

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
SNB Capital North America Index Fund

التقرير السنوي 2023
Annual Report 2023



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Investment Fund Information
أ) معلومات صندوق الاستثمار

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

Year	2023	2022	2021	السنة
NAV*	458,534,322	337,672,429	459,038,870	صافي قيمة أصول الصندوق*
NAV per Unit*	8.42	6.68	8.51	صافي قيمة أصول الصندوق لكل وحدة*
Highest Price per Unit*	8.46	8.52	8.57	أعلى سعر وحدة*
Lowest Price per Unit*	6.62	6.08	6.47	أقل سعر وحدة*
Number of Units	54,453,112	50,534,069	53,973,041	عدد الوحدات
Income Distribution Per Unit	N/A	N/A	N/A	قيمة الأرباح الموزعة لكل وحدة
Fees & Expense Ratio	0.40%	0.35%	0.35%	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)
				*بالدولار الأمريكي

*In US Dollar

- 2) A performance record that covers the following: 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 %	7.11	14.99	8.27	26.02	عائد الصندوق %
Benchmark %	9.29	15.48	8.66	26.70	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	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	السنة
Return %	26.02	-21.43	28.20	23.25	28.49	-4.17	20.00	4.18	-0.54	7.95	عائد الصندوق %
Benchmark %	26.70	-21.29	28.67	24.01	29.08	-3.82	20.43	7.34	3.14	13.85	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	1,188	0.30%	أتعاب الإدارة
VAT on Management Fees	178	0.05%	ضريبة القيمة المضافة على أتعاب الإدارة
Custodian Fees	15	0.00%	رسوم الحفظ
Auditor Fees	11	0.00%	أتعاب مراجع الحسابات
Fund Admin Expenses	203	0.04%	مصاريف العمليات الإدارية
CMA Fees	2	0.00%	رسوم هيئة السوق المالية
Tadawul Fees	1	0.00%	رسوم نشر معلومات الصندوق على موقع تداول
Shariah Committee Fees	8	0.00%	أتعاب خدمات اللجنة الشرعية
Independent Fund Board Remunerations	6	0.00%	مكافآت أعضاء مجلس إدارة الصندوق المستقلين
Total Fees and Expenses	1,612	0.40%	مجموع الرسوم والمصاريف

3) Material Changes

3) تغيرات جوهرية حدثت خلال الفترة

There were no material changes that occurred during the period.

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

4) Exercising of Voting Rights

4) ممارسات التصويت السنوية

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

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

5) Fund Board Annual Report

5) تقرير مجلس إدارة الصندوق السنوي

a. Names of Fund Board Members

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

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

b. A brief about the fund board members' qualifications

ب. نبذة عن مؤهلات أعضاء مجلس إدارة الصندوق

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

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

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 founder of OCPAs, has more than 15 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 Business Valuer certified by Saudi Authority for Accredited Valuers (TAQEEM).

c. Roles and responsibilities of the Fund Board

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

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

والمعادن وشهادة الماجستير في إدارة الأعمال / مالية من جامعة الأمير سلطان بمرتبة الشرف.

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

د. عاصم الحميضي: الدكتور عاصم، أستاذ المالية والاستثمار المساعد. حصل على درجة الدكتوراه في الفلسفة المالية من جامعة نيو أورليانز في الولايات المتحدة الأمريكية، ودرجة الماجستير في الاقتصاد المالي من جامعة نيو أورليانز 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: مؤسس مكتب العبيدي محاسبون ومراجعون قانونيون، يمتلك خبرة أكثر من (15) 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 مقيم منشآت معتمد لدى الهيئة السعودية للمقيمين المعتمدين.

ج. أدوار مجلس إدارة الصندوق ومسؤولياته

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

1. الموافقة على جميع العقود والقرارات والتقارير الجوهرية التي يكون الصندوق طرفاً فيها.
2. اعتماد سياسة مكتوبة فيما يتعلق بحقوق التصويت المتعلقة بأصول الصندوق.
3. الإشراف، ومتى كان ذلك مناسباً، الموافقة أو المصادقة على أي تعارض مصالح يفصح عنه مدير الصندوق وفقاً لللائحة 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 (62) و (63) من لائحة صناديق الاستثمار وذلك قبل حصول مدير الصندوق على موافقة مالي الوحدات والهيئة أو إشعارهم (حيثما ينطبق).

7. Ensuring that the fund manager carries out its obligations in the best interests of the unitholders, in accordance with the IFRs and the Fund's Terms and Conditions.
8. Reviewing the report that includes assessment of the performance and quality of services provided by the parties involved in providing significant services to the fund referred to in Paragraph (l) of Article (9) of IFRs, in order to ensure that the fund manager fulfils his responsibilities in the interest of unitholders in accordance with the Fund's Terms and Conditions and the provisions stipulated in IFRs.
9. Assessing the mechanism of the fund manager's handling of the risks related to the fund's assets in accordance with the fund manager's policies and procedures that detect the fund's risks and how to treat such risks.
10. Have a fiduciary duty to unitholders, including a duty to act in good faith, a duty to act in the best interests of the unitholders and a duty to exercise all reasonable care and skill.
11. Approving the appointment of the external Auditor nominated by the Fund Manager.
12. Taking minutes of meetings that provide all deliberations and facts of the meetings and the decisions taken by the fund's board of director.
13. Review the report containing all complaints and the measures taken regarding them referred to in Paragraph (m) of Article (9) of IFRs, in order to ensure that the fund manager carries out his responsibilities in a way that serves the interest of unitholders in accordance with the Fund's Terms and Conditions and what contained in this Regulation.

d. Remuneration of fund board members

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

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

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

6. التأكد من اكتمال ودقة شروط وأحكام الصندوق وأي مستند آخر (سواء أكان عقداً أم غيره) يتضمن إفصاحات تتعلق بالصندوق ومدير الصندوق وإدارته للصندوق، إضافةً إلى التأكد من توافق ما سبق مع أحكام لائحة صناديق الاستثمار.
7. التأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالي 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 مالي 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 مالي الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.

د. مكافآت أعضاء مجلس إدارة الصندوق

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

هـ. تعارض المصالح بين مصالح عضو مجلس إدارة الصندوق

ومصالح الصندوق

يجوز لأعضاء مجلس إدارة الصندوق أن يكونوا أعضاء من حين لآخر لصناديق أخرى قد تنشأ أهدافاً استثمارية مماثلة لتلك الخاصة بالصندوق. ولذلك، فمن الممكن أن يجد أحد أعضاء مجلس إدارة الصندوق، في نطاق ممارسته لأعماله، أنه في موقف ينطوي على تعارض محتمل في الواجبات أو المصالح مع واحد أو أكثر من الصناديق. وعلى أي حال، ففي تلك الحالات سوف يراعي عضو مجلس الإدارة التزاماته بالتصرف بما يحقق أقصى مصالح مالي الوحدات المعنيين إلى أقصى درجة ممكنة عملياً، وعدم إغفال التزاماته تجاه عملائه الآخرين عند

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.

الاطلاع بأي استثمار قد ينطوي على تعارض محتمل في المصالح، وفي الحالات التي تتطلب التصويت سوف يمتنع ذلك العضو عن ذلك. علماً أنه إلى تاريخ إعداد الشروط والأحكام، لا يوجد أي نشاط عمل أو مصلحة أخرى مهمة لأعضاء مجلس إدارة الصندوق أو أعضاء مجلس إدارة الصندوق يُحتمل تعارضها مع مصالح الصندوق.

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

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

Fund's/ Member's Name	محمد العبيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital GCC Growth and Income Fund	✓	✓	✓	✓	صندوق الأهلي الخليجي للنمو والدخل
SNB Capital Global REITs Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للريت
SNB Capital Fund of REITs Fund	✓	✓	✓	✓	صندوق الأهلي القابض لصناديق الاستثمار العقارية المتداولة
SNB Capital Freestyle Saudi Equity Fund	✓	✓	✓	✓	صندوق الأهلي المرن للأسهم السعودية
SNB Capital Saudi Small and Mid-Cap Equity Fund	✓	✓	✓	✓	صندوق الأهلي لأسهم الشركات السعودية الصغيرة والمتوسطة
SNB Capital Global Health Care Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للرعاية الصحية
SNB Capital GCC Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم الخليجية
SNB Capital Saudi Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم السعودية
SNB Capital Asia Pacific Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم آسيا والباسيفيك
SNB Capital Emerging Markets Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم الأسواق الناشئة
SNB Capital North America Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
SNB Capital Europe Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أوروبا
SNB Capital Global Megatrends Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للقطاعات الواعدة
SNB Capital Sovereign Sukuk Fund				✓	صندوق الأهلي للصكوك السيادية
AlAhli SEDCO Residential Development Fund	✓	✓			صندوق الأهلي سدكو للتطوير السكني
SNB Capital Real Estate Opportunistic Fund	✓	✓			صندوق الأهلي العقاري للفرص
SNB Capital Real Estate Income Fund	✓	✓			صندوق الأهلي العقاري للدخل
SNB Capital Danat AlJanob Real Estate Fund	✓	✓			صندوق الأهلي دانة الجنوب العقاري
SNB Capital AlJawharah Real Estate Fund	✓	✓			صندوق الأهلي الجوهرة العقاري
AlAhli REIT Fund (1)	✓				صندوق الأهلي ريت (1)
AlAhli Makkah Hospitality Fund	✓				صندوق الأهلي للضيافة بمكة المكرمة
SNB Capital Real Estate Fund	✓				صندوق الأهلي العقاري

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

The Fund's Board of Directors held three meetings during 2023. The following is a summary of the key decisions approved and the matters discussed by the Fund's Board of Directors:

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

ز. الموضوعات التي تمت مناقشتها والقرارات الصادرة بشأنها بما

في ذلك أداء الصندوق وتحقيق الصندوق لأهدافه

عقد مجلس إدارة الصندوق ثلاثة اجتماعات خلال العام 2023م، 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 أي" الإسلامي لمنطقة أمريكا الشمالية من فئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).

4) Report of investment fund's performance during the period

Fund Performance 26.02%
Benchmark Performance 26.70%

The fund underperformed the benchmark by 68 bps.

4) تقرير الأداء خلال الفترة

أداء الصندوق 26.02%
أداء المؤشر 26.70%

انخفض أداء الصندوق عن أداء المؤشر بفارق 68 نقطة أساس.

5) Terms & Conditions Material Changes

- Non-fundamental Changes: as shown below:
First: Amending the Fund's summary.
Second: Updating the auditor information (where applicable).
Third: Appointing Tax adviser and Adding his information (where applicable).
Forth: Amending subparagraph (f) in paragraph (4) "The Main Risks of Investing in the Fund".
Fifth: Amending subparagraphs (a, f) in paragraph (9) "Fees, Charges and Expenses".
Sixth: Amending subparagraph (a) in paragraph (21) "Fund Manager".
Seventh: Amending subparagraph (a) in paragraph (25) "Shariah Committee".

5) تغيرات حدثت في شروط وأحكام الصندوق

- تغييرات غير أساسية: كما هو موضح أدناه:
أولاً: تحديث ملخص الصندوق.
ثانياً: تحديث معلومات مراجع الحسابات (حيثما ينطبق).
ثالثاً: تعيين مستشار ضريبي وإضافة المعلومات اللازمة له حيثما ينطبق.
رابعاً: تعديل الفقرة الفرعية (و) من الفقرة الرئيسية (4) "قائمة المخاطر الرئيسية للاستثمار في الصندوق".
خامساً: تحديث الفقرات الفرعية (أ، و) من الفقرة الرئيسية (9) "مقابل الخدمات والعمولات والأتعاب".
سادساً: تحديث الفقرة الفرعية (أ) من الفقرة الرئيسية (21) "اسم مدير الصندوق وواجباته ومسؤولياته".
سابعاً: تحديث الفقرة الفرعية (أ) 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	6) أي معلومة أخرى من شأنها أن تُمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة
None.	لا يوجد.
7) Investments in other Investment Funds 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 are 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 – 2022.	10) مدة إدارة الشخص المسجل كمدير للصندوق منذ أغسطس – 2022م.
11) A disclosure of the expense ratio of each underlying fund at end of year and the weighted average expense ratio of all underlying funds that invested in (where applicable) N/A.	11) الإفصاح عن نسبة مصروفات كل صندوق بنهاية العام والمتوسط المرجح لنسبة مصروفات كل الصناديق الرئيسة المستثمر فيها (حيثما ينطبق) لا ينطبق.

C) Custodian 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 نورذن ترست العربية السعودية الدور 20، برج المملكة طريق العروبة – العليا، الرياض 12214-9597 المملكة العربية السعودية هاتف: +96614167922 الموقع الإلكتروني: www.northerntrust.com
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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

SNB Capital Company

King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia

Tel: +966 920000232

Website: www.alahlicapital.com

1) اسم مشغل 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) Operator's duties and responsibilities

- 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.

2) واجبات ومسؤوليات مشغل الصندوق

- يكون مشغل الصندوق مسؤولاً عن تشغيل الصندوق.
- يقوم مشغل الصندوق بالاحتفاظ بالدفاتر والسجلات ذات الصلة بتشغيل الصندوق.
- يقوم مشغل الصندوق بإعداد وتحديث سجل مالكي الوحدات وحفظه في المملكة وفقاً لمتطلبات لائحة صناديق الاستثمار.
- يُعدّ مشغل الصندوق مسؤولاً عن عملية توزيع الأرباح (إن وجدت) حسب سياسة التوزيع المنصوص عليها في شروط وأحكام الصندوق.
- يقوم مشغل الصندوق بإجراءات الاشتراك والاسترداد والتحويل حسب المنصوص عليها في شروط وأحكام الصندوق.
- يُعدّ مشغل الصندوق مسؤولاً عن تقييم أصول الصندوق تقييماً كاملاً وعادلاً وحساب سعر وحدات الصندوق حسب ما ورد في شروط وأحكام الصندوق.

E) Auditor

و) مراجع الحسابات

Name and Address of Auditor

KPMG Professional Services

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

Tel: +966118748500

Website: www.kpmg.com/sa

اسم مراجع الحسابات، عنوانه

كي بي ام جي للخدمات المهنية

واجهة الرياض – 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 2023 for the fund units was amounted to 0.6930 Saudi Riyal per unit".

الوائح الجديدة سارية المفعول خلال العام

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

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

خلال العام الحالي، أكمل مدير الصندوق عملية تسجيل الصندوق لدى الهيئة وتم تقديم إعلان المعلومات في الوقت المناسب وكان مبلغ الزكاة الواجب أدائه للعام المالي المنتهي في 31 ديسمبر 2023 عن وحدات الصندوق 0.6930 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
Micron Technology, Inc.	12-Jan-23	Elect Director Richard M. Beyer	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Elect Director Lynn A. Dugle	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Elect Director Steven J. Gomo	Against	The nominee holds three non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Micron Technology, Inc.	12-Jan-23	Elect Director Linnie M. Haynesworth	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Elect Director Mary Pat McCarthy	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Elect Director Sanjay Mehrotra	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Elect Director Robert E. Switz	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Elect Director MaryAnn Wright	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Micron Technology, Inc.	12-Jan-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zscaler, Inc.	13-Jan-23	Elect Director Andrew Brown	Withhold	There are issues with the board which do not enable support of the proposal.
Zscaler, Inc.	13-Jan-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zscaler, Inc.	13-Jan-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. Discretionary payments/powers. The performance conditions are not stringent enough. The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory. The option grants are excessive.
Zscaler, Inc.	13-Jan-23	Elect Director Scott Darling	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal. Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Zscaler, Inc.	13-Jan-23	Elect Director David Schneider	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal. Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
D.R. Horton, Inc.	18-Jan-23	Elect Director Donald R. Horton	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	18-Jan-23	Elect Director Barbara K. Allen	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	18-Jan-23	Elect Director Brad S. Anderson	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	18-Jan-23	Elect Director Michael R. Buchanan	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	18-Jan-23	Elect Director Benjamin S. Carson, Sr.	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	18-Jan-23	Elect Director Maribess L. Miller	For	The vote is in line with the Amundi Voting policy.
D.R. Horton, Inc.	18-Jan-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
D.R. Horton, Inc.	18-Jan-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Linde Plc	18-Jan-23	Approve Scheme of Arrangement	For	The vote is in line with the Amundi Voting policy.
Linde Plc	18-Jan-23	Approve Scheme of Arrangement	For	The vote is in line with the Amundi Voting policy.
Linde Plc	18-Jan-23	Amend Articles of Association	For	The vote is in line with the Amundi Voting policy.
Linde Plc	18-Jan-23	Approve Common Draft Terms of Merger	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Eve Burton	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Scott D. Cook	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Richard L. Dalzell	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Intuit Inc.	19-Jan-23	Elect Director Sasan K. Goodarzi	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Deborah Liu	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Takedra Mawakana	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Suzanne Nora Johnson	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Thomas Szkutak	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Elect Director Raul Vazquez	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria
Intuit Inc.	19-Jan-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Intuit Inc.	19-Jan-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Lori-Ann Beausoleil	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Maryse Bertrand	Withhold	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Metro Inc.	24-Jan-23	Elect Director Pierre Boivin	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Francois J. Coutu	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Michel Coutu	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Stephanie Coyles	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Russell Goodman	Withhold	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Metro Inc.	24-Jan-23	Elect Director Marc Guay	Withhold	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Metro Inc.	24-Jan-23	Elect Director Christian W.E. Haub	Withhold	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Metro Inc.	24-Jan-23	Elect Director Eric R. La Fleche	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Elect Director Christine Magee	Withhold	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Metro Inc.	24-Jan-23	Elect Director Brian McManus	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Metro Inc.	24-Jan-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Metro Inc.	24-Jan-23	Amend Stock Option Plan	Against	There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Metro Inc.	24-Jan-23	SP 1: Adopt Near and Long-Term Science-Based Greenhouse Gas Emissions Reduction Targets	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Metro Inc.	24-Jan-23	SP 2: Report on Actual and Potential Human Rights Impacts on Migrant Workers	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Becton, Dickinson and Company	24-Jan-23	Elect Director William M. Brown	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Elect Director Catherine M. Burzik	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Becton, Dickinson and Company	24-Jan-23	Elect Director Carrie L. Byington	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Elect Director R. Andrew Eckert	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Elect Director Claire M. Fraser	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Elect Director Jeffrey W. Henderson	Against	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee and one as an outside Chairperson of the Board and the Audit Committee. The nominee is therefore overboarded.
Becton, Dickinson and Company	24-Jan-23	Elect Director Christopher Jones	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
Becton, Dickinson and Company	24-Jan-23	Elect Director Marshall O. Larsen	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Becton, Dickinson and Company	24-Jan-23	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	24-Jan-23	Elect Director Timothy M. Ring	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Elect Director Bertram L. Scott	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Becton, Dickinson and Company	24-Jan-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Becton, Dickinson and Company	24-Jan-23	Advisory Vote on Say on Pay Frequency	One Year	
Becton, Dickinson and Company	24-Jan-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Becton, Dickinson and Company	24-Jan-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Tonit M. Calaway	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Charles I. Cogut	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Lisa A. Davis	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Seifollah (Seifi) Ghasemi	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director David H. Y. Ho	For	The vote is in line with the Amundi Voting policy.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Edward L. Monser	Against	The board lacks diversity.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Matthew H. Paull	Against	There are issues with the Board which do not enable support of the proposal.
Air Products and Chemicals, Inc.	26-Jan-23	Elect Director Wayne T. Smith	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Air Products and Chemicals, Inc.	26-Jan-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Air Products and Chemicals, Inc.	26-Jan-23	Advisory Vote on Say on Pay Frequency	One Year	
Air Products and Chemicals, Inc.	26-Jan-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	31-Jan-23	Approve Issuance of Shares in Connection with the Acquisition of Yamana Gold Inc.	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director George A. Cope	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Paule Dore	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Julie Godin	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Serge Godin	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Andre Imbeau	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Gilles Labbe	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Michael B. Pedersen	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Stephen S. Poloz	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Mary G. Powell	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Alison C. Reed	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Michael E. Roach	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director George D. Schindler	For	The vote is in line with the Amundi Voting policy.
CGI Inc.	01-Feb-23	Elect Director Kathy N. Waller	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
CGI Inc.	01-Feb-23	Elect Director Joakim Westh	Withhold	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
CGI Inc.	01-Feb-23	Elect Director Frank Witter	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
CGI Inc.	01-Feb-23	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.
CGI Inc.	01-Feb-23	SP 1: Disclose Languages in Which Directors Are Fluent	Against	The proposal is overly prescriptive. We do not see that the proponent has demonstrated a deficiency and therefore we consider that the proposal is not in shareholders' interest.
CGI Inc.	01-Feb-23	SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	For	Given the Company's scope of the operations, additional monitoring of the use of artificial intelligence would be beneficial to shareholders to ensure how the risks are managed. We therefore consider that the proposal is in shareholders' interests.
CGI Inc.	01-Feb-23	SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	For	Amundi is mindful of the Company's current level of disclosure and programs dedicated to Health and Well-being. However, adding these responsibilities to the mandates of the Human Resources Committee would be beneficial for the shareholders. Amundi therefore considers that the proposal has merit.
CGI Inc.	01-Feb-23	SP 4: Report on Racial Disparities and Equity Issues	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				and practices. We therefore consider that the proposal is in shareholders' interests.
Accenture Plc	01-Feb-23	Elect Director Jaime Ardila	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Elect Director Beth E. Mooney	Against	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Accenture Plc	01-Feb-23	Elect Director Arun Sarin	Against	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Accenture Plc	01-Feb-23	Elect Director Gilles C. Pelisson	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Elect Director Venkata (Murthy) Renduchintala	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Elect Director Julie Sweet	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Elect Director Tracey T. Travis	Against	The nominee holds one outside executive position and two non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Accenture Plc	01-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay.
Accenture Plc	01-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	
Accenture Plc	01-Feb-23	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Accenture Plc	01-Feb-23	Elect Director Nancy McKinstry	Against	The nominee holds one outside executive Chair position and two non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded. Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Accenture Plc	01-Feb-23	Elect Director Paula A. Price	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Emerson Electric Co.	07-Feb-23	Elect Director Gloria A. Flach	Against	Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Emerson Electric Co.	07-Feb-23	Elect Director Matthew S. Levatic	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	07-Feb-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Emerson Electric Co.	07-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation.
Emerson Electric Co.	07-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	

