting Summary

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

11	Related Party Transactions (Maureen Chiquet)	Management	For	For	For
12	2023 Remuneration Report	Management	For	For	For
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	For	Against	Against
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For	For	For
15	2024 Remuneration Policy (Executive)	Management	For	Against	Against
16	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Issue Performance Shares	Management	For	Against	Against
19	Employee Stock Purchase Plan	Management	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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

KINGSPAN GROUP PLC

ISIN	IE0004927939	Meeting Date	26-Apr-24
Country	Ireland	Record Date	22-Apr-24

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

Proxy Voting Summary

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

RWE AG

ISIN	DE0007037129	Meeting Date	03-May-24
Country	Germany	Record Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Markus Krebber	Management	For	For	For

Proxy Voting Summary

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3.2	Ratify Katja van Doren	Management	For	For	For
3.3	Ratify Michael Müller	Management	For	For	For
3.4	Ratify Zvezdana Seeger	Management	For	For	For
4.1	Ratify Werner Brandt	Management	For	Against	Against
4.2	Ratify Ralf Sikorski	Management	For	Against	Against
4.3	Ratify Michael Bochinsky	Management	For	Against	Against
4.4	Ratify Sandra Bossemeyer	Management	For	Against	Against
4.5	Ratify Hans Bunting	Management	For	Against	Against
4.6	Ratify Matthias Dürbaum	Management	For	Against	Against
4.7	Ratify Ute Gerbaulet	Management	For	Against	Against
4.8	Ratify Hans-Peter Keitel	Management	For	Against	Against
4.9	Ratify Monika Kircher	Management	For	Against	Against

Proxy Voting Summary

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

4.10	Ratify Thomas Kufen	Management	For	Against	Against
4.11	Ratify Reiner van Limbeck	Management	For	Against	Against
4.12	Ratify Harald Louis	Management	For	Against	Against
4.13	Ratify Dagmar Paasch	Management	For	Against	Against
4.14	Ratify Erhard Schipporeit	Management	For	Against	Against
4.15	Ratify Dirk Schumacher	Management	For	Against	Against
4.16	Ratify Ullrich Sierau	Management	For	Against	Against
4.17	Ratify Hauke Stars	Management	For	Against	Against
4.18	Ratify Helle Valentin	Management	For	Against	Against
4.19	Ratify Andreas Wagner	Management	For	Against	Against

Proxy Voting Summary

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

4.20	Ratify Marion Weckes	Management	For	Against	Against
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Frank Appel	Management	For	For	For
6.2	Elect Ute Gerbaulet	Management	For	For	For
6.3	Elect Jörg Rocholl	Management	For	For	For
6.4	Elect Thomas Westphal	Management	For	For	For
7	Remuneration Report	Management	For	Abstain	Against

DHL GROUP AG

ISIN	DE0005552004	Meeting Date	03-May-24
Country	Germany	Record Date	26-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For

Proxy Voting Summary

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

3	Ratification of Management Board Acts	Management	For	Against	Against
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6.1	Elect Ann-Kristin Achleitner	Management	For	For	For
6.2	Elect Hans-Ulrich Engel	Management	For	For	For
6.3	Elect Heinrich Hiesinger	Management	For	For	For
7	Remuneration Report	Management	For	For	For

NORSK HYDRO

ISIN	NO0005052605	Meeting Date	07-May-24
Country	Norway	Record Date	29-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	For	For
3	Minutes	Management	For	For	For
4	Notice of Meeting; Agenda	Management	For	For	For

Proxy Voting Summary

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

5	Accounts and Reports; Allocation of Profits and Dividends; Report of the Board of Directors	Management	For	For	For
6	Cancellation of Shares	Management	For	For	For
7	Authority to Repurchase Shares	Management	For	For	For
8	Authority to Set Auditor's Fees	Management	For	For	For
10	Remuneration Policy	Management	For	For	For
11	Remuneration Report	Management	For	Against	Against
12.I	Elect Rune Bjerke	Management	For	For	For
12.II	Elect Kristin Fejerskov Kragseth	Management	For	For	For
12.III	Elect Marianne Wiinholt	Management	For	For	For
12.IV	Elect Peter Kukielski	Management	For	For	For
12.V	Elect Philip Graham New	Management	For	For	For
12.VI	Elect Jane Toogood	Management	For	For	For
12.VII	Elect Espen Gundersen	Management	For	For	For
13.I	Elect Berit Ledel Henriksen as Chair to the Nomination Committee	Management	For	For	For
13.II	Elect Susanne Munch Thore to the Nomination Committee	Management	For	For	For
14	Directors' Fees	Management	For	For	For
15	Nomination Committee Fees	Management	For	For	For