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Emerson Electric Co.	07-Feb-23	Elect Director Martin S. Craighead	Against	The board lacks diversity. Remuneration committee members are accountable for their decisions related to executive pay misaligned with Amundi's guidelines.
Rockwell Automation, Inc.	07-Feb-23	Elect Director William P. Gipson	Withhold	The board lacks diversity.
Rockwell Automation, Inc.	07-Feb-23	Elect Director Pam Murphy	For	The vote is in line with the Amundi Voting policy.
Rockwell Automation, Inc.	07-Feb-23	Elect Director Donald R. Parfet	Withhold	The nominee holds three non-executive directorships, one of which as an outside Chair of the Board, and one Executive position. The nominee is therefore overboarded.
Rockwell Automation, Inc.	07-Feb-23	Elect Director Robert W. Soderbery	For	The vote is in line with the Amundi Voting policy.
Rockwell Automation, Inc.	07-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Rockwell Automation, Inc.	07-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	
Rockwell Automation, Inc.	07-Feb-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Mark Benjamin	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Janice Chaffin	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Amar Hanspal	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director James Heppelmann	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Michal Katz	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Corinna Lathan	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Blake Moret	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
PTC Inc.	16-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	
PTC Inc.	16-Feb-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PTC Inc.	16-Feb-23	Elect Director Robert Schechter	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
PTC Inc.	16-Feb-23	Elect Director Paul Lacy	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Horizon Therapeutics Public Limited Company	24-Feb-23	Approve Scheme of Arrangement	For	The vote is in line with the Amundi Voting policy.
Horizon Therapeutics Public Limited Company	24-Feb-23	Approve Scheme of Arrangement	For	The vote is in line with the Amundi Voting policy.
Horizon Therapeutics Public Limited Company	24-Feb-23	Amend Articles of Association	For	The vote is in line with the Amundi Voting policy.

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Horizon Therapeutics Public Limited Company	24-Feb-23	Advisory Vote on Golden Parachutes	For	The vote is in line with the Amundi Voting policy.
Horizon Therapeutics Public Limited Company	24-Feb-23	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Elect Director Sundaram Nagarajan	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Elect Director Milton M. Morris	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Nordson Corporation	28-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	
Nordson Corporation	28-Feb-23	Reduce Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Amend Regulations to the Extent Permitted by Ohio law	For	The vote is in line with the Amundi Voting policy.
Nordson Corporation	28-Feb-23	Elect Director Michael J. Merriman, Jr.	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds three non-executive directorships, two of which as the Chairperson of the Board and one of which as the outside Chairperson of the Audit Committee. The nominee is therefore overboarded. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nordson Corporation	28-Feb-23	Elect Director Mary G. Puma	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Governance Committee which is not composed in majority of independent directors. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	01-Mar-23	Elect Director James D. Kirsner	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	01-Mar-23	Elect Director William J. Lansing	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	01-Mar-23	Elect Director Marc F. McMorris	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	01-Mar-23	Elect Director David A. Rey	For	The vote is in line with the Amundi Voting policy.
Fair Isaac Corporation	01-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Fair Isaac Corporation	01-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Fair Isaac Corporation	01-Mar-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

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Fair Isaac Corporation	01-Mar-23	Elect Director Braden R. Kelly	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	01-Mar-23	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	01-Mar-23	Elect Director Eva Manolis	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fair Isaac Corporation	01-Mar-23	Elect Director Joanna Rees	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Analog Devices, Inc.	08-Mar-23	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.	08-Mar-23	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.	08-Mar-23	Elect Director Susie Wee	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Analog Devices, Inc.	08-Mar-23	Elect Director Vincent Roche	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Analog Devices, Inc.	08-Mar-23	Elect Director James A. Champy	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	08-Mar-23	Elect Director Andre Andonian	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	08-Mar-23	Elect Director Anantha P. Chandrakasan	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	08-Mar-23	Elect Director Karen M. Golz	Against	The nominee holds an excessive number of board mandates and or executive positions (five in total) and is therefore considered overboarded.
Analog Devices, Inc.	08-Mar-23	Elect Director Mercedes Johnson	Against	The nominee holds an excessive number of board mandates and or executive positions (six in total) and is therefore considered overboarded.
Analog Devices, Inc.	08-Mar-23	Elect Director Kenton J. Sicchitano	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	08-Mar-23	Elect Director Ray Stata	For	The vote is in line with the Amundi Voting policy.
Analog Devices, Inc.	08-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. There is a lack of relevant ESG criteria in the variable compensation.
Analog Devices, Inc.	08-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Analog Devices, Inc.	08-Mar-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Sylvia Acevedo	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Cristiano R. Amon	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Mark Fields	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Jeffrey W. Henderson	Against	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee and one as an outside Chairperson of the Board and Audit Committee. The nominee is therefore overboarded.
QUALCOMM Incorporated	08-Mar-23	Elect Director Gregory N. Johnson	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Ann M. Livermore	For	The vote is in line with the Amundi Voting policy.

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QUALCOMM Incorporated	08-Mar-23	Elect Director Mark D. McLaughlin	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Jamie S. Miller	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Irene B. Rosenfeld	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Kornelis (Neil) Smit	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Jean-Pascal Tricoire	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Elect Director Anthony J. Vinciguerra	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
QUALCOMM Incorporated	08-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director Michael E. Daniels	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Johnson Controls International Plc	08-Mar-23	Elect Director W. Roy Dunbar	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Johnson Controls International Plc	08-Mar-23	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	08-Mar-23	Elect Director Jean Blackwell	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director Pierre Cohade	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director Gretchen R. Haggerty	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director Ayesha Khanna	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director Simone Menne	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director George R. Oliver	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director Jurgen Tinggren	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Elect Director John D. Young	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Authorize Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Authorize Market Purchases of Company Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Johnson Controls International Plc	08-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Johnson Controls International Plc	08-Mar-23	Approve the Directors' Authority to Allot Shares	For	The vote is in line with the Amundi Voting policy.
Johnson Controls International Plc	08-Mar-23	Approve the Disapplication of Statutory Pre-Emption Rights	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Hologic, Inc.	09-Mar-23	Elect Director Sally W. Crawford	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hologic, Inc.	09-Mar-23	Elect Director Scott T. Garrett	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hologic, Inc.	09-Mar-23	Elect Director Ludwig N. Hantson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hologic, Inc.	09-Mar-23	Elect Director Namal Nawana	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hologic, Inc.	09-Mar-23	Elect Director Stephen P. MacMillan	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Hologic, Inc.	09-Mar-23	Elect Director Charles J. Dockendorff	Against	The nominee holds four non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Hologic, Inc.	09-Mar-23	Elect Director Christiana Stamoulis	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	09-Mar-23	Elect Director Stacey D. Stewart	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	09-Mar-23	Elect Director Amy M. Wendell	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	09-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Hologic, Inc.	09-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Hologic, Inc.	09-Mar-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	09-Mar-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Hologic, Inc.	09-Mar-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Rani Borkar	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Judy Bruner	Against	The nominee holds an excessive number of board mandates and/or executive positions (six in total) and is therefore considered overboarded.
Applied Materials, Inc.	09-Mar-23	Elect Director Xun (Eric) Chen	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Aart J. de Geus	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Gary E. Dickerson	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Thomas J. Iannotti	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Alexander A. Karsner	Against	The gender diversity of the board is below our guidelines.
Applied Materials, Inc.	09-Mar-23	Elect Director Kevin P. March	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Yvonne McGill	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	Elect Director Scott A. McGregor	For	The vote is in line with the Amundi Voting policy.
Applied Materials, Inc.	09-Mar-23	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.
Applied Materials, Inc.	09-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Applied Materials, Inc.	09-Mar-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Applied Materials, Inc.	09-Mar-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal would enhance shareholder rights.
Applied Materials, Inc.	09-Mar-23	Improve Executive Compensation Program and Policy	For	As part of Amundi's engagement priority regarding social cohesion, we encourage companies to communicate at the group level on the consolidated "pay equity ratio" (average pay to CEO pay ratio) and on the evolution of this ratio.
F5, Inc.	09-Mar-23	Elect Director Marianne N. Budnik	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Elizabeth L. Buse	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Michael L. Dreyer	Against	The gender diversity of the board is below our guidelines.
F5, Inc.	09-Mar-23	Elect Director Alan J. Higginson	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Peter S. Klein	Against	The nominee holds an excessive number of board mandates and/or executive positions (seven in total) and is therefore considered overboarded.
F5, Inc.	09-Mar-23	Elect Director Francois Locoh-Donou	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Nikhil Mehta	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Michael F. Montoya	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Marie E. Myers	Against	The nominee holds an excessive number of board mandates and/or executive positions (five in total) and is therefore considered overboarded.
F5, Inc.	09-Mar-23	Elect Director James M. Phillips	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Elect Director Sripada Shivananda	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.
F5, Inc.	09-Mar-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
F5, Inc.	09-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Issue Shares in Connection with Acquisition	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Adjourn Meeting	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Issue Shares in Connection with Acquisition	Against	On balance, the potential risks associated with this transaction appear to outweigh the potential upside articulated by the board. Credibility is a particularly important consideration in this case, and it has been impaired by the shifting narratives around the long-term strategy and evergreen targets, as well as the miscalculated treatment of shareholders' concerns during the assessment of revised terms. Coupling these concerns with the significant sell-off on the initial announcement, ongoing underperformance relative to wider indices, and multiple compression, it appears that RBA's strong standalone prospects, proven over a period of time through robust performance, offer a better understood and verified path to shareholder value creation. As such, ISS recommends that shareholders vote AGAINST the proposed transaction.
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Adjourn Meeting	Against	As support for the underlying transaction is not warranted, vote AGAINST this item.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Issue Shares in Connection with Acquisition	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Adjourn Meeting	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Issue Shares in Connection with Acquisition	Against	On balance, the potential risks associated with this transaction appear to outweigh the potential upside articulated by the board. Credibility is a particularly important consideration in this case, and it has been impaired by the shifting narratives around the long-term strategy and evergreen targets, as well as the miscalculated treatment of shareholders' concerns during the assessment of revised terms. Coupling these concerns with the significant sell-off on the initial announcement, ongoing underperformance relative to wider indices, and multiple compression, it appears that RBA's strong standalone prospects, proven over a period of time through robust performance, offer a better understood and verified path to shareholder value creation. As such, ISS recommends that shareholders vote AGAINST the proposed transaction.
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Adjourn Meeting	Against	As support for the underlying transaction is not warranted, vote AGAINST this item.
Agilent Technologies, Inc.	15-Mar-23	Elect Director Susan H. Rataj	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	15-Mar-23	Elect Director Dow R. Wilson	Against	The gender diversity of the board is below our guidelines.
Agilent Technologies, Inc.	15-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Agilent Technologies, Inc.	15-Mar-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	15-Mar-23	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.
Agilent Technologies, Inc.	15-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Agilent Technologies, Inc.	15-Mar-23	Elect Director Heidi K. Kunz	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agilent Technologies, Inc.	15-Mar-23	Elect Director George A. Scangos	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.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Colleen E. Jay	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director William A. Kozy	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Cynthia L. Lucchese	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Teresa S. Madden	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Gary S. Petersmeyer	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Maria Rivas	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Robert S. Weiss	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Elect Director Albert G. White, III	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Cooper Companies, Inc.	15-Mar-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
The Cooper Companies, Inc.	15-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
TE Connectivity Ltd.	15-Mar-23	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
TE Connectivity Ltd.	15-Mar-23	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
TE Connectivity Ltd.	15-Mar-23	Elect Director Jean-Pierre Clamadieu	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Terrence R. Curtin	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Carol A. (John) Davidson	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Lynn A. Dugle	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director William A. Jeffrey	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Syaru Shirley Lin	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Thomas J. Lynch	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Heath A. Mitts	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Abhijit Y. Talwalkar	Against	The nominee holds an excessive number of board mandates and/or executive positions (six in total) and is therefore considered overboarded.
TE Connectivity Ltd.	15-Mar-23	Elect Director Mark C. Trudeau	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Dawn C. Willoughby	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Director Laura H. Wright	Against	The nominee holds an excessive number of board mandates and/or executive positions (six in total) and is therefore considered overboarded.
TE Connectivity Ltd.	15-Mar-23	Elect Board Chairman Thomas J. Lynch	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Designate Rene Schwarzenbach as Independent Proxy	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Accept Annual Report for Fiscal Year Ended September 30, 2022	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Approve Discharge of Board and Senior Management	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Ratify Deloitte AG as Swiss Registered Auditors	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Ratify PricewaterhouseCoopers AG as Special Auditors	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
TE Connectivity Ltd.	15-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
TE Connectivity Ltd.	15-Mar-23	Approve Remuneration Report	Against	There is a lack of relevant ESG criteria in the variable compensation.
TE Connectivity Ltd.	15-Mar-23	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Approve Allocation of Available Earnings at September 30, 2022	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Approve Declaration of Dividend	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Approve Reduction in Share Capital via Cancellation of Shares	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Amend Articles to Reflect Changes in Capital	For	The vote is in line with the Amundi Voting policy.
TE Connectivity Ltd.	15-Mar-23	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Against	The nominee holds an excessive number of board mandates and/or executive positions (six in total) and is therefore considered overboarded. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Keysight Technologies, Inc.	16-Mar-23	Elect Director Satish C. Dhanasekaran	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	16-Mar-23	Elect Director Richard P. Hamada	Against	The gender diversity of the board is below our guidelines.
Keysight Technologies, Inc.	16-Mar-23	Elect Director Paul A. Lacouture	Against	The gender diversity of the board is below our guidelines.
Keysight Technologies, Inc.	16-Mar-23	Elect Director Kevin A. Stephens	Against	The gender diversity of the board is below our guidelines.
Keysight Technologies, Inc.	16-Mar-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	16-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Keysight Technologies, Inc.	16-Mar-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Thomas M. Culligan	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Carol F. Fine	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Adolfo Henriques	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 50 percent independent members.
HEICO Corporation	17-Mar-23	Elect Director Eric A. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	17-Mar-23	Elect Director Laurans A. Mendelson	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
HEICO Corporation	17-Mar-23	Elect Director Victor H. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	17-Mar-23	Elect Director Frank J. Schwitter	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 50 percent independent members.
HEICO Corporation	17-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
HEICO Corporation	17-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
HEICO Corporation	17-Mar-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Thomas M. Culligan	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Carol F. Fine	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Adolfo Henriques	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 50 percent independent members.
HEICO Corporation	17-Mar-23	Elect Director Eric A. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	17-Mar-23	Elect Director Laurans A. Mendelson	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
HEICO Corporation	17-Mar-23	Elect Director Victor H. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	17-Mar-23	Elect Director Frank J. Schwitter	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 50 percent independent members.
HEICO Corporation	17-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
HEICO Corporation	17-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
HEICO Corporation	17-Mar-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
HEICO Corporation	17-Mar-23	Elect Director Julie Neitzel	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
HEICO Corporation	17-Mar-23	Elect Director Julie Neitzel	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
HEICO Corporation	17-Mar-23	Elect Director Mark H. Hildebrandt	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 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. 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.
HEICO Corporation	17-Mar-23	Elect Director Alan Schriesheim	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 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
HEICO Corporation	17-Mar-23	Elect Director Mark H. Hildebrandt	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 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. 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.
HEICO Corporation	17-Mar-23	Elect Director Alan Schriesheim	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 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Starbucks Corporation	23-Mar-23	Elect Director Richard E. Allison, Jr.	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Starbucks Corporation	23-Mar-23	Elect Director Andrew Campion	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Starbucks Corporation	23-Mar-23	Elect Director Beth Ford	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	23-Mar-23	Elect Director Mellody Hobson	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee holds an excessive number of board mandates and or executive positions (five in total) and is therefore considered overboarded.
Starbucks Corporation	23-Mar-23	Elect Director Jorgen Vig Knudstorp	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the board is below our guidelines.
Starbucks Corporation	23-Mar-23	Elect Director Satya Nadella	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Starbucks Corporation	23-Mar-23	Elect Director Laxman Narasimhan	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	23-Mar-23	Elect Director Howard Schultz	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	23-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate
Starbucks Corporation	23-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	
Starbucks Corporation	23-Mar-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Starbucks Corporation	23-Mar-23	Report on Plant-Based Milk Pricing	For	Increased disclosure would allow shareholders to more fully assess risks and opportunities in a context of increasing demand for alternatives to dairy milk and to assess how this risk is managed by the company.
Starbucks Corporation	23-Mar-23	Adopt Policy on Succession Planning	For	This proposal would enhance shareholders' rights and would be therefore beneficial.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Starbucks Corporation	23-Mar-23	Report on Operations in Communist China	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Starbucks Corporation	23-Mar-23	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For	There have been significant controversies regarding the Company's labor practices. We consider that it would be beneficial for shareholder to have further clarity on how the Company protects its workers rights.
Starbucks Corporation	23-Mar-23	Establish Committee on Corporate Sustainability	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards the sustainability goals.
Broadcom Inc.	03-Apr-23	Elect Director Diane M. Bryant	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	03-Apr-23	Elect Director Eddy W. Hartenstein	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	03-Apr-23	Elect Director Check Kian Low	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Broadcom Inc.	03-Apr-23	Elect Director Gayla J. Delly	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	03-Apr-23	Elect Director Raul J. Fernandez	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	03-Apr-23	Elect Director Justine F. Page	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	03-Apr-23	Elect Director Henry Samuelli	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	03-Apr-23	Elect Director Hock E. Tan	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	03-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Broadcom Inc.	03-Apr-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.
Broadcom Inc.	03-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate. The structure of the LTIP is considered inadequate.
Broadcom Inc.	03-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Broadcom Inc.	03-Apr-23	Elect Director Harry L. You	Against	The nominee holds an excessive number of board mandates and or executive positions (nine in total) and is therefore considered overboarded. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
FirstService Corporation	06-Apr-23	Elect Director Yousry Bissada	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	06-Apr-23	Elect Director Elizabeth Carducci	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	06-Apr-23	Elect Director Jay S. Hennick	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	06-Apr-23	Elect Director D. Scott Patterson	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	06-Apr-23	Elect Director Frederick F. Reichheld	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	06-Apr-23	Elect Director Joan Eloise Sproul	For	The vote is in line with the Amundi Voting policy.
FirstService Corporation	06-Apr-23	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	06-Apr-23	Amend Stock Option Plan	Against	The structure of the LTIP is considered inadequate.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
FirstService Corporation	06-Apr-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG criteria in the variable compensation.
FirstService Corporation	06-Apr-23	Elect Director Steve H. Grimshaw	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
FirstService Corporation	06-Apr-23	Elect Director Erin J. Wallace	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
A. O. Smith Corporation	11-Apr-23	Elect Director Earl E. Exum	For	The vote is in line with the Amundi Voting policy.
A. O. Smith Corporation	11-Apr-23	Elect Director Michael M. Larsen	For	The vote is in line with the Amundi Voting policy.
A. O. Smith Corporation	11-Apr-23	Elect Director Idelle K. Wolf	For	The vote is in line with the Amundi Voting policy.
A. O. Smith Corporation	11-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
A. O. Smith Corporation	11-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
A. O. Smith Corporation	11-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
A. O. Smith Corporation	11-Apr-23	Report on Whether Company Policies Reinforce Racism in Company Culture	For	Shareholders would likely benefit from engaging with A. O. Smith on providing additional disclosure on the company's ethnic/racial workforce demographics, such as EEO-1 data, any targets related to racial and ethnic diversity, and engagement with any civil rights leaders or impacted communities.
A. O. Smith Corporation	11-Apr-23	Elect Director Ronald D. Brown	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Synopsys, Inc.	12-Apr-23	Elect Director Aart J. de Geus	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Synopsys, Inc.	12-Apr-23	Elect Director Luis Borgen	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Elect Director Marc N. Casper	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Elect Director Janice D. Chaffin	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Elect Director Bruce R. Chizen	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive Chair) and is therefore considered overboarded.
Synopsys, Inc.	12-Apr-23	Elect Director Mercedes Johnson	Against	The nominee holds an excessive number of board mandates (four in total, including two as Chair of the audit committee) and is therefore considered overboarded.
Synopsys, Inc.	12-Apr-23	Elect Director Jeannine P. Sargent	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Elect Director John G. Schwarz	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Elect Director Roy Vallee	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Synopsys, Inc.	12-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Synopsys, Inc.	12-Apr-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This is in shareholders' best interest.
Lennar Corporation	12-Apr-23	Elect Director Amy Banse	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	12-Apr-23	Elect Director Rick Beckwitt	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Lennar Corporation	12-Apr-23	Elect Director Teri P. McClure	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	12-Apr-23	Elect Director Jonathan M. Jaffe	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	12-Apr-23	Elect Director Sidney Lapidus	Against	The board is not sufficiently independent as per our voting policy.
Lennar Corporation	12-Apr-23	Elect Director Stuart Miller	Against	The board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of board mandates (three in total, including one as an Executive Chair and one as a Board Chair) and is therefore considered overboarded.
Lennar Corporation	12-Apr-23	Elect Director Armando Olivera	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	12-Apr-23	Elect Director Jeffrey Sonnenfeld	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 50 percent independent members. The gender diversity of the board is below our guidelines.
Lennar Corporation	12-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Lennar Corporation	12-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Lennar Corporation	12-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lennar Corporation	12-Apr-23	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	This proposal would improve the company's corporate governance structure.
Lennar Corporation	12-Apr-23	Elect Director Tig Gilliam	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 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennar Corporation	12-Apr-23	Elect Director Sherrill W. Hudson	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 50 percent independent members. 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 (three in total, including three as a Chair of audit committee) and is therefore considered overboarded.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director John N. Floren	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Brian G. Kenning	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Marian Lawson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Janice G. Rennie	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Fraser Timber Co. Ltd.	18-Apr-23	Fix Number of Directors at Eleven	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Henry H. (Hank) Ketcham	Withhold	There are concerns regarding how the Board is overseeing ESG matters.

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West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Doyle Beneby	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Reid E. Carter	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Raymond Ferris	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Ellis Ketcham Johnson	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Colleen M. McMorrow	Withhold	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
West Fraser Timber Co. Ltd.	18-Apr-23	Elect Director Gillian D. Winckler	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
West Fraser Timber Co. Ltd.	18-Apr-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation.
West Fraser Timber Co. Ltd.	18-Apr-23	Re-approve Shareholder Rights Plan	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Elect Director Christine A. Poon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Sherwin-Williams Company	19-Apr-23	Elect Director Michael H. Thaman	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Sherwin-Williams Company	19-Apr-23	Elect Director Arthur F. Anton	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
The Sherwin-Williams Company	19-Apr-23	Elect Director Jeff M. Fettig	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Elect Director John G. Morikis	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Elect Director Aaron M. Powell	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Elect Director Marta R. Stewart	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Elect Director Matthew Thornton, III	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
The Sherwin-Williams Company	19-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
The Sherwin-Williams Company	19-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Sherwin-Williams Company	19-Apr-23	Elect Director Kerri B. Anderson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Carrier Global Corporation	20-Apr-23	Elect Director Jean-Pierre Garnier	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carrier Global Corporation	20-Apr-23	Elect Director John J. Greisch	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carrier Global Corporation	20-Apr-23	Elect Director David L. Gitlin	For	The vote is in line with the Amundi Voting policy.

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Carrier Global Corporation	20-Apr-23	Elect Director Charles M. Holley, Jr.	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Carrier Global Corporation	20-Apr-23	Elect Director Michael M. McNamara	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	20-Apr-23	Elect Director Susan N. Story	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	20-Apr-23	Elect Director Virginia M. Wilson	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	20-Apr-23	Elect Director Beth A. Wozniak	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	20-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Carrier Global Corporation	20-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Carrier Global Corporation	20-Apr-23	Require Independent Board Chairman	Against	The proposal is not in the shareholders' interest.
Carrier Global Corporation	20-Apr-23	Elect Director Michael A. Todman	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including on as a non-executive chair of audit committee) and is therefore considered overboarded.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Sylvia M. Burwell	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director John W. Culver	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Michael D. Hsu	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Mae C. Jemison	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director S. Todd Maclin	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Deirdre A. Mahlan	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Sherilyn S. McCoy	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Christa S. Quarles	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Jaime A. Ramirez	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Dunia A. Shive	Against	The nominee holds an excessive number of board mandates and or executive positions (six in total) and is therefore considered overboarded.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Mark T. Smucker	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Elect Director Michael D. White	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Kimberly-Clark Corporation	20-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria.
Kimberly-Clark Corporation	20-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Adobe Inc.	20-Apr-23	Elect Director Amy Banse	Against	Remuneration committee members are accountable for their poor decisions related to executive compensation.
Adobe Inc.	20-Apr-23	Elect Director Melanie Boulden	Against	Remuneration committee members are accountable for their poor decisions related to executive compensation.
Adobe Inc.	20-Apr-23	Elect Director Laura Desmond	Against	Remuneration committee members are accountable for their poor decisions related to executive compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Adobe Inc.	20-Apr-23	Elect Director David Ricks	Against	Remuneration committee members are accountable for their poor decisions related to executive compensation.
Adobe Inc.	20-Apr-23	Elect Director Brett Biggs	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director Frank Calderoni	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director Shantanu Narayen	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director Spencer Neumann	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director Kathleen Oberg	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director Dheeraj Pandey	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director Daniel Rosensweig	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Elect Director John Warnock	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Adobe Inc.	20-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of disclosure. There is a lack of ESG KPIs
Adobe Inc.	20-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Adobe Inc.	20-Apr-23	Report on Hiring of Persons with Arrest or Incarceration Records	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
PPG Industries, Inc.	20-Apr-23	Elect Director Melanie L. Healey	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	20-Apr-23	Elect Director Timothy M. Knovich	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	20-Apr-23	Elect Director Guillermo Novo	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	20-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
PPG Industries, Inc.	20-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
PPG Industries, Inc.	20-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PPG Industries, Inc.	20-Apr-23	Require Independent Board Chair	For	This proposal would improve the company's corporate governance structure.
PPG Industries, Inc.	20-Apr-23	Elect Director Stephen F. Angel	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.
PPG Industries, Inc.	20-Apr-23	Elect Director Hugh Grant	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Corteva, Inc.	21-Apr-23	Elect Director Lamberto Andreotti	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	21-Apr-23	Elect Director Karen H. Grimes	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	21-Apr-23	Elect Director Rebecca B. Liebert	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	21-Apr-23	Elect Director Marcos M. Lutz	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	21-Apr-23	Elect Director Kerry J. Preete	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	21-Apr-23	Elect Director Patrick J. Ward	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corteva, Inc.	21-Apr-23	Elect Director Klaus A. Engel	For	The vote is in line with the Amundi Voting policy.

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Corteva, Inc.	21-Apr-23	Elect Director David C. Everitt	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	21-Apr-23	Elect Director Janet P. Giesselman	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	21-Apr-23	Elect Director Michael O. Johanns	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	21-Apr-23	Elect Director Charles V. Magro	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	21-Apr-23	Elect Director Nayaki R. Nayyar	For	The vote is in line with the Amundi Voting policy.
Corteva, Inc.	21-Apr-23	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.	21-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Corteva, Inc.	21-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Elect Director Michael J. Ancius	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	22-Apr-23	Elect Director Rita J. Heise	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	22-Apr-23	Elect Director Daniel L. Johnson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fastenal Company	22-Apr-23	Elect Director Scott A. Satterlee	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Elect Director Daniel L. Florness	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Elect Director Hsenghung Sam Hsu	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Elect Director Nicholas J. Lundquist	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Elect Director Sarah N. Nielsen	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Elect Director Reyne K. Wisecup	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fastenal Company	22-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Fastenal Company	22-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Fastenal Company	22-Apr-23	Elect Director Stephen L. Eastman	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.
HP Inc.	24-Apr-23	Elect Director Aida M. Alvarez	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Shumeet Banerji	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Robert R. Bennett	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Charles "Chip" V. Bergh	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Bruce Broussard	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Stacy Brown-Philpot	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Stephanie A. Burns	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Mary Anne Citrino	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Richard L. Clemmer	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Enrique J. Lores	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Judith "Jami" Miscik	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Kim K.W. Rucker	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Elect Director Subra Suresh	For	The vote is in line with the Amundi Voting policy.

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HP Inc.	24-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
HP Inc.	24-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
HP Inc.	24-Apr-23	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
PerkinElmer, Inc.	25-Apr-23	Elect Director Peter Barrett	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PerkinElmer, Inc.	25-Apr-23	Elect Director Sylvie Gregoire	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PerkinElmer, Inc.	25-Apr-23	Elect Director Pascale Witz	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PerkinElmer, Inc.	25-Apr-23	Elect Director Samuel R. Chapin	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
PerkinElmer, Inc.	25-Apr-23	Elect Director Michelle McMurry-Heath	For	The vote is in line with the Amundi Voting policy.
PerkinElmer, Inc.	25-Apr-23	Elect Director Alexis P. Michas	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair) and is therefore considered overboarded.
PerkinElmer, Inc.	25-Apr-23	Elect Director Prahlad R. Singh	For	The vote is in line with the Amundi Voting policy.
PerkinElmer, Inc.	25-Apr-23	Elect Director Michel Vounatsos	For	The vote is in line with the Amundi Voting policy.
PerkinElmer, Inc.	25-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PerkinElmer, Inc.	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
PerkinElmer, Inc.	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
PerkinElmer, Inc.	25-Apr-23	Change Company Name to Revvity, Inc.	For	The vote is in line with the Amundi Voting policy.
PerkinElmer, Inc.	25-Apr-23	Elect Director Frank Witney	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
The Coca-Cola Company	25-Apr-23	Elect Director Carolyn Everson	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	25-Apr-23	Elect Director Amity Millhiser	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	25-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	25-Apr-23	Elect Director Herb Allen	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	25-Apr-23	Elect Director Marc Bolland	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Elect Director Ana Botin	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Elect Director Christopher C. Davis	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Elect Director Barry Diller	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Elect Director Helene D. Gayle	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of

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				board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
The Coca-Cola Company	25-Apr-23	Elect Director Alexis M. Herman	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
The Coca-Cola Company	25-Apr-23	Elect Director Maria Elena Lagomasino	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of board mandates (4 in total, including 2 as an Executive and 2 as a Chair) and is therefore considered overboarded.
The Coca-Cola Company	25-Apr-23	Elect Director James Quincey	Against	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 the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Elect Director Caroline J. Tsay	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
The Coca-Cola Company	25-Apr-23	Report on Congruency of Political Spending with Company Values and Priorities	For	The vote is in line with the Amundi Voting policy.
The Coca-Cola Company	25-Apr-23	Require Independent Board Chair	Abstain	The proponent's demonstration lacks substance. We nevertheless generally favor an independent Chair. We therefore abstain.
The Coca-Cola Company	25-Apr-23	Report on Risk Due to Restrictions on Reproductive Rights	Against	The company appears to be providing sufficient disclosure related to its risk management practices and risks to its business.
The Coca-Cola Company	25-Apr-23	Elect Director David B. Weinberg	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	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. There are concerns regarding how the Board is overseeing ESG matters.
The Coca-Cola Company	25-Apr-23	Report on Third-Party Civil Rights Audit	For	The proposal is in shareholders' interest.
The Coca-Cola Company	25-Apr-23	Issue Transparency Report on Global Public Policy and Political Influence	For	The proposal is in shareholders' interest.
Constellation Energy Corporation	25-Apr-23	Elect Director Joseph Dominguez	For	The vote is in line with the Amundi Voting policy.
Constellation Energy Corporation	25-Apr-23	Elect Director Julie Holzrichter	For	The vote is in line with the Amundi Voting policy.
Constellation Energy Corporation	25-Apr-23	Elect Director Ashish Khandpur	Withhold	The gender diversity of the board is below our guidelines.
Constellation Energy Corporation	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Constellation Energy Corporation	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Constellation Energy Corporation	25-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Constance Freedman	Withhold	Remuneration committee members are accountable for their poor decisions related to executive compensation.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director David Contis	Withhold	Remuneration committee members are accountable for their poor decisions related to executive compensation. 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 percent independent members. The nominee is a non-