Proxy Voting Summary

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ALLIANZ SE

ISIN DE0008404005 **Meeting Date** 08-May-24
Country Germany **Record Date** 01-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Oliver Bäte	Management	For	Against	Against
3.2	Ratify Sirma Boshnakova	Management	For	Against	Against
3.3	Ratify Barbara Karuth-Zelle	Management	For	Against	Against
3.4	Ratify Klaus-Peter Röhler	Management	For	Against	Against

Proxy Voting Summary

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

3.5	Ratify Giulio Terzariol	Management	For	Against	Against
3.6	Ratify Günther Thallinger	Management	For	Against	Against
3.7	Ratify Christopher Townsend	Management	For	Against	Against
3.8	Ratify Renate Wagner	Management	For	Against	Against
3.9	Ratify Andreas Wimmer	Management	For	Against	Against
4.1	Ratify Michael Diekmann	Management	For	For	For
4.2	Ratify Gabriele Burkhardt-Berg	Management	For	For	For
4.3	Ratify Herbert Hainer	Management	For	For	For
4.4	Ratify Sophie Boissard	Management	For	For	For
4.5	Ratify Christine Bosse	Management	For	For	For
4.6	Ratify Rashmy Chatterjee	Management	For	For	For
4.7	Ratify Friedrich Eichiner	Management	For	For	For
4.8	Ratify Jean-Claude Le Goaër	Management	For	For	For
4.9	Ratify Martina Grundler	Management	For	For	For
4.10	Ratify Frank Kirsch	Management	For	For	For

Proxy Voting Summary

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4.11	Ratify Jürgen Lawrenz	Management	For	For	For
4.12	Ratify Primiano Di Paolo	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Abstain	Against
7.1	Elect Stephanie Bruce	Management	For	For	For
7.2	Elect Jörg Schneider	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	Against	Against

VONOVIA SE

ISIN	DE000A1ML7J1	Meeting Date	08-May-24
Country	Germany	Record Date	01-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	Against	Against

Proxy Voting Summary

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

3	Ratification of Management Board Acts	Management	For	Against	Against
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Abstain	Against
7	Management Board Remuneration Policy	Management	For	Against	Against
8	Elect Birgit M. Bohle	Management	For	For	For

SAP SE

ISIN	DE0007164600	Meeting Date	15-May-24
Country	Germany	Record Date	23-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For

Proxy Voting Summary

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

3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Abstain	Against
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	Abstain	Against
7.1	Elect Aicha Evans	Management	For	Against	Against
7.2	Elect Gerhard Oswald	Management	For	Against	Against
7.3	Elect Friederike Rotsch	Management	For	For	For
7.4	Elect Ralf Herbrich	Management	For	For	For
7.5	Elect Pekka Ala-Pietilä	Management	For	Against	Against
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Amendments to Articles	Management	For	For	For

Proxy Voting Summary

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

ADYEN NV

ISIN NL0012969182 **Meeting Date** 16-May-24
Country Netherlands **Record Date** 18-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Remuneration Report	Management	For	Against	Against
2.c.	Accounts and Reports	Management	For	For	For
3.	Ratification of Management Acts	Management	For	For	For
4.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Elect Adine Grate to the Supervisory Board	Management	For	Against	Against
6.	Elect Pieter Sipko Overmars to the Supervisory Board	Management	For	Against	Against
7.	Elect Caoimhe Keogan to the Supervisory Board	Management	For	Against	Against
8.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9.	Authority to Suppress Preemptive Rights	Management	For	For	For
10.	Authority to Repurchase Shares	Management	For	For	For
11.	Appointment of Auditor	Management	For	For	For

DASSAULT SYSTEMES SA

ISIN	FR0014003TT8	Meeting Date	22-May-24
Country	France	Record Date	17-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For
6	2024 Remuneration Policy (Corporate officers)	Management	For	Against	Against
7	2023 Remuneration of Charles Edelstenne, Former Chair (until January 8, 2023)	Management	For	For	For
8	2023 Remuneration of Bernard Charlès, Chair and CEO	Management	For	Against	Against