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				independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Sheli Rosenberg	Withhold	Remuneration committee members are accountable for their poor decisions related to executive compensation. 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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Andrew Berkenfield	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Derrick Burks	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Thomas Heneghan	Withhold	The board is not sufficiently independent as per our voting policy
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Marguerite Nader	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Scott Peppet	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Samuel Zell	Withhold	The board is not sufficiently independent as per our voting policy The nominee holds an excessive number of board mandates (three in total as a non-executive chair) and is therefore considered overboarded.
Equity LifeStyle Properties, Inc.	25-Apr-23	Ratify Ernst & Young, LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equity LifeStyle Properties, Inc.	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Equity LifeStyle Properties, Inc.	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Equity LifeStyle Properties, Inc.	25-Apr-23	Elect Director Philip Calian	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are accountable for their poor decisions related to executive compensation.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Thomas W. Hofmann	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Molly E. Joseph	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Deborah L. V. Keller	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Douglas A. Michels	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Mark A. Buthman	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Robert F. Friel	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Eric M. Green	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Myla P. Lai-Goldman	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Stephen H. Lockhart	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director Paolo Pucci	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
West Pharmaceutical Services, Inc.	25-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
West Pharmaceutical Services, Inc.	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
West Pharmaceutical Services, Inc.	25-Apr-23	Amend Bylaws	Against	The proposed amendments to articles of association are not in the shareholders' interest.
West Pharmaceutical Services, Inc.	25-Apr-23	Elect Director William F. Feehery	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Canadian National Railway Company	25-Apr-23	Elect Director Shauneen Bruder	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Jo-ann dePass Olsovsky	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director David Freeman	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Denise Gray	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Justin M. Howell	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Susan C. Jones	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Robert Knight	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Michel Letellier	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Margaret A. McKenzie	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Al Monaco	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Elect Director Tracy Robinson	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Canadian National Railway Company	25-Apr-23	Management Advisory Vote on Climate Change	Against	We consider that activities could compromise the low carbon transition. In FY2022, Canadian National Railway (CN) derived 5.5% of its sales from the transport of coal (bituminous coal and metallurgical coal) vs 4.2% in FY2021. Transport of coal revenues increased from USD 618 million in 2021 to USD 937 million in 2022 – a 52% increase. In addition, 18.9% of 2022 sales were derived from petroleum

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				and chemicals (chemicals and plastics, refined petroleum products, natural gas liquids crude oil and sulfur). As a carrier of fossil fuels we also expect the company's climate plan to include a phase-out plan for the transportation of such products that is aligned with the modelled scenarios consistent with the 1.5°C objective. Canadian National Railway identifies the levers for the decarbonisation plans but remains vague on their contribution to decarbonization. The same goes for its green capex activities and for the use of offsets: quantified information for the Climate Action Plan is generally lacking.
Rollins, Inc.	25-Apr-23	Elect Director Jerry E. Gahlhoff, Jr.	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	25-Apr-23	Elect Director Patrick J. Gunning	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.
Rollins, Inc.	25-Apr-23	Elect Director Gregory B. Morrison	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	25-Apr-23	Elect Director Jerry W. Nix	Withhold	The gender diversity of the board is below our guidelines.
Rollins, Inc.	25-Apr-23	Elect Director P. Russell Hardin	For	The vote is in line with the Amundi Voting policy.
Rollins, Inc.	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Rollins, Inc.	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
MSCI Inc.	25-Apr-23	Elect Director Henry A. Fernandez	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Robert G. Ashe	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Wayne Edmunds	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Catherine R. Kinney	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Robin L. Matlock	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Jacques P. Perold	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director C.D. Baer Pettit	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Sandy C. Rattray	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Linda H. Riefner	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Marcus L. Smith	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Rajat Taneja	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Elect Director Paula Volent	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
MSCI Inc.	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
MSCI Inc.	25-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	25-Apr-23	Elect Director Melinda Litherland	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	25-Apr-23	Elect Director Arnold A. Pinkston	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	25-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bio-Rad Laboratories, Inc.	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Bio-Rad Laboratories, Inc.	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Bio-Rad Laboratories, Inc.	25-Apr-23	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.

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Newmont Corporation	26-Apr-23	Elect Director Gregory H. Boyce	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Newmont Corporation	26-Apr-23	Elect Director Mary A. Laschinger	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Newmont Corporation	26-Apr-23	Elect Director Julio M. Quintana	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Newmont Corporation	26-Apr-23	Elect Director Patrick G. Awuah, Jr.	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Elect Director Bruce R. Brook	Against	The nominee holds an excessive number of board mandates (four in total, including three as a non-executive chair of audit committee) and is therefore considered overboarded.
Newmont Corporation	26-Apr-23	Elect Director Emma FitzGerald	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Elect Director Jose Manuel Madero	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Elect Director Rene Medori	Against	The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Newmont Corporation	26-Apr-23	Elect Director Jane Nelson	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Elect Director Thomas Palmer	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Elect Director Susan N. Story	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Newmont Corporation	26-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	26-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Newmont Corporation	26-Apr-23	Elect Director Maura Clark	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive 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.
Aptiv PLC	26-Apr-23	Elect Director Joseph L. (Jay) Hooley	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aptiv PLC	26-Apr-23	Elect Director Merit E. Janow	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aptiv PLC	26-Apr-23	Elect Director Kevin P. Clark	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Elect Director Richard L. (Rick) Clemmer	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Elect Director Nancy E. Cooper	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Elect Director Sean O. Mahoney	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Elect Director Robert K. (Kelly) Ortberg	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Elect Director Colin J. Parris	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Elect Director Ana G. Pinczuk	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aptiv PLC	26-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.

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Aptiv PLC	26-Apr-23	Elect Director Paul M. Meister	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. The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Eaton Corporation plc	26-Apr-23	Elect Director Silvio Napoli	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	26-Apr-23	Elect Director Robert V. Pragada	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	26-Apr-23	Elect Director Lori J. Ryerkerk	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eaton Corporation plc	26-Apr-23	Elect Director Craig Arnold	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Eaton Corporation plc	26-Apr-23	Elect Director Olivier Leonetti	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Elect Director Sandra Pianalto	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Elect Director Gerald B. Smith	Against	The gender diversity of the board is below our guidelines.
Eaton Corporation plc	26-Apr-23	Elect Director Dorothy C. Thompson	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Elect Director Darryl L. Wilson	Against	The gender diversity of the board is below our guidelines.
Eaton Corporation plc	26-Apr-23	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Eaton Corporation plc	26-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Eaton Corporation plc	26-Apr-23	Authorize Issue of Equity with Pre-emptive Rights	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Authorize Share Repurchase of Issued Share Capital	For	The vote is in line with the Amundi Voting policy.
Eaton Corporation plc	26-Apr-23	Elect Director Gregory R. Page	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. The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair) and is therefore considered overboarded.
W.W. Grainger, Inc.	26-Apr-23	Elect Director V. Ann Hailey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Katherine D. Jaspon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Stuart L. Levenick	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Neil S. Novich	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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W.W. Grainger, Inc.	26-Apr-23	Elect Director E. Scott Santi	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Rodney C. Adkins	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair) and is therefore considered overboarded.
W.W. Grainger, Inc.	26-Apr-23	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.	26-Apr-23	Elect Director Beatriz R. Perez	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Susan Slavik Williams	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Lucas E. Watson	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	26-Apr-23	Elect Director Steven A. White	Against	The nominee holds an excessive number of board mandates (four in total, including one as an executive) and is therefore considered overboarded.
W.W. Grainger, Inc.	26-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
W.W. Grainger, Inc.	26-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay.
W.W. Grainger, Inc.	26-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
TFI International Inc.	26-Apr-23	Elect Director Rosemary Turner	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
TFI International Inc.	26-Apr-23	Elect Director Leslie Abi-Karam	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	26-Apr-23	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.	26-Apr-23	Elect Director William T. England	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	26-Apr-23	Elect Director Diane Giard	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	26-Apr-23	Elect Director Debra Kelly-Ennis	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	26-Apr-23	Elect Director Neil D. Manning	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	26-Apr-23	Elect Director John Pratt	For	The vote is in line with the Amundi Voting policy.
TFI International Inc.	26-Apr-23	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.	26-Apr-23	Advisory Vote on Executive Compensation Approach	Against	Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation.
TFI International Inc.	26-Apr-23	Elect Director Andre Berard	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
TFI International Inc.	26-Apr-23	Elect Director Joey Saputo	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Texas Instruments Incorporated	27-Apr-23	Elect Director Mark A. Blinn	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Texas Instruments Incorporated	27-Apr-23	Elect Director Martin S. Craighead	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Texas Instruments Incorporated	27-Apr-23	Elect Director Todd M. Bluedorn	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Elect Director Janet F. Clark	Against	There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	27-Apr-23	Elect Director Curtis C. Farmer	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Elect Director Jean M. Hobby	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	27-Apr-23	Elect Director Haviv Ilan	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Elect Director Ronald Kirk	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Elect Director Robert E. Sanchez	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Elect Director Richard K. Templeton	Against	There are concerns regarding how the Board is overseeing ESG matters.
Texas Instruments Incorporated	27-Apr-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Texas Instruments Incorporated	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The structure of the LTIP is considered inadequate.
Texas Instruments Incorporated	27-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Texas Instruments Incorporated	27-Apr-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the company's corporate governance structure.
Texas Instruments Incorporated	27-Apr-23	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Increased disclosure would allow shareholders to more fully assess how the company managed the risks of end-user misuse of their products, in particular in case of violations of international law.
Texas Instruments Incorporated	27-Apr-23	Elect Director Pamela H. Patsley	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 (four in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Texas Instruments Incorporated	27-Apr-23	Elect Director Carrie S. Cox	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 (four in total, including two as a Chair) and is therefore considered overboarded.
Pfizer Inc.	27-Apr-23	Elect Director Ronald E. Blaylock	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pfizer Inc.	27-Apr-23	Elect Director James Quincey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pfizer Inc.	27-Apr-23	Elect Director James C. Smith	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pfizer Inc.	27-Apr-23	Elect Director Albert Bourla	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Susan Desmond-Hellmann	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Joseph J. Echevarria	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Pfizer Inc.	27-Apr-23	Elect Director Scott Gottlieb	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Helen H. Hobbs	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Susan Hockfield	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Dan R. Littman	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Shantanu Narayen	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Elect Director Suzanne Nora Johnson	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pfizer Inc.	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers.
Pfizer Inc.	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Pfizer Inc.	27-Apr-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Pfizer Inc.	27-Apr-23	Require Independent Board Chair	Against	Combined chair/CEO but lead Indep director
Pfizer Inc.	27-Apr-23	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	For	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Pfizer Inc.	27-Apr-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	Shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.
Pfizer Inc.	27-Apr-23	Report on Political Expenditures Congruence	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.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director Thad (John B., III) Hill	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director Francesca M. Edwardson	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director Wayne Garrison	Against	The board is not sufficiently independent as per our voting policy
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director Bryan Hunt	Against	The board is not sufficiently independent as per our voting policy
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director Persio Lisboa	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director John N. Roberts, III	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director Kirk Thompson	Against	The board is not sufficiently independent as per our voting policy
J.B. Hunt Transport Services, Inc.	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
J.B. Hunt Transport Services, Inc.	27-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
J.B. Hunt Transport Services, Inc.	27-Apr-23	Elect Director James L. Robo	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 percent independent members. 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.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
J.B. Hunt Transport Services, Inc.	27-Apr-23	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 Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Johnson & Johnson	27-Apr-23	Elect Director Darius Adamczyk	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Mary C. Beckerle	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director D. Scott Davis	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Jennifer A. Doudna	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Joaquin Duato	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Johnson & Johnson	27-Apr-23	Elect Director Marillyn A. Hewson	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Paula A. Johnson	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Hubert Joly	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Mark B. McClellan	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Anne M. Mulcahy	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Mark A. Weinberger	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Elect Director Nadja Y. West	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Johnson & Johnson	27-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Johnson & Johnson	27-Apr-23	Adopt Mandatory Arbitration Bylaw - Withdrawn		This is a non-votable item
Johnson & Johnson	27-Apr-23	Report on Government Financial Support and Equitable Access to Covid-19 Products	For	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Johnson & Johnson	27-Apr-23	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	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, in particular through controls of the wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
Johnson & Johnson	27-Apr-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	The shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Bradlen S. Cashaw	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Matthew T. Farrell	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Bradley C. Irwin	Against	The gender diversity of the board is below our guidelines.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Penry W. Price	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Susan G. Saideman	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Ravichandra K. Saligram	Against	The gender diversity of the board is below our guidelines.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Robert K. Shearer	Against	The nominee holds an excessive number of board mandates (three in total, including one as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Janet S. Vergis	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Arthur B. Winkleblack	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Church & Dwight Co., Inc.	27-Apr-23	Elect Director Laurie J. Yoler	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Church & Dwight Co., Inc.	27-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Church & Dwight Co., Inc.	27-Apr-23	Require Independent Board Chair	Against	The proposal is not in the shareholder's interest.
Corning Incorporated	27-Apr-23	Elect Director Leslie A. Brun	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	27-Apr-23	Elect Director Richard T. Clark	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	27-Apr-23	Elect Director Roger W. Ferguson, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	27-Apr-23	Elect Director Kurt M. Landgraf	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	27-Apr-23	Elect Director Deborah D. Rieman	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Corning Incorporated	27-Apr-23	Elect Director Donald W. Blair	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Stephanie A. Burns	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Pamela J. Craig	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair of audit committee) and is therefore considered overboarded.
Corning Incorporated	27-Apr-23	Elect Director Robert F. Cummings, Jr.	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Deborah A. Henretta	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Daniel P. Huttenlocher	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Kevin J. Martin	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Wendell P. Weeks	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Elect Director Mark S. Wrighton	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Corning Incorporated	27-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Corning Incorporated	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Corning Incorporated	27-Apr-23	Elect Director Hansel E. Tookes, II	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.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Avery Dennison Corporation	27-Apr-23	Elect Director Anthony K. Anderson	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	27-Apr-23	Elect Director Mitchell R. Butier	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Avery Dennison Corporation	27-Apr-23	Elect Director Andres A. Lopez	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	27-Apr-23	Elect Director Francesca Reverberi	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	27-Apr-23	Elect Director Patrick T. Siewert	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Avery Dennison Corporation	27-Apr-23	Elect Director Martha N. Sullivan	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	27-Apr-23	Elect Director William R. Wagner	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Avery Dennison Corporation	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Avery Dennison Corporation	27-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Avery Dennison Corporation	27-Apr-23	Elect Director Bradley A. Alford	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.
Avery Dennison Corporation	27-Apr-23	Elect Director Julia A. Stewart	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Avery Dennison Corporation	27-Apr-23	Elect Director Ken C. Hicks	Against	Remuneration committee members are 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 percent independent members.
FMC Corporation	27-Apr-23	Elect Director Pierre Brondeau	Against	The board is not sufficiently independent as per our voting policy
FMC Corporation	27-Apr-23	Elect Director Eduardo E. Cordeiro	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 50 percent independent members. The gender diversity of the board is below our guidelines.
FMC Corporation	27-Apr-23	Elect Director Carol Anthony ("John") Davidson	For	The vote is in line with the Amundi Voting policy.
FMC Corporation	27-Apr-23	Elect Director Mark Douglas	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
FMC Corporation	27-Apr-23	Elect Director Kathy L. Fortmann	Against	The board is not sufficiently independent as per our voting policy.
FMC Corporation	27-Apr-23	Elect Director C. Scott Greer	Against	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines.
FMC Corporation	27-Apr-23	Elect Director K'Lynne Johnson	For	The vote is in line with the Amundi Voting policy.
FMC Corporation	27-Apr-23	Elect Director Dirk A. Kempthorne	Against	The board is not sufficiently independent as per our voting policy.
FMC Corporation	27-Apr-23	Elect Director Margareth Ovrum	Against	The board is not sufficiently independent as per our voting policy.
FMC Corporation	27-Apr-23	Elect Director Robert C. Pallash	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 50 percent independent members.
FMC Corporation	27-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
FMC Corporation	27-Apr-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
FMC Corporation	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
FMC Corporation	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Amal M. Johnson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Amy L. Ladd	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Jami Dover Nachtsheim	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Monica P. Reed	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Craig H. Barratt	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Joseph C. Beery	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Gary S. Guthart	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Don R. Kania	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Keith R. Leonard, Jr.	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Alan J. Levy	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Elect Director Mark J. Rubash	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Intuitive Surgical, Inc.	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Intuitive Surgical, Inc.	27-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Intuitive Surgical, Inc.	27-Apr-23	Report on Gender/Racial Pay Gap	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Abbott Laboratories	28-Apr-23	Elect Director Robert J. Alpern	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Claire Babineaux-Fontenot	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Sally E. Blount	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Abbott Laboratories	28-Apr-23	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	28-Apr-23	Elect Director Paola Gonzalez	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Michelle A. Kumbier	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Darren W. McDew	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Nancy McKinstry	Against	The nominee holds an excessive number of board mandates (three in total, including one as an Executive and one as a Chair of audit committee) and is therefore considered overboarded.
Abbott Laboratories	28-Apr-23	Elect Director Michael G. O'Grady	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Michael F. Roman	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director Daniel J. Starks	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Elect Director John G. Stratton	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Abbott Laboratories	28-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	
Abbott Laboratories	28-Apr-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	The company states that its current 20 percent ownership threshold to call for a special meeting is the lowest ownership threshold allowed by Illinois business law.
Abbott Laboratories	28-Apr-23	Require Independent Board Chair	For	While Amundi is in favor of an independent chair, the proponent's demonstration lacks substance. Besides, the company has already announced a separation of the chair and CEO roles.
Abbott Laboratories	28-Apr-23	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Abbott Laboratories	28-Apr-23	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	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, in particular through controls of the wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Brent B. Bickett	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Ronald F. Clarke	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Ganesh B. Rao	For	The vote is in line with the Amundi Voting policy.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Leigh E. Turner	For	The vote is in line with the Amundi Voting policy.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Deborah A. Farrington	For	The vote is in line with the Amundi Voting policy.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Linda P. Mantia	For	The vote is in line with the Amundi Voting policy.
Ceridian HCM Holding Inc.	28-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Ceridian HCM Holding Inc.	28-Apr-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ceridian HCM Holding Inc.	28-Apr-23	Elect Director Thomas M. Hagerty	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				mandates (five in total) and is therefore considered overboarded.
Black Knight, Inc.	28-Apr-23	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Black Knight, Inc.	28-Apr-23	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate.
Black Knight, Inc.	28-Apr-23	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	28-Apr-23	Elect Director Benjamin D. Cherniavsky	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	28-Apr-23	Elect Director Jeffrey S. Chisholm	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	28-Apr-23	Elect Director Sharon L. Hodgson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	28-Apr-23	Elect Director Frederick J. Mifflin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	28-Apr-23	Elect Director Katherine A. Rethy	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Toromont Industries Ltd.	28-Apr-23	Elect Director Peter J. Blake	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	28-Apr-23	Elect Director Cathryn E. Cranston	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	28-Apr-23	Elect Director Scott J. Medhurst	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	28-Apr-23	Elect Director Richard G. Roy	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	28-Apr-23	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Toromont Industries Ltd.	28-Apr-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Peter Grosskopf	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Leona Aglukkaq	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Ammar Al-Joundi	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Sean Boyd	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Jonathan Gill	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Elizabeth Lewis-Gray	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Deborah McCombe	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Jeffrey Parr	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director J. Merfyn Roberts	For	The vote is in line with the Amundi Voting policy.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Jamie C. Sokalsky	Withhold	The nominee holds an excessive number of board mandates (three in total, including one as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
Agnico Eagle Mines Limited	28-Apr-23	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Agnico Eagle Mines Limited	28-Apr-23	Advisory Vote on Executive Compensation Approach	Against	The structure of executive pay is considered inadequate. There are concerns regarding the alignment between pay and performance. Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Martine A. Celej	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Agnico Eagle Mines Limited	28-Apr-23	Elect Director Robert J. Gemmell	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eli Lilly and Company	01-May-23	Elect Director Karen Walker	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Eli Lilly and Company	01-May-23	Elect Director William G. Kaelin, Jr.	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	01-May-23	Elect Director David A. Ricks	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	01-May-23	Elect Director Marshall S. Runge	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	01-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Eli Lilly and Company	01-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Eli Lilly and Company	01-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	01-May-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	01-May-23	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Eli Lilly and Company	01-May-23	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Eli Lilly and Company	01-May-23	Adopt Simple Majority Vote	Against	This is not in shareholders' interest.
Eli Lilly and Company	01-May-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	Amundi will vote FOR because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.
Eli Lilly and Company	01-May-23	Report on Risks of Supporting Abortion	Against	The company appears to be providing sufficient disclosure related to its risk management practices and risks to its business. The disclosure requested by the proposal could subject the company to further legal risk.
Eli Lilly and Company	01-May-23	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Eli Lilly and Company	01-May-23	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	Increased disclosure would allow shareholders to more fully assess the effectiveness of Eli Lilly's diversity, equity and inclusion efforts.
Eli Lilly and Company	01-May-23	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	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.
Genuine Parts Company	01-May-23	Elect Director John R. Holder	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Genuine Parts Company	01-May-23	Elect Director Donna W. Hyland	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	01-May-23	Elect Director John D. Johns	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	01-May-23	Elect Director E. Jenner Wood, III	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Genuine Parts Company	01-May-23	Elect Director Elizabeth W. Camp	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Elect Director Richard Cox, Jr.	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Elect Director Paul D. Donahue	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Genuine Parts Company	01-May-23	Elect Director Gary P. Fayard	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Elect Director P. Russell Hardin	Withhold	The gender diversity of the board is below our guidelines.
Genuine Parts Company	01-May-23	Elect Director Jean-Jacques Lafont	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Elect Director Robert C. "Robin" Loudermilk, Jr.	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Elect Director Wendy B. Needham	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Elect Director Juliette W. Pryor	For	The vote is in line with the Amundi Voting policy.
Genuine Parts Company	01-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Genuine Parts Company	01-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Genuine Parts Company	01-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	01-May-23	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	01-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not been responsive to shareholder concerns. There is a lack of relevant ESG criteria in the variable compensation.
Paycom Software, Inc.	01-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Paycom Software, Inc.	01-May-23	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Against	The proposal is not in the shareholder's interest.
Paycom Software, Inc.	01-May-23	Require a Majority Vote for the Election of Directors	For	This proposal would improve the company's corporate governance structure.
Paycom Software, Inc.	01-May-23	Elect Director Sharen J. Turney	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Paycom Software, Inc.	01-May-23	Elect Director J.C. Watts, Jr.	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Albemarle Corporation	02-May-23	Elect Director Diarmuid B. O'Connell	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Albemarle Corporation	02-May-23	Elect Director Dean L. Seavers	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	02-May-23	Elect Director Holly A. Van Deusen	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	02-May-23	Elect Director Alejandro D. Wolff	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Albemarle Corporation	02-May-23	Elect Director M. Lauren Brlas	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Albemarle Corporation	02-May-23	Elect Director Ralf H. Cramer	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	02-May-23	Elect Director J. Kent Masters, Jr.	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	02-May-23	Elect Director Glenda J. Minor	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	02-May-23	Elect Director James J. O'Brien	Against	The gender diversity of the board is below our guidelines.
Albemarle Corporation	02-May-23	Elect Director Gerald A. Steiner	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Albemarle Corporation	02-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Albemarle Corporation	02-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Albemarle Corporation	02-May-23	Approve Non-Employee Director Restricted Stock Plan	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Mark A. Emmert	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Diane H. Gulyas	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Brandon S. Pedersen	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Glenn M. Alger	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Robert P. Carlile	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Elect Director James M. DuBois	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Jeffrey S. Musser	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Liane J. Pelletier	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Elect Director Olivia D. Polius	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.

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Expeditors International of Washington, Inc.	02-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Expeditors International of Washington, Inc.	02-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Expeditors International of Washington, Inc.	02-May-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Expeditors International of Washington, Inc.	02-May-23	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Packaging Corporation of America	02-May-23	Elect Director Cheryl K. Beebe	Against	The board is not sufficiently independent as per our voting policyThe nominee holds an excessive number of board mandates (four in total, including one as a non-executive and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Packaging Corporation of America	02-May-23	Elect Director Duane C. Farrington	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	02-May-23	Elect Director Donna A. Harman	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	02-May-23	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	02-May-23	Elect Director Robert C. Lyons	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	02-May-23	Elect Director Thomas P. Maurer	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	02-May-23	Elect Director Paul T. Stecko	Against	The board is not sufficiently independent as per our voting policy
Packaging Corporation of America	02-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Packaging Corporation of America	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Packaging Corporation of America	02-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Packaging Corporation of America	02-May-23	Elect Director Samuel M. Mencoff	Against	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members.The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.Remuneration

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				committee members are held accountable for the Company's inadequate executive pay practices or policies.
Packaging Corporation of America	02-May-23	Elect Director Roger B. Porter	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. 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.
Packaging Corporation of America	02-May-23	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	02-May-23	Elect Director Carlos M. Cardoso	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	02-May-23	Elect Director Anthony J. Guzzi	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	02-May-23	Elect Director Jennifer M. Pollino	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	02-May-23	Elect Director John G. Russell	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Hubbell Incorporated	02-May-23	Elect Director Gerben W. Bakker	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Hubbell Incorporated	02-May-23	Elect Director Rhett A. Hernandez	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	02-May-23	Elect Director Bonnie C. Lind	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	02-May-23	Elect Director John F. Malloy	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Hubbell Incorporated	02-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Hubbell Incorporated	02-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Hubbell Incorporated	02-May-23	Elect Director Neal J. Keating	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Barrick Gold Corporation	02-May-23	Elect Director Helen Cai	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Barrick Gold Corporation	02-May-23	Elect Director Gustavo A. Cisneros	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Barrick Gold Corporation	02-May-23	Elect Director Brian L. Greenspun	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Barrick Gold Corporation	02-May-23	Elect Director Mark Bristow	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Elect Director Isela Costantini	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Elect Director J. Michael Evans	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Elect Director Anne Kabagambe	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Elect Director Andrew J. Quinn	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Elect Director Loreto Silva	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Elect Director John L. Thornton	Withhold	The nominee holds an excessive number of executive positions (three in total) and is therefore considered overboarded.
Barrick Gold Corporation	02-May-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Barrick Gold Corporation	02-May-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation. There are concerns regarding the alignment between pay and performance.
Barrick Gold Corporation	02-May-23	Elect Director J. Brett Harvey	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Barrick Gold Corporation	02-May-23	Elect Director Christopher L. Coleman	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, including one as an executive and one as a non-executive chair) and is therefore considered overboarded.
Bristol-Myers Squibb Company	02-May-23	Elect Director Peter J. Arduini	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Deepak L. Bhatt	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Giovanni Caforio	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Julia A. Haller	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Manuel Hidalgo Medina	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Paula A. Price	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Bristol-Myers Squibb Company	02-May-23	Elect Director Derica W. Rice	Against	The nominee holds an excessive number of board mandates (four in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Bristol-Myers Squibb Company	02-May-23	Elect Director Theodore R. Samuels	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Gerald L. Storch	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Karen H. Vousden	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Elect Director Phyllis R. Yale	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Bristol-Myers Squibb Company	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Bristol-Myers Squibb Company	02-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Bristol-Myers Squibb Company	02-May-23	Require Independent Board Chair	Against	The proposal is not in the shareholder's interest.
Bristol-Myers Squibb Company	02-May-23	Commission a Civil Rights and Non-Discrimination Audit	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Bristol-Myers Squibb Company	02-May-23	Amend Right to Call Special Meeting	Against	Given the proponent has not demonstrated why this matter presents a risk to the Company or its shareholders, we do not believe that the requested would necessarily benefit shareholders at this time."
Imperial Oil Limited	02-May-23	Elect Director David W. Cornhill	Against	The gender diversity of the board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
Imperial Oil Limited	02-May-23	Elect Director Bradley W. Corson	Against	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 the Board is overseeing ESG matters.
Imperial Oil Limited	02-May-23	Elect Director Matthew R. Crocker	Against	The nominee is an executive sitting on a Board Committees. There are concerns regarding how the Board is overseeing ESG matters.
Imperial Oil Limited	02-May-23	Elect Director Sharon R. Driscoll	Against	The nominee holds an excessive number of board mandates (three in total, including one as an Executive and one as a Chair of audit committee) and is therefore considered overboarded.
Imperial Oil Limited	02-May-23	Elect Director John Floren	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	02-May-23	Elect Director Gary J. Goldberg	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	02-May-23	Elect Director Miranda C. Hubbs	Against	There are concerns regarding how the Board is overseeing ESG matters.
Imperial Oil Limited	02-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Imperial Oil Limited	02-May-23	SP 1: Adopt an Absolute Greenhouse Gas Reduction Target	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Imperial Oil Limited	02-May-23	SP 2: Report on the Impact of the Energy Transition on Asset Retirement Obligations	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
NVR, Inc.	02-May-23	Elect Director Thomas D. Eckert	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVR, Inc.	02-May-23	Elect Director David A. Preiser	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVR, Inc.	02-May-23	Elect Director W. Grady Rosier	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVR, Inc.	02-May-23	Elect Director Susan Williamson Ross	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVR, Inc.	02-May-23	Elect Director Paul C. Saville	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	02-May-23	Elect Director C.E. Andrews	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
NVR, Inc.	02-May-23	Elect Director Sallie B. Bailey	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
NVR, Inc.	02-May-23	Elect Director Alfred E. Festa	Against	The gender diversity of the board is below our guidelines.
NVR, Inc.	02-May-23	Elect Director Alexandra A. Jung	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	02-May-23	Elect Director Mel Martinez	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	02-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NVR, Inc.	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
NVR, Inc.	02-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Franco-Nevada Corporation	02-May-23	Elect Director Derek W. Evans	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Franco-Nevada Corporation	02-May-23	Elect Director Maureen Jensen	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Franco-Nevada Corporation	02-May-23	Elect Director David Harquail	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	02-May-23	Elect Director Paul Brink	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	02-May-23	Elect Director Tom Albanese	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	02-May-23	Elect Director Catharine Farrow	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	02-May-23	Elect Director Jennifer Maki	Against	The nominee holds an excessive number of board mandates (three in total, including all as a non-executive chair of audit committee) and is therefore considered overboarded.
Franco-Nevada Corporation	02-May-23	Elect Director Randall Oliphant	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	02-May-23	Elect Director Jacques Perron	For	The vote is in line with the Amundi Voting policy.
Franco-Nevada Corporation	02-May-23	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	02-May-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation.
Carlisle Companies Incorporated	03-May-23	Elect Director Jesse G. Singh	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Carlisle Companies Incorporated	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Carlisle Companies Incorporated	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Carlisle Companies Incorporated	03-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Carlisle Companies Incorporated	03-May-23	Elect Director Robert G. Bohn	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Carlisle Companies Incorporated	03-May-23	Elect Director Gregg A. Ostrander	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Moderna, Inc.	03-May-23	Elect Director Stephen Berenson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Moderna, Inc.	03-May-23	Elect Director Sandra Horning	For	The vote is in line with the Amundi Voting policy.
Moderna, Inc.	03-May-23	Elect Director Paul Sagan	For	The vote is in line with the Amundi Voting policy.
Moderna, Inc.	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Moderna, Inc.	03-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Moderna, Inc.	03-May-23	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	For	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Cognex Corporation	03-May-23	Elect Director Dianne M. Parrotte	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognex Corporation	03-May-23	Elect Director John T.C. Lee	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cognex Corporation	03-May-23	Elect Director Angelos Papadimitriou	Against	The gender diversity of the board is below our guidelines.
Cognex Corporation	03-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Cognex Corporation	03-May-23	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cognex Corporation	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Cognex Corporation	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
PepsiCo, Inc.	03-May-23	Elect Director Segun Agbaje	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Jennifer Bailey	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	03-May-23	Elect Director Cesar Conde	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Ian Cook	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Edith W. Cooper	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	03-May-23	Elect Director Susan M. Diamond	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	03-May-23	Elect Director Dina Dublon	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Michelle Gass	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	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. There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Dave J. Lewis	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director David C. Page	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Robert C. Pohlad	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Daniel Vasella	Against	There are concerns regarding how the Board is overseeing ESG matters.

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PepsiCo, Inc.	03-May-23	Elect Director Darren Walker	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Elect Director Alberto Weisser	Against	There are concerns regarding how the Board is overseeing ESG matters.
PepsiCo, Inc.	03-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PepsiCo, Inc.	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of disclosure. There is a lack of relevant ESG KPIs.
PepsiCo, Inc.	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
PepsiCo, Inc.	03-May-23	Require Independent Board Chair	Abstain	The proponent's demonstration lacks substance. We nevertheless generally favor an independent Chair. We therefore abstain.
PepsiCo, Inc.	03-May-23	Issue Transparency Report on Global Public Policy and Political Influence	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
PepsiCo, Inc.	03-May-23	Report on Impacts of Restrictive Reproductive Healthcare Legislation	Against	The resolution failed to demonstrate how the company is impacted or might impact the matter.
PepsiCo, Inc.	03-May-23	Publish Annual Congruency Report on Net-Zero Emissions Policy	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Pool Corporation	03-May-23	Elect Director Martha "Marty" S. Gervasi	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	03-May-23	Elect Director Debra S. Oler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	03-May-23	Elect Director Robert C. Sledd	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	03-May-23	Elect Director David G. Whalen	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pool Corporation	03-May-23	Elect Director Peter D. Arvan	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	03-May-23	Elect Director James "Jim" D. Hope	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	03-May-23	Elect Director Manuel J. Perez de la Mesa	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	03-May-23	Elect Director Carlos A. Sabater	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	03-May-23	Elect Director John E. Stokely	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Pool Corporation	03-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pool Corporation	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Pool Corporation	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
CF Industries Holdings, Inc.	03-May-23	Elect Director Javed Ahmed	Against	The gender diversity of the board is below our guidelines.
CF Industries Holdings, Inc.	03-May-23	Elect Director Robert C. Arzbaecher	For	The vote is in line with the Amundi Voting policy.

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CF Industries Holdings, Inc.	03-May-23	Elect Director Deborah L. DeHaas	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Elect Director John W. Eaves	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Elect Director Stephen J. Hagge	Against	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the board is below our guidelines.
CF Industries Holdings, Inc.	03-May-23	Elect Director Jesus Madrazo Yris	Against	The gender diversity of the board is below our guidelines.
CF Industries Holdings, Inc.	03-May-23	Elect Director Anne P. Noonan	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Elect Director Michael J. Toelle	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Elect Director Theresa E. Wagler	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Elect Director Celso L. White	Against	The gender diversity of the board is below our guidelines.
CF Industries Holdings, Inc.	03-May-23	Elect Director W. Anthony Will	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
CF Industries Holdings, Inc.	03-May-23	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CF Industries Holdings, Inc.	03-May-23	Require Independent Board Chair	For	This proposal would improve the company's corporate governance structure.
Gilead Sciences, Inc.	03-May-23	Elect Director Jacqueline K. Barton	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Elect Director Jeffrey A. Bluestone	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Elect Director Sandra J. Horning	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Elect Director Kelly A. Kramer	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Gilead Sciences, Inc.	03-May-23	Elect Director Kevin E. Lofton	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Elect Director Harish Manwani	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Elect Director Daniel P. O'Day	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Gilead Sciences, Inc.	03-May-23	Elect Director Javier J. Rodriguez	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Elect Director Anthony Walters	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Gilead Sciences, Inc.	03-May-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Gilead Sciences, Inc.	03-May-23	Require More Director Nominations Than Open Seats	Against	The proposal is not in the shareholder's interest.
Gilead Sciences, Inc.	03-May-23	Amend Right to Call Special Meeting	Against	The proposal is not in the shareholder's interest.

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Gilead Sciences, Inc.	03-May-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	The proposal would enhance shareholder rights.
PulteGroup, Inc.	03-May-23	Elect Director Cheryl W. Grise	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	03-May-23	Elect Director Scott F. Powers	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	03-May-23	Elect Director Lila Snyder	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
PulteGroup, Inc.	03-May-23	Elect Director Brian P. Anderson	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	03-May-23	Elect Director Bryce Blair	Against	The gender diversity of the board is below our guidelines.
PulteGroup, Inc.	03-May-23	Elect Director Thomas J. Folliard	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair) and is therefore considered overboarded.
PulteGroup, Inc.	03-May-23	Elect Director Andre J. Hawaux	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	03-May-23	Elect Director J. Phillip Holloman	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	03-May-23	Elect Director Ryan R. Marshall	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	03-May-23	Elect Director John R. Peshkin	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	03-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
PulteGroup, Inc.	03-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
PulteGroup, Inc.	03-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Boston Scientific Corporation	04-May-23	Elect Director Nelda J. Connors	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Elect Director Charles J. Dockendorff	Against	The nominee holds an excessive number of board mandates (4 in total, including 3 as a Chair of audit committee) and is therefore considered overboarded.
Boston Scientific Corporation	04-May-23	Elect Director Yoshiaki Fujimori	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Elect Director Edward J. Ludwig	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Elect Director Michael F. Mahoney	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Elect Director David J. Roux	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Elect Director John E. Sununu	Against	The gender diversity of the board is below our guidelines.
Boston Scientific Corporation	04-May-23	Elect Director David S. Wichmann	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Elect Director Ellen M. Zane	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	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Boston Scientific Corporation	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Boston Scientific Corporation	04-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Elect Director Thomas E. Jorden	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Elect Director Robert S. Boswell	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	04-May-23	Elect Director Dorothy M. Ables	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.