Proxy Voting Summary

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9	2023 Remuneration of Pascal Daloz, Deputy CEO	Management	For	Against	Against
10	2023 Remuneration Report	Management	For	Against	Against
11	Elect Groupe Industriel Marcel Dassault SAS (Marie-Hélène Habert-Dassault)	Management	For	For	For
12	Elect Laurence Daures	Management	For	Against	Against
13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
15	Employee Stock Purchase Plan	Management	For	For	For
16	Stock Purchase Plan for Overseas Employees	Management	For	For	For
17	Authority to Decide on Mergers by Absorption	Management	For	Against	Against
18	Authority to Increase Capital in Case of Mergers by Absorption	Management	For	Against	Against
19	Authority to Decide on Spin-Offs	Management	For	Against	Against
20	Authority to Increase Capital in Case of Spin-offs	Management	For	Against	Against
21	Authority to Decide on Partial Transfer of Assets	Management	For	Against	Against

Proxy Voting Summary

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22	Authority to Increase Capital in Case of Partial Transfer of Assets	Management	For	Against	Against
23	Authorisation of Legal Formalities	Management	For	For	For

LEG IMMOBILIEN SE

ISIN	DE000LEG1110	Meeting Date	23-May-24
Country	Germany	Record Date	16-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	Against	Against
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Elect Christoph Beumer as Supervisory Board Member	Management	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

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8	Remuneration Report	Management	For	For	For
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TOTALENERGIES SE

ISIN	FR0000120271	Meeting Date	24-May-24
Country	France	Record Date	21-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Authority to Repurchase and Reissue Shares	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Elect Patrick Pouyanné	Management	For	For	For
7	Elect Jacques Aschenbroich	Management	For	Against	Against
8	Elect R. Glenn Hubbard	Management	For	For	For
9	Elect Marie-Ange Debon	Management	For	For	For

Proxy Voting Summary

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

10	2023 Remuneration Report	Management	For	For	For
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2023 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For	For	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For	For	For
14	Opinion on 2024 Sustainability and Climate Progress Report	Management	For	For	For
15	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	For
16	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
20	Greenshoe	Management	For	For	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Authority to Issue Performance Shares	Management	For	For	For

Proxy Voting Summary

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BUREAU VERITAS

ISIN	FR0006174348	Meeting Date	20-Jun-24
Country	France	Record Date	17-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Ratification of Co-Option of Geoffroy Roux de Bézieux	Management	For	For	For
6	Elect Bpifrance Investissement (Karine Lenglard)	Management	For	For	For
7	Elect Christine Anglade	Management	For	For	For
8	Elect Claude Pierre Ehlinger	Management	For	For	For
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	For
10	2023 Remuneration Report	Management	For	For	For
11	2023 Remuneration of Aldo Cardoso, Chair (until June 22, 2023)	Management	For	For	For
12	2023 Remuneration of Laurent Mignon, Chair (from June 22, 2023)	Management	For	For	For
13	2023 Remuneration of Hinda Gharbi, CEO (from June 22, 2023)	Management	For	For	For
14	2024 Directors' Fees	Management	For	For	For

Proxy Voting Summary

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

15	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
16	2024 Remuneration Policy (Chair)	Management	For	For	For
17	2024 Remuneration Policy (CEO)	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

SSE PLC

ISIN	GB0007908733	Meeting Date	18-Jul-24
Country	United Kingdom	Record Date	16-Jul-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Lady Elish Frances Angiolini	Management	For	For	For
5	Elect John G. Bason	Management	For	For	For
6	Elect Tony Cocker	Management	For	For	For

Proxy Voting Summary

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7	Elect Debbie Crosbie	Management	For	For	For
8	Elect Helen Mahy	Management	For	For	For
9	Elect Sir John A. Manzoni	Management	For	For	For
10	Elect Barry O'Regan	Management	For	For	For
11	Elect Alistair Phillips-Davies	Management	For	For	For
12	Elect Martin Pibworth	Management	For	For	For
13	Elect Melanie Smith	Management	For	For	For
14	Elect Dame Angela Strank	Management	For	For	For
15	ELECT MAARTEN WETSELAAR	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Auditor's Fees	Management	For	For	For
18	Approval of Net Zero Transition Report	Management	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
20	Scrip Dividend	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
23	Authority to Repurchase Shares	Management	For	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

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

ADYEN NV

ISIN	NL0012969182	Meeting Date	23-Oct-24
Country	Netherlands	Record Date	25-Sep-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Elect Tom Adams to the Management Board	Management	For	For	For