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Coterra Energy Inc.	04-May-23	Elect Director Amanda M. Brock	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	04-May-23	Elect Director Dan O. Dinges	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	04-May-23	Elect Director Paul N. Eckley	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Elect Director Hans Helmerich	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Elect Director Lisa A. Stewart	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Elect Director Frances M. Vallejo	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Elect Director Marcus A. Watts	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Coterra Energy Inc.	04-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Coterra Energy Inc.	04-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Coterra Energy Inc.	04-May-23	Report on Reliability of Methane Emission Disclosures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Coterra Energy Inc.	04-May-23	Report on Climate Lobbying	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, and assess if spending is in line with stated objectives.
Mettler-Toledo International Inc.	04-May-23	Elect Director Robert F. Spoerry	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair) and is therefore considered overboarded.
Mettler-Toledo International Inc.	04-May-23	Elect Director Roland Diggelmann	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Elect Director Domitille Doat-Le Bigot	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Elect Director Elisha W. Finney	Against	The nominee holds an excessive number of board mandates (four in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Mettler-Toledo International Inc.	04-May-23	Elect Director Richard Francis	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Elect Director Michael A. Kelly	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Elect Director Thomas P. Salice	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Elect Director Ingrid Zhang	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Mettler-Toledo International Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
United Parcel Service, Inc.	04-May-23	Elect Director Christiana Smith Shi	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	04-May-23	Elect Director Russell Stokes	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	04-May-23	Elect Director Kevin Warsh	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
United Parcel Service, Inc.	04-May-23	Elect Director Carol Tome	For	The vote is in line with the Amundi Voting policy.

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United Parcel Service, Inc.	04-May-23	Elect Director Eva Boratto	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Elect Director Michael Burns	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Elect Director Wayne Hewett	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Elect Director Angela Hwang	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Elect Director Kate Johnson	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Elect Director William Johnson	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Elect Director Franck Moison	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
United Parcel Service, Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
United Parcel Service, Inc.	04-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
United Parcel Service, Inc.	04-May-23	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	This proposal would improve the company's corporate governance structure.
United Parcel Service, Inc.	04-May-23	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
United Parcel Service, Inc.	04-May-23	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For	Amundi is in favour of companies including climate metrics in executive compensation.
United Parcel Service, Inc.	04-May-23	Report on Just Transition	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
United Parcel Service, Inc.	04-May-23	Report on Risk Due to Restrictions on Reproductive Rights	Against	The resolution failed to demonstrate how the company is impacted or might impact the matter.
United Parcel Service, Inc.	04-May-23	Oversee and Report a Civil Rights Audit	Against	This is not in shareholders' interest.
United Parcel Service, Inc.	04-May-23	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
United Parcel Service, Inc.	04-May-23	Elect Director Rodney Adkins	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair of audit committee) and is therefore considered overboarded.
Archer-Daniels-Midland Company	04-May-23	Elect Director Michael S. Burke	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director Theodore Colbert	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director James C. Collins, Jr.	For	The vote is in line with the Amundi Voting policy.

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Archer-Daniels-Midland Company	04-May-23	Elect Director Terrell K. Crews	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director Ellen de Brabander	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	04-May-23	Elect Director Suzan F. Harrison	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director Juan R. Luciano	Against	There are concerns regarding how the Board is overseeing ESG matters. The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.
Archer-Daniels-Midland Company	04-May-23	Elect Director Patrick J. Moore	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director Debra A. Sandler	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director Lei Z. Schlitz	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Elect Director Kelvin R. Westbrook	Against	There are concerns regarding how the Board is overseeing ESG matters.
Archer-Daniels-Midland Company	04-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Archer-Daniels-Midland Company	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Archer-Daniels-Midland Company	04-May-23	Require Independent Board Chair	Against	The proposal is not in shareholder's interest.
Ecolab Inc.	04-May-23	Elect Director Shari L. Ballard	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ecolab Inc.	04-May-23	Elect Director Jeffrey M. Ettinger	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ecolab Inc.	04-May-23	Elect Director Arthur J. Higgins	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ecolab Inc.	04-May-23	Elect Director Barbara J. Beck	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Elect Director Christophe Beck	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Elect Director Eric M. Green	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Elect Director Michael Larson	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Elect Director David W. MacLennan	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Elect Director Tracy B. McKibben	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Elect Director Lionel L. Nowell, III	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Ecolab Inc.	04-May-23	Elect Director Victoria J. Reich	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Ecolab Inc.	04-May-23	Elect Director Suzanne M. Vautrinot	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	Amend Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Ecolab Inc.	04-May-23	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. There are concerns with the Board

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				decisions related to executive pay. There is a lack of relevant Climate criteria in the variable compensation.
Ecolab Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Ecolab Inc.	04-May-23	Require Independent Board Chair	Against	This is not in shareholder interest.
Ecolab Inc.	04-May-23	Elect Director John J. Zillmer	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 (three in total, including one as an executive and one as a non-executive chair) and is therefore considered overboarded.
Equifax Inc.	04-May-23	Elect Director Mark W. Begor	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director Mark L. Feidler	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director Karen L. Fichuk	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director G. Thomas Hough	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Equifax Inc.	04-May-23	Elect Director Robert D. Marcus	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director Scott A. McGregor	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director John A. McKinley	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director Melissa D. Smith	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director Audrey Boone Tillman	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Elect Director Heather H. Wilson	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate.
Equifax Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Equifax Inc.	04-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Equifax Inc.	04-May-23	Oversee and Report a Racial Equity Audit	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Gildan Activewear Inc.	04-May-23	Elect Director Shirley E. Cunningham	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gildan Activewear Inc.	04-May-23	Elect Director Charles M. Herington	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gildan Activewear Inc.	04-May-23	Elect Director Luc Jobin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gildan Activewear Inc.	04-May-23	Elect Director Craig A. Leavitt	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gildan Activewear Inc.	04-May-23	Elect Director Anne Martin-Vachon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gildan Activewear Inc.	04-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Gildan Activewear Inc.	04-May-23	Elect Director Donald C. Berg	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Elect Director Maryse Bertrand	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Elect Director Dhaval Buch	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Elect Director Marc Caira	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Elect Director Glenn J. Chamandy	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Re-approve Shareholder Rights Plan	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Amend Long-Term Incentive Plan	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Amend Long-Term Incentive Plan	For	The vote is in line with the Amundi Voting policy.
Gildan Activewear Inc.	04-May-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG KPIs.
Gildan Activewear Inc.	04-May-23	Review Human Capital Management KPIs and SPTs Addressing Human Rights in its Supply Chain, and Improving Employee Safety and Reducing Workplace Risks and Include One Such KPI/SPT in its Next Sustainability Linked Credit Facility in 2027	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
AMETEK, Inc.	04-May-23	Elect Director Thomas A. Amato	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
AMETEK, Inc.	04-May-23	Elect Director Anthony J. Conti	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
AMETEK, Inc.	04-May-23	Elect Director Gretchen W. McClain	For	The vote is in line with the Amundi Voting policy.
AMETEK, Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
AMETEK, Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
AMETEK, Inc.	04-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Timothy C. Gokey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Jodee A. Kozlak	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Henry W. 'Jay' Winship	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Scott P. Anderson	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director James J. Barber, Jr.	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Mark A. Goodburn	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Henry J. Maier	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director James B. Stake	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Paula C. Tolliver	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
C.H. Robinson Worldwide, Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
C.H. Robinson Worldwide, Inc.	04-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Kermit R. Crawford	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.
C.H. Robinson Worldwide, Inc.	04-May-23	Elect Director Mary J. Steele Guilfoile	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including one as a Chair of audit committee) and is therefore considered overboarded.
Cadence Design Systems, Inc.	04-May-23	Elect Director Mark W. Adams	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	04-May-23	Elect Director ML Krakauer	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	04-May-23	Elect Director Julia Liuson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	04-May-23	Elect Director John B. Shoven	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cadence Design Systems, Inc.	04-May-23	Elect Director Ita Brennan	Against	The nominee holds an excessive number of board mandates (three in total, including one as an executive and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Cadence Design Systems, Inc.	04-May-23	Elect Director Lewis Chew	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	04-May-23	Elect Director Anirudh Devgan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	04-May-23	Elect Director James D. Plummer	Against	The gender diversity of the board is below our guidelines.
Cadence Design Systems, Inc.	04-May-23	Elect Director Alberto Sangiovanni-Vincentelli	Against	The gender diversity of the board is below our guidelines.
Cadence Design Systems, Inc.	04-May-23	Elect Director Young K. Sohn	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	04-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There are concerns regarding the alignment between pay and performance. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. The structure of executive pay is considered inadequate. There is a lack of relevant ESG KPIs.
Cadence Design Systems, Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Cadence Design Systems, Inc.	04-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cadence Design Systems, Inc.	04-May-23	Remove One-Year Holding Period Requirement to Call Special Meeting	For	The proposal would enhance shareholder rights.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Canadian Natural Resources Limited	04-May-23	Elect Director M. Elizabeth Cannon	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director N. Murray Edwards	Withhold	The board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of board mandates (three in total, including two as an Executive and one as a Chair) and is therefore considered overboarded. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Christopher L. Fong	Withhold	The board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Gordon D. Giffin	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 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the board is below our guidelines. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Steve W. Laut	Withhold	The board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Tim S. McKay	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director David A. Tuer	Withhold	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Annette M. Verschuren	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	04-May-23	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Canadian Natural Resources Limited	04-May-23	Elect Director Catherine M. Best	Withhold	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. There are concerns regarding how the Board is overseeing

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Wilfred A. Gobert	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 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Canadian Natural Resources Limited	04-May-23	Elect Director Frank J. McKenna	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of board mandates (four in total, including one as an Executive and one as a Chair) and is therefore considered overboarded. There are issues with the companies' practices or policies which do not enable support of the proposal.
Prologis, Inc.	04-May-23	Elect Director David P. O'Connor	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Prologis, Inc.	04-May-23	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.	04-May-23	Elect Director Cristina G. Bitá	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	04-May-23	Elect Director James B. Connor	Against	The board is not sufficiently independent as per our voting policy
Prologis, Inc.	04-May-23	Elect Director Lydia H. Kennard	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Prologis, Inc.	04-May-23	Elect Director Irving F. Lyons, III	Against	The board is not sufficiently independent as per our voting policy
Prologis, Inc.	04-May-23	Elect Director Avid Modjtabai	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	04-May-23	Elect Director Olivier Piani	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	04-May-23	Elect Director Jeffrey L. Skelton	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Prologis, Inc.	04-May-23	Elect Director Carl B. Webb	Against	The board is not sufficiently independent as per our voting policy
Prologis, Inc.	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate. The structure of executive pay is considered

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				inadequate.Compensation is considered excessive compared to peers.
Prologis, Inc.	04-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Prologis, Inc.	04-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Prologis, Inc.	04-May-23	Elect Director George L. Fotiades	Against	The board is not sufficiently independent as per our voting policyRemuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	05-May-23	Elect Director Susan Crown	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	05-May-23	Elect Director Darell L. Ford	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	05-May-23	Elect Director James W. Griffith	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Illinois Tool Works Inc.	05-May-23	Elect Director Daniel J. Brutto	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Elect Director Kelly J. Grier	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Elect Director Jay L. Henderson	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Elect Director E. Scott Santi	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Elect Director David B. Smith, Jr.	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Elect Director Pamela B. Strobel	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation.
Illinois Tool Works Inc.	05-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Illinois Tool Works Inc.	05-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Illinois Tool Works Inc.	05-May-23	Require Independent Board Chair	Against	The proposal is not in shareholder's interest.
Illinois Tool Works Inc.	05-May-23	Elect Director Richard H. Lenny	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.
Dover Corporation	05-May-23	Elect Director Deborah L. DeHaas	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director H. John Gilbertson, Jr.	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director Kristiane C. Graham	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director Michael F. Johnston	Against	The gender diversity of the board is below our guidelines.
Dover Corporation	05-May-23	Elect Director Michael Manley	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director Eric A. Spiegel	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director Richard J. Tobin	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director Stephen M. Todd	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Elect Director Keith E. Wandell	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dover Corporation	05-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Dover Corporation	05-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Dover Corporation	05-May-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	This proposal would enhance shareholders' rights and would be therefore beneficial.
Alcoa Corporation	05-May-23	Elect Director Steven W. Williams	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Mary Anne Citrino	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Pasquale (Pat) Fiore	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Thomas J. Gorman	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Roy C. Harvey	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director James A. Hughes	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Carol L. Roberts	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Jackson (Jackie) P. Roberts	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Elect Director Ernesto Zedillo	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Alcoa Corporation	05-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Alcoa Corporation	05-May-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
ARC Resources Ltd.	05-May-23	Elect Director Harold N. Kvisle	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of board mandates (three in total, including two as a Chair) and is therefore considered overboarded.
ARC Resources Ltd.	05-May-23	Elect Director Farhad Ahrabi	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	05-May-23	Elect Director Carol T. Banducci	For	The vote is in line with the Amundi Voting policy.
ARC Resources Ltd.	05-May-23	Elect Director David R. Collyer	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal. The gender diversity of the board is below our guidelines.
ARC Resources Ltd.	05-May-23	Elect Director William J. McAdam	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	05-May-23	Elect Director Michael G. McAllister	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	05-May-23	Elect Director Marty L. Proctor	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
ARC Resources Ltd.	05-May-23	Elect Director M. Jacqueline Sheppard	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	05-May-23	Elect Director Leontine van Leeuwen-Atkins	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	05-May-23	Elect Director Terry M. Anderson	Withhold	There are issues with the companies' practices or policies which do not enable support of the proposal.
ARC Resources Ltd.	05-May-23	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.	05-May-23	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	05-May-23	Elect Director Gretchen R. Haggerty	Against	There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Teleflex Incorporated	05-May-23	Elect Director Liam J. Kelly	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Teleflex Incorporated	05-May-23	Elect Director Jaewon Ryu	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	05-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	05-May-23	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	05-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Teleflex Incorporated	05-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Teleflex Incorporated	05-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Teleflex Incorporated	05-May-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the company's corporate governance structure.
Constellation Software Inc.	08-May-23	Elect Director Robert Kittel	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Constellation Software Inc.	08-May-23	Elect Director Andrew Pastor	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Constellation Software Inc.	08-May-23	Elect Director Jeff Bender	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director John Billowits	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Susan Gayner	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Claire Kennedy	Withhold	The nominee holds an excessive number of board mandates (three in total, including one as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
Constellation Software Inc.	08-May-23	Elect Director Mark Leonard	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Mark Miller	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Lori O'Neill	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Donna Parr	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Laurie Schultz	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Barry Symons	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Elect Director Robin Van Poelje	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Constellation Software Inc.	08-May-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG criteria in the variable compensation.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Lisa Hook	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Carol M. Stephenson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Erik Olsson	Against	The nominee holds an excessive number of board mandates (3 in total, including 2 as Chair) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Ann Fandozzi	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Brian Bales	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director William (Bill) Breslin	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Adam DeWitt	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Robert George Elton	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Timothy O'Day	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Sarah Raiss	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Michael Sieger	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Elect Director Jeffrey C. Smith	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Approve Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Ritchie Bros. Auctioneers Incorporated	08-May-23	Change Company Name to RB Global, Inc.	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	08-May-23	Elect Director Amanda Ginsberg	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Uber Technologies, Inc.	08-May-23	Elect Director Wan Ling Martello	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Uber Technologies, Inc.	08-May-23	Elect Director David I. Trujillo	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Uber Technologies, Inc.	08-May-23	Elect Director Revathi Advaiti	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	08-May-23	Elect Director Ursula Burns	Against	The nominee holds an excessive number of board mandates (five in total, including one as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
Uber Technologies, Inc.	08-May-23	Elect Director Dara Khosrowshahi	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	08-May-23	Elect Director John Thain	For	The vote is in line with the Amundi Voting policy.

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Uber Technologies, Inc.	08-May-23	Elect Director Alexander Wynaendts	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	08-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Uber Technologies, Inc.	08-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Uber Technologies, Inc.	08-May-23	Commission a Third-Party Audit on Driver Health and Safety	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Uber Technologies, Inc.	08-May-23	Elect Director Ronald Sugar	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair and 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.
Uber Technologies, Inc.	08-May-23	Elect Director Robert Eckert	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	09-May-23	Elect Director T. Michael Glenn	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	09-May-23	Elect Director Theodore L. Harris	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	09-May-23	Elect Director David A. Jones	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	09-May-23	Elect Director Billie I. Williamson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pentair plc	09-May-23	Elect Director Mona Abutaleb Stephenson	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Elect Director Melissa Barra	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Elect Director Gregory E. Knight	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Elect Director Michael L. Speetzen	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Elect Director John L. Stauch	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Pentair plc	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Pentair plc	09-May-23	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Pentair plc	09-May-23	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Against	Excessive capital increase without preemptive rights.
Pentair plc	09-May-23	Determine Price Range for Reissuance of Treasury Shares	For	The vote is in line with the Amundi Voting policy.

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Charles River Laboratories International, Inc.	09-May-23	Elect Director James C. Foster	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Nancy C. Andrews	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Robert Bertolini	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Deborah T. Kochevar	Against	The board is not sufficiently independent as per our voting policy.
Charles River Laboratories International, Inc.	09-May-23	Elect Director George Llado, Sr.	Against	The gender diversity of the board is below our guidelines.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Martin W. Mackay	Against	The board is not sufficiently independent as per our voting policy.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Craig B. Thompson	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Virginia M. Wilson	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Charles River Laboratories International, Inc.	09-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Charles River Laboratories International, Inc.	09-May-23	Report on Non-human Primates Imported by the Company	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Charles River Laboratories International, Inc.	09-May-23	Elect Director George E. Massaro	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.
Charles River Laboratories International, Inc.	09-May-23	Elect Director C. Richard Reese	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 percent independent members.
Charles River Laboratories International, Inc.	09-May-23	Elect Director Richard F. Wallman	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 percent independent members. The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
3M Company	09-May-23	Elect Director Thomas "Tony" K. Brown	Against	The gender diversity of the board is below our guidelines.
3M Company	09-May-23	Elect Director Anne H. Chow	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Elect Director David B. Dillon	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Elect Director Michael L. Eskew	For	The vote is in line with the Amundi Voting policy.

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3M Company	09-May-23	Elect Director James R. Fitterling	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Elect Director Amy E. Hood	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Elect Director Suzan Kereere	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Elect Director Gregory R. Page	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair of audit committee) and is therefore considered overboarded.
3M Company	09-May-23	Elect Director Pedro J. Pizarro	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Elect Director Michael F. Roman	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
3M Company	09-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
3M Company	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Cummins Inc.	09-May-23	Elect Director Thomas J. Lynch	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cummins Inc.	09-May-23	Elect Director N. Thomas Linebarger	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Elect Director Jennifer W. Rumsey	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Elect Director Gary L. Belske	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Elect Director Robert J. Bernhard	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Cummins Inc.	09-May-23	Elect Director Bruno V. Di Leo Allen	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Elect Director Stephen B. Dobbs	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Cummins Inc.	09-May-23	Elect Director Kimberly A. Nelson	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Elect Director Karen H. Quintos	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Cummins Inc.	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Cummins Inc.	09-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Amend Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Cummins Inc.	09-May-23	Require Independent Board Chairman	For	This proposal would improve the company's corporate governance structure.
Cummins Inc.	09-May-23	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For	Amundi is in favour of companies including climate metric in their executive compensation.
Cummins Inc.	09-May-23	Elect Director Carla A. Harris	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including one as an Executive) and is therefore considered overboarded.
Cummins Inc.	09-May-23	Elect Director William I. Miller	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cummins Inc.	09-May-23	Elect Director Georgia R. Nelson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Waste Management, Inc.	09-May-23	Elect Director Bruce E. Chinn	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director James C. Fish, Jr.	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director Andres R. Gluski	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director Victoria M. Holt	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director Kathleen M. Mazzeella	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director Sean E. Menke	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director William B. Plummer	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director John C. Pope	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Elect Director Maryrose T. Sylvester	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Waste Management, Inc.	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Waste Management, Inc.	09-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Michael J. Ahearn	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Richard D. Chapman	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Anita Marangoly George	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director George A. ("Chip") Hambro	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Molly E. Joseph	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Craig Kennedy	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Lisa A. Kro	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Mark R. Widmar	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Elect Director Norman L. Wright	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
First Solar, Inc.	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
First Solar, Inc.	09-May-23	Elect Director William J. Post	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
First Solar, Inc.	09-May-23	Elect Director Paul H. Stebbins	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
First Solar, Inc.	09-May-23	Elect Director Michael T. Sweeney	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
LKQ Corporation	09-May-23	Elect Director Patrick Berard	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Meg A. Divitto	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Joseph M. Holsten	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Blythe J. McGarvie	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director John W. Mendel	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Jody G. Miller	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Guhan Subramanian	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Xavier Urbain	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Elect Director Dominick Zarcone	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
LKQ Corporation	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Danaher Corporation	09-May-23	Elect Director Jessica L. Mega	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Danaher Corporation	09-May-23	Elect Director Rainer M. Blair	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	09-May-23	Elect Director Feroz Dewan	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	09-May-23	Elect Director Linda Filler	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Danaher Corporation	09-May-23	Elect Director Mitchell P. Rales	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	09-May-23	Elect Director Steven M. Rales	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	09-May-23	Elect Director Pardis C. Sabeti	Against	The board is not sufficiently independent as per our voting policy.
Danaher Corporation	09-May-23	Elect Director A. Shane Sanders	Against	The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	09-May-23	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 Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.

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Danaher Corporation	09-May-23	Elect Director Raymond C. Stevens	Against	There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	09-May-23	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Danaher Corporation	09-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Danaher Corporation	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Danaher Corporation	09-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Danaher Corporation	09-May-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Danaher Corporation	09-May-23	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Danaher Corporation	09-May-23	Elect Director Teri List	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 (four in total, including one as a non-executive chair of audit committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Danaher Corporation	09-May-23	Elect Director Alan G. Spoon	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair and two as a non-executive chair of audit committee) and is therefore considered overboarded.
Danaher Corporation	09-May-23	Elect Director Walter G. Lohr, Jr.	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. 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.
Juniper Networks, Inc.	10-May-23	Elect Director Anne DeSanto	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	10-May-23	Elect Director Kevin DeNuccio	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	10-May-23	Elect Director James Dolce	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Juniper Networks, Inc.	10-May-23	Elect Director Steven Fernandez	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Juniper Networks, Inc.	10-May-23	Elect Director Christine Gorjanc	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	10-May-23	Elect Director Janet Haugen	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	10-May-23	Elect Director Scott Kriens	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	10-May-23	Elect Director Rahul Merchant	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	10-May-23	Elect Director Rami Rahim	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	10-May-23	Elect Director William Stensrud	Against	The gender diversity of the board is below our guidelines.
Juniper Networks, Inc.	10-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Juniper Networks, Inc.	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Juniper Networks, Inc.	10-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Juniper Networks, Inc.	10-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Elect Director Ian Bruce	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	10-May-23	Elect Director Daniel Camus	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	10-May-23	Elect Director Kathryn (Kate) Jackson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	10-May-23	Elect Director Don Kayne	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Cameco Corporation	10-May-23	Elect Director Don Deranger	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Elect Director Catherine Gignac	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Elect Director Tim Gitzel	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Elect Director Jim Gowans	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Elect Director Leontine van Leeuwen-Atkins	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cameco Corporation	10-May-23	Advisory Vote on Executive Compensation Approach	Against	Compensation is considered excessive compared to peers.
Cameco Corporation	10-May-23	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Abstain	ABSTAIN = No.
Stryker Corporation	10-May-23	Elect Director Mary K. Brainerd	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Giovanni Caforio	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Srikant M. Datar	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Allan C. Golston	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Kevin A. Lobo	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Sherilyn S. McCoy	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Andrew K. Silvernail	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Lisa M. Skeete Tatum	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Stryker Corporation	10-May-23	Elect Director Ronda E. Stryker	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Elect Director Rajeev Suri	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Stryker Corporation	10-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Stryker Corporation	10-May-23	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
CSX Corporation	10-May-23	Elect Director Linda H. Riefler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CSX Corporation	10-May-23	Elect Director James L. Wainscott	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CSX Corporation	10-May-23	Elect Director Thomas P. Bostick	Against	The gender diversity of the board is below our guidelines.
CSX Corporation	10-May-23	Elect Director Paul C. Hilal	Against	The gender diversity of the board is below our guidelines.
CSX Corporation	10-May-23	Elect Director Joseph R. Hinrichs	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	10-May-23	Elect Director David M. Moffett	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
CSX Corporation	10-May-23	Elect Director Suzanne M. Vautrinot	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	10-May-23	Elect Director J. Steven Whisler	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
CSX Corporation	10-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CSX Corporation	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
CSX Corporation	10-May-23	Advisory Vote on Say on Pay Frequency	One Year	
CSX Corporation	10-May-23	Elect Director John J. Zillmer	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. The nominee holds an excessive number of board mandates (three in total, including one as an Executive and one as a Chair) and is therefore considered overboarded.
CSX Corporation	10-May-23	Elect Director Donna M. Alvarado	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CSX Corporation	10-May-23	Elect Director Steven T. Halverson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Skyworks Solutions, Inc.	10-May-23	Elect Director Alan S. Batey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Skyworks Solutions, Inc.	10-May-23	Elect Director Christine King	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Skyworks Solutions, Inc.	10-May-23	Elect Director Kevin L. Beebe	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	10-May-23	Elect Director Liam K. Griffin	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	10-May-23	Elect Director Eric J. Guerin	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	10-May-23	Elect Director Suzanne E. McBride	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	10-May-23	Elect Director David P. McGlade	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Skyworks Solutions, Inc.	10-May-23	Elect Director Maryann Turcke	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
Skyworks Solutions, Inc.	10-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Skyworks Solutions, Inc.	10-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Skyworks Solutions, Inc.	10-May-23	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Skyworks Solutions, Inc.	10-May-23	Adopt Simple Majority Vote	For	This proposal would improve the company's corporate governance structure.
Skyworks Solutions, Inc.	10-May-23	Elect Director Robert A. Schriesheim	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	10-May-23	Elect Director Neil de Gelder	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	10-May-23	Elect Director Charles Jeannes	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	10-May-23	Elect Director Gillian Winckler	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Pan American Silver Corp.	10-May-23	Fix Number of Directors at Eleven	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Elect Director John Begeman	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Elect Director Alexander Davidson	Withhold	The nominee holds an excessive number of board mandates (four in total, including two as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
Pan American Silver Corp.	10-May-23	Elect Director Chantal Gosselin	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Elect Director Kimberly Keating	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Elect Director Jennifer Maki	Withhold	The nominee holds an excessive number of board mandates (three in total, including three as a Chair of audit committee) and is therefore considered overboarded.
Pan American Silver Corp.	10-May-23	Elect Director Kathleen Sendall	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Elect Director Michael Steinmann	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Pan American Silver Corp.	10-May-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation.
Pan American Silver Corp.	10-May-23	Increase Authorized Common Shares to 800,000,000 Shares	For	The vote is in line with the Amundi Voting policy.
Pan American Silver Corp.	10-May-23	Elect Director Walter Segsworth	Withhold	The nominee holds an excessive number of board mandates (three in total, including two as a Chair) and is therefore considered overboarded. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	11-May-23	Elect Director Ramkumar Krishnan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	11-May-23	Elect Director Edna K. Morris	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	11-May-23	Elect Director Mark J. Weikel	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tractor Supply Company	11-May-23	Elect Director Joy Brown	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	11-May-23	Elect Director Ricardo Cardenas	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	11-May-23	Elect Director Andre Hawaux	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	11-May-23	Elect Director Denise L. Jackson	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	11-May-23	Elect Director Harry A. Lawton, III	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	11-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tractor Supply Company	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Tractor Supply Company	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Norfolk Southern Corporation	11-May-23	Elect Director Thomas D. Bell, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Norfolk Southern Corporation	11-May-23	Elect Director John C. Huffard, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Norfolk Southern Corporation	11-May-23	Elect Director Steven F. Leer	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Norfolk Southern Corporation	11-May-23	Elect Director Claude Mongeau	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Norfolk Southern Corporation	11-May-23	Elect Director Jennifer F. Scanlon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Norfolk Southern Corporation	11-May-23	Elect Director John R. Thompson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Norfolk Southern Corporation	11-May-23	Elect Director Marcela E. Donadio	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as Chair of the audit committee) and is therefore considered overboarded.
Norfolk Southern Corporation	11-May-23	Elect Director Christopher T. Jones	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	11-May-23	Elect Director Thomas C. Kelleher	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Norfolk Southern Corporation	11-May-23	Elect Director Michael D. Lockhart	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	11-May-23	Elect Director Amy E. Miles	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as a Chair and 1 as Chair of the audit committee) and is therefore considered overboarded.
Norfolk Southern Corporation	11-May-23	Elect Director Alan H. Shaw	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	11-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Norfolk Southern Corporation	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Norfolk Southern Corporation	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Norfolk Southern Corporation	11-May-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the company's corporate governance structure.
Norfolk Southern Corporation	11-May-23	Elect Director Mitchell E. Daniels, Jr.	Against	The gender diversity of the board is below our guidelines. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Intel Corporation	11-May-23	Elect Director Patrick P. Gelsinger	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director James J. Goetz	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Andrea J. Goldsmith	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Alyssa H. Henry	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Omar Ishrak	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Risa Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Tsu-Jae King Liu	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Barbara G. Novick	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Gregory D. Smith	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Lip-Bu Tan	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Dion J. Weisler	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Elect Director Frank D. Yeary	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Intel Corporation	11-May-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.
Intel Corporation	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Intel Corporation	11-May-23	Adopt Share Retention Policy For Senior Executives	For	The shareholder proposal is in the interest of long-term shareholders and may align the interests of Senior Executives and long-term shareholder value.
Intel Corporation	11-May-23	Publish Third Party Review of Intel's China Business ESG Congruence	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Kerri B. Anderson	Against	The nominee holds an excessive number of board mandates (four in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Jean-Luc Belingard	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Jeffrey A. Davis	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Laboratory Corporation of America Holdings	11-May-23	Elect Director D. Gary Gilliland	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Kirsten M. Kliphouse	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Garheng Kong	Against	The nominee holds an excessive number of board mandates (five in total) and is therefore considered overboarded.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Peter M. Neupert	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Richelle P. Parham	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Adam H. Schechter	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director Kathryn E. Wengel	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Elect Director R. Sanders Williams	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Laboratory Corporation of America Holdings	11-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Laboratory Corporation of America Holdings	11-May-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Laboratory Corporation of America Holdings	11-May-23	Report on Transport of Nonhuman Primates Within the U.S.	For	Increased disclosure would allow shareholders to more fully assess risks and opportunities in a context of increasing demand for alternatives to dairy milk and to assess how this risk is managed by the company.
Laboratory Corporation of America Holdings	11-May-23	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Amundi will vote FOR because shareholders would benefit from more disclosure of the company's processes,
Nucor Corporation	11-May-23	Elect Director Norma B. Clayton	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nucor Corporation	11-May-23	Elect Director Patrick J. Dempsey	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nucor Corporation	11-May-23	Elect Director Christopher J. Kearney	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nucor Corporation	11-May-23	Elect Director Joseph D. Rupp	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nucor Corporation	11-May-23	Elect Director Nadja Y. West	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Nucor Corporation	11-May-23	Elect Director Michael W. Lamach	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Nucor Corporation	11-May-23	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	11-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Nucor Corporation	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Nucor Corporation	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Nucor Corporation	11-May-23	Elect Director Laurette T. Koellner	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including three as a Chair of audit committee) and is therefore considered overboarded. There are concerns regarding how the Board is overseeing ESG matters.
Steel Dynamics, Inc.	11-May-23	Elect Director Sheree L. Bargabos	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	11-May-23	Elect Director Kenneth W. Cornew	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	11-May-23	Elect Director James C. Marcuccilli	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	11-May-23	Elect Director Gabriel L. Shaheen	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	11-May-23	Elect Director Luis M. Sierra	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Steel Dynamics, Inc.	11-May-23	Elect Director Mark D. Millett	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Steel Dynamics, Inc.	11-May-23	Elect Director Traci M. Dolan	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	11-May-23	Elect Director Bradley S. Seaman	Withhold	The gender diversity of the board is below our guidelines.
Steel Dynamics, Inc.	11-May-23	Elect Director Steven A. Sonnenberg	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	11-May-23	Elect Director Richard P. Teets, Jr.	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	11-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Steel Dynamics, Inc.	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Steel Dynamics, Inc.	11-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Steel Dynamics, Inc.	11-May-23	Adopt Majority Voting for Uncontested Election of Directors	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	11-May-23	Elect Director Ronnie D. Hawkins, Jr.	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tyler Technologies, Inc.	11-May-23	Elect Director Daniel M. Pope	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Tyler Technologies, Inc.	11-May-23	Elect Director Brenda A. Cline	Withhold	The nominee holds an excessive number of board mandates (3 in total, including 1 as Chair and 2 as Chair of the audit committee) and is therefore considered overboarded.
Tyler Technologies, Inc.	11-May-23	Elect Director Mary L. Landrieu	For	The vote is in line with the Amundi Voting policy.

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Tyler Technologies, Inc.	11-May-23	Elect Director John S. Marr, Jr.	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	11-May-23	Elect Director H. Lynn Moore, Jr.	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	11-May-23	Elect Director Dustin R. Womble	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Tyler Technologies, Inc.	11-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tyler Technologies, Inc.	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Tyler Technologies, Inc.	11-May-23	Elect Director Glenn A. Carter	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Akamai Technologies, Inc.	11-May-23	Elect Director Sharon Bowen	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Elect Director Marianne Brown	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Elect Director Monte Ford	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Elect Director Dan Hesse	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Elect Director Tom Killalea	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
Akamai Technologies, Inc.	11-May-23	Elect Director Tom Leighton	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Elect Director Jonathan Miller	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Elect Director Madhu Ranganathan	Against	The nominee holds an excessive number of board mandates (three in total, including one as an Executive and one as a Chair of audit committee) and is therefore considered overboarded.
Akamai Technologies, Inc.	11-May-23	Elect Director Ben Verwaayen	Against	The gender diversity of the board is below our guidelines.
Akamai Technologies, Inc.	11-May-23	Elect Director Bill Wagner	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Akamai Technologies, Inc.	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG KPIs.
Akamai Technologies, Inc.	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Akamai Technologies, Inc.	11-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	11-May-23	Elect Director Christopher A. O'Herlihy	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Masco Corporation	11-May-23	Elect Director Keith J. Allman	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	11-May-23	Elect Director Aine L. Denari	For	The vote is in line with the Amundi Voting policy.
Masco Corporation	11-May-23	Elect Director Charles K. Stevens, III	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Masco Corporation	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Masco Corporation	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Masco Corporation	11-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Elect Director Paul A. LaViolette	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Edwards Lifesciences Corporation	11-May-23	Elect Director Martha H. Marsh	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Edwards Lifesciences Corporation	11-May-23	Elect Director Nicholas J. Valeriani	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Edwards Lifesciences Corporation	11-May-23	Elect Director Kieran T. Gallahue	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Elect Director Leslie S. Heisz	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Elect Director Steven R. Loranger	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Elect Director Michael A. Mussallem	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Elect Director Ramona Sequeira	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Elect Director Bernard J. Zovighian	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Edwards Lifesciences Corporation	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Edwards Lifesciences Corporation	11-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	For	The vote is in line with the Amundi Voting policy.
Edwards Lifesciences Corporation	11-May-23	Require Independent Board Chair	Against	The proposal is not in the shareholder's interest.
Lundin Mining Corporation	11-May-23	Elect Director C. Ashley Heppenstall	Against	The nominee holds an excessive number of board mandates (five in total, including one as a Chair) and is therefore considered overboarded.
Lundin Mining Corporation	11-May-23	Elect Director Juliana L. Lam	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	11-May-23	Elect Director Adam I. Lundin	Against	The nominee holds an excessive number of board mandates (four in total, including two as a Chair) and is therefore considered overboarded.
Lundin Mining Corporation	11-May-23	Elect Director Maria Olivia Recart	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair of audit committee) and is therefore considered overboarded.
Lundin Mining Corporation	11-May-23	Elect Director Peter T. Rockandel	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	11-May-23	Elect Director Natasha N.D.Vaz	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	11-May-23	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	11-May-23	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Lundin Mining Corporation	11-May-23	Elect Director Donald K. Charter	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.
Lundin Mining Corporation	11-May-23	Elect Director Dale C. Peniuk	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee holds an

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				excessive number of board mandates (four in total, including four as a Chair of audit committee) and is therefore considered overboarded.
Magna International Inc.	11-May-23	Elect Director William A. Ruh	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Magna International Inc.	11-May-23	Elect Director Indira V. Samarasekera	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Magna International Inc.	11-May-23	Elect Director Lisa S. Westlake	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Magna International Inc.	11-May-23	Elect Director Peter G. Bowie	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Mary S. Chan	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director V. Peter Harder	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Jan R. Hauser	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Seetarama S. Kotagiri	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Jay K. Kunkel	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Robert F. MacLellan	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Mary Lou Maher	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Matthew Tsien	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Elect Director Thomas Weber	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Approve Deloitte LLP as Auditors and Authorize the Audit Committee to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Magna International Inc.	11-May-23	Advisory Vote on Executive Compensation Approach	Against	Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation.
Zebra Technologies Corporation	11-May-23	Elect Director Janice M. Roberts	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Zebra Technologies Corporation	11-May-23	Elect Director William J. Burns	For	The vote is in line with the Amundi Voting policy.
Zebra Technologies Corporation	11-May-23	Elect Director Linda M. Connly	For	The vote is in line with the Amundi Voting policy.
Zebra Technologies Corporation	11-May-23	Elect Director Anders Gustafsson	Against	The gender diversity of the board is below our guidelines.
Zebra Technologies Corporation	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Zebra Technologies Corporation	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Zebra Technologies Corporation	11-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Louis-Philippe Carriere	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Christopher Cole	Against	The nominee holds an excessive number of board mandates (three in total, including three as a Chair) and is therefore considered overboarded

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WSP Global Inc.	11-May-23	Elect Director Alexandre L'Heureux	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Birgit Norgaard	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Suzanne Rancourt	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Paul Raymond	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Pierre Shoiry	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Linda Smith-Galipeau	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Elect Director Macky Tall	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Amend Stock Option Plan	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Approve Share Unit Plan	For	The vote is in line with the Amundi Voting policy.
WSP Global Inc.	11-May-23	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	11-May-23	Issue Shares in Connection with Acquisition	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	11-May-23	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Dorothy M. Ables	Against	There are concerns regarding how the Board is overseeing ESG matters.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Sue W. Cole	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Nominations Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Anthony R. Foxx	Against	There are concerns regarding how the Board is overseeing ESG matters.
Martin Marietta Materials, Inc.	11-May-23	Elect Director C. Howard Nye	Against	There are concerns regarding how the Board is overseeing ESG matters.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Laree E. Perez	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Nominations Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Donald W. Slager	Against	There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the board is below our guidelines.
Martin Marietta Materials, Inc.	11-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Martin Marietta Materials, Inc.	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There are concerns regarding the alignment between pay and performance. The structure of executive pay is considered inadequate. There is a lack of relevant Climate criteria in the variable compensation.
Martin Marietta Materials, Inc.	11-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Martin Marietta Materials, Inc.	11-May-23	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Martin Marietta Materials, Inc.	11-May-23	Elect Director John J. Koraleski	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.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Thomas H. Pike	Against	There are concerns regarding how the Board is overseeing ESG matters. Remuneration committee members are held

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				accountable for the Company's inadequate executive pay practices or policies.
Martin Marietta Materials, Inc.	11-May-23	Elect Director Michael J. Quillen	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.
Martin Marietta Materials, Inc.	11-May-23	Elect Director David C. Wajsgas	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.
Weyerhaeuser Company	12-May-23	Elect Director Mark A. Emmert	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Weyerhaeuser Company	12-May-23	Elect Director Rick R. Holley	Against	There are concerns regarding how the Board is overseeing ESG matters.
Weyerhaeuser Company	12-May-23	Elect Director Sara Grootwassink Lewis	Against	There are concerns regarding how the Board is overseeing ESG matters.
Weyerhaeuser Company	12-May-23	Elect Director Deidra C. Merriwether	Against	There are concerns regarding how the Board is overseeing ESG matters.
Weyerhaeuser Company	12-May-23	Elect Director Al Monaco	Against	There are concerns regarding how the Board is overseeing ESG matters.
Weyerhaeuser Company	12-May-23	Elect Director Nicole W. Piasecki	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Weyerhaeuser Company	12-May-23	Elect Director Lawrence A. Selzer	Against	There are concerns regarding how the Board is overseeing ESG matters.
Weyerhaeuser Company	12-May-23	Elect Director Devin W. Stockfish	Against	There are concerns regarding how the Board is overseeing ESG matters.
Weyerhaeuser Company	12-May-23	Elect Director Kim Williams	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Weyerhaeuser Company	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Weyerhaeuser Company	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Weyerhaeuser Company	12-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Christopher B. Begley	Against	The gender diversity of the board is below our guidelines.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Betsy J. Bernard	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Michael J. Farrell	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Robert A. Hagemann	Against	The gender diversity of the board is below our guidelines.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Bryan C. Hanson	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Arthur J. Higgins	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Maria Teresa Hilado	For	The vote is in line with the Amundi Voting policy.

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Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Syed Jafry	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Sreelakshmi Kolli	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Elect Director Michael W. Michelson	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Zimmer Biomet Holdings, Inc.	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Camden Property Trust	12-May-23	Elect Director Renu Khator	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Camden Property Trust	12-May-23	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	12-May-23	Elect Director Javier E. Benito	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	12-May-23	Elect Director Heather J. Brunner	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	12-May-23	Elect Director Mark D. Gibson	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	12-May-23	Elect Director D. Keith Oden	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	12-May-23	Elect Director Frances Aldrich Sevilla-Sacasa	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Camden Property Trust	12-May-23	Elect Director Kelvin R. Westbrook	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Camden Property Trust	12-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Camden Property Trust	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Camden Property Trust	12-May-23	Elect Director Steven A. Webster	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Camden Property Trust	12-May-23	Elect Director Scott S. Ingraham	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				members. The gender diversity of the board is below our guidelines.
Vulcan Materials Company	12-May-23	Elect Director Melissa H. Anderson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Vulcan Materials Company	12-May-23	Elect Director James T. Prokopanko	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Vulcan Materials Company	12-May-23	Elect Director O. B. Grayson Hall, Jr.	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	12-May-23	Elect Director Lydia H. Kennard	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	12-May-23	Elect Director George Willis	For	The vote is in line with the Amundi Voting policy.
Vulcan Materials Company	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Vulcan Materials Company	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Vulcan Materials Company	12-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director John P. Bilbrey	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director John T. Cahill	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Steve Cahillane	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Lisa M. Edwards	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director C. Martin Harris	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Martina Hund-Mejean	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Kimberly A. Nelson	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Lorrie M. Norrington	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Michael B. Polk	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Elect Director Stephen I. Sadove	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
Colgate-Palmolive Company	12-May-23	Elect Director Noel R. Wallace	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Colgate-Palmolive Company	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Colgate-Palmolive Company	12-May-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Colgate-Palmolive Company	12-May-23	Adopt Share Retention Policy For Senior Executives	For	The shareholder proposal is in the interest of long-term shareholders and may align the interests of Senior Executives and long-term shareholder value.
Teradyne, Inc.	12-May-23	Elect Director Marilyn Matz	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Teradyne, Inc.	12-May-23	Elect Director Mercedes Johnson	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.

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Teradyne, Inc.	12-May-23	Elect Director Ernest E. Maddock	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Teradyne, Inc.	12-May-23	Elect Director Gregory S. Smith	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	12-May-23	Elect Director Ford Tamer	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	12-May-23	Elect Director Paul J. Tufano	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Teradyne, Inc.	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Teradyne, Inc.	12-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Teradyne, Inc.	12-May-23	Elect Director Timothy E. Guertin	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.
Teradyne, Inc.	12-May-23	Elect Director Peter Herweck	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.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Chantal Gosselin	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Glenn Antony Ives	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Charles A. Jeannes	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Marilyn Schonberner	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Wheaton Precious Metals Corp.	12-May-23	Elect Director George L. Brack	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	12-May-23	Elect Director John A. Brough	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Jaimie Donovan	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	12-May-23	Elect Director R. Peter Gillin	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Jeane Hull	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	12-May-23	Elect Director Randy V.J. Smallwood	For	The vote is in line with the Amundi Voting policy.
Wheaton Precious Metals Corp.	12-May-23	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.	12-May-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation.
ANSYS, Inc.	12-May-23	Elect Director Robert M. Calderoni	Against	The gender diversity of the board is below our guidelines.
ANSYS, Inc.	12-May-23	Elect Director Glenda M. Dorchak	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	12-May-23	Elect Director Ajei S. Gopal	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	12-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ANSYS, Inc.	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
ANSYS, Inc.	12-May-23	Advisory Vote on Say on Pay Frequency	One Year	
ANSYS, Inc.	12-May-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	16-May-23	Elect Director Nicholas I. Fink	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	16-May-23	Elect Director Stephanie Pugliese	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	16-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Fortune Brands Innovations, Inc.	16-May-23	Amend Certificate of Incorporation to Provide for Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Fortune Brands Innovations, Inc.	16-May-23	Elect Director A. D. David Mackay	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.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Roberta Roberts Shank	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Reid Dove	Against	The board is not sufficiently independent as per our voting policy.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Michael Garnreiter	Against	The board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Louis Hobson	Against	The gender diversity of the board is below our guidelines.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director David Jackson	For	The vote is in line with the Amundi Voting policy.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Gary Knight	Against	The board is not sufficiently independent as per our voting policy.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Kevin Knight	Against	The board is not sufficiently independent as per our voting policy.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Jessica Powell	For	The vote is in line with the Amundi Voting policy.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director David Vander Ploeg	Against	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines.
Knight-Swift Transportation Holdings Inc.	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Knight-Swift Transportation Holdings Inc.	16-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Knight-Swift Transportation Holdings Inc.	16-May-23	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Knight-Swift Transportation Holdings Inc.	16-May-23	Require Independent Board Chair	For	This proposal would improve the company's corporate governance structure.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Robert Synowicki, 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.
Knight-Swift Transportation Holdings Inc.	16-May-23	Elect Director Kathryn Munro	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ConocoPhillips	16-May-23	Elect Director Dennis V. Arriola	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
ConocoPhillips	16-May-23	Elect Director Jody Freeman	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
ConocoPhillips	16-May-23	Elect Director Gay Huey Evans	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
ConocoPhillips	16-May-23	Elect Director Jeffrey A. Joerres	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
ConocoPhillips	16-May-23	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 companies' practices or policies which do not enable support of the proposal.
ConocoPhillips	16-May-23	Elect Director Timothy A. Leach	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
ConocoPhillips	16-May-23	Elect Director William H. McRaven	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
ConocoPhillips	16-May-23	Elect Director Sharmila Mulligan	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
ConocoPhillips	16-May-23	Elect Director Eric D. Mullins	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
ConocoPhillips	16-May-23	Elect Director Arjun N. Murti	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
ConocoPhillips	16-May-23	Elect Director Robert A. Niblock	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. The gender diversity of the board is below our guidelines.
ConocoPhillips	16-May-23	Elect Director David T. Seaton	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
ConocoPhillips	16-May-23	Elect Director R.A. Walker	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. There are concerns regarding how the Board is overseeing ESG matters.
ConocoPhillips	16-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
ConocoPhillips	16-May-23	Advisory Vote on Say on Pay Frequency	One Year	
ConocoPhillips	16-May-23	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	16-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
ConocoPhillips	16-May-23	Require Independent Board Chair	For	The proposal is in shareholder's interest.
ConocoPhillips	16-May-23	Adopt Share Retention Policy For Senior Executives	For	Amundi will vote FOR because this proposal will create a strong link between the interests of top executives and long-term shareholder value.
ConocoPhillips	16-May-23	Report on Tax Transparency	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
ConocoPhillips	16-May-23	Report on Lobbying Payments and Policy	Against	The proposal is overly prescriptive. We do not see that the proponent has demonstrated a deficiency and therefore we consider that the proposal is not in shareholders' interest.
Motorola Solutions, Inc.	16-May-23	Elect Director Gregory Q. Brown	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Elect Director Kenneth D. Denman	Against	The gender diversity of the board is below our guidelines.
Motorola Solutions, Inc.	16-May-23	Elect Director Egon P. Durban	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Elect Director Ayanna M. Howard	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Elect Director Clayton M. Jones	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Elect Director Judy C. Lewent	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Elect Director Gregory K. Mondre	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Elect Director Joseph M. Tucci	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Motorola Solutions, Inc.	16-May-23	Advisory Vote on Say on Pay Frequency	One Year	
The Hershey Company	16-May-23	Elect Director Victor L. Crawford	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	16-May-23	Elect Director Mary Kay Haben	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	16-May-23	Elect Director M. Diane Koken	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	16-May-23	Elect Director Anthony J. Palmer	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Hershey Company	16-May-23	Elect Director Michele G. Buck	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
The Hershey Company	16-May-23	Elect Director Robert M. Dutkowsky	Withhold	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair) and is therefore considered overboarded.
The Hershey Company	16-May-23	Elect Director James C. Katzman	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	16-May-23	Elect Director Huong Maria T. Kraus	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Hershey Company	16-May-23	Elect Director Robert M. Malcolm	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	16-May-23	Elect Director Juan R. Perez	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	16-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Hershey Company	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
The Hershey Company	16-May-23	Advisory Vote on Say on Pay Frequency	One Year	
The Hershey Company	16-May-23	Report on Human Rights Impacts of Living Wage & Income Position Statement	For	While we recognize the Company's efforts through sourcing visibility, additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.
The Hershey Company	16-May-23	Elect Director Pamela M. Arway	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair) and is therefore considered overboarded.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Toni Jennings	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Thomas H. Lowder	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director H. Eric Bolton, Jr.	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Deborah H. Caplan	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director John P. Case	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Tamara Fischer	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Alan B. Graf, Jr.	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Edith Kelly-Green	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director James K. Lowder	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director W. Reid Sanders	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Gary S. Shorb	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director David P. Stockert	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Mid-America Apartment Communities, Inc.	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Mid-America Apartment Communities, Inc.	16-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Mid-America Apartment Communities, Inc.	16-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Mid-America Apartment Communities, Inc.	16-May-23	Elect Director Claude B. Nielsen	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.
Tesla, Inc.	16-May-23	Elect Director Elon Musk	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	16-May-23	Elect Director Robyn Denholm	Against	There are concerns regarding how the Board is overseeing ESG matters. There are concerns regarding how this Board member has exercised his or her responsibilities.
Tesla, Inc.	16-May-23	Elect Director JB Straubel	Against	The gender diversity of the board is below our guidelines.
Tesla, Inc.	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate.
Tesla, Inc.	16-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Tesla, Inc.	16-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Tesla, Inc.	16-May-23	Report on Key-Person Risk and Efforts to Ameliorate It	Against	While we believe that additional disclosure concerning Tesla succession planning processes, we consider that publicly disclosing the identity of key persons in the succession plan could present a material risk. We therefore do not support the proposal.
Burlington Stores, Inc.	17-May-23	Elect Director Ted English	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Burlington Stores, Inc.	17-May-23	Elect Director Mary Ann Tocio	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Burlington Stores, Inc.	17-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Burlington Stores, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Burlington Stores, Inc.	17-May-23	Elect Director Jordan Hitch	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.
Verisk Analytics, Inc.	17-May-23	Elect Director Vincent K. Brooks	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	17-May-23	Elect Director Wendy Lane	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	17-May-23	Elect Director Kimberly S. Stevenson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Verisk Analytics, Inc.	17-May-23	Elect Director Jeffrey Dailey	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Verisk Analytics, Inc.	17-May-23	Elect Director Lee M. Shavel	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	17-May-23	Elect Director Olumide Soroye	For	The vote is in line with the Amundi Voting policy.
Verisk Analytics, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Verisk Analytics, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Verisk Analytics, Inc.	17-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Enphase Energy, Inc.	17-May-23	Elect Director Richard Mora	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Enphase Energy, Inc.	17-May-23	Elect Director Jamie Haenggi	For	The vote is in line with the Amundi Voting policy.
Enphase Energy, Inc.	17-May-23	Elect Director Benjamin Kortlang	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 50 percent independent members. The gender diversity of the board is below our guidelines.
Enphase Energy, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG KPIs.
Enphase Energy, Inc.	17-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Lewis W.K. Booth	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Charles E. Bunch	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Ertharin Cousin	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Jorge S. Mesquita	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Anindita Mukherjee	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Jane Hamilton Nielsen	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Patrick T. Siewert	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Elect Director Michael A. Todman	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair of audit committee) and is therefore considered overboarded.
Mondelez International, Inc.	17-May-23	Elect Director Dirk Van de Put	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Mondelez International, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Mondelez International, Inc.	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mondelez International, Inc.	17-May-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Mondelez International, Inc.	17-May-23	Report on 2025 Cage-Free Egg Goal	For	Increased reporting and transparency on animal testing will overall help ensure the Company respect customer preferences over animal welfare. The proposal therefore has merit.
Mondelez International, Inc.	17-May-23	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For	While we recognize the Company's efforts through sourcing visibility, additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Lloyd Carney	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, including one as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Terrence Kearney	Against	Remuneration committee members are 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 percent independent members.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Bruce Sachs	Against	Remuneration committee members are 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 percent independent members.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Sangeeta Bhatia	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Alan Garber	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Reshma Kewalramani	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Jeffrey Leiden	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Diana McKenzie	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Elect Director Suketu Upadhyay	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Vertex Pharmaceuticals Incorporated	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Vertex Pharmaceuticals Incorporated	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Align Technology, Inc.	17-May-23	Elect Director Kevin J. Dallas	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Elect Director Joseph M. Hogan	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Elect Director Joseph Lacob	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Align Technology, Inc.	17-May-23	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Align Technology, Inc.	17-May-23	Elect Director George J. Morrow	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				independent member of the Governance Committee which is composed of less than 50 percent independent members.
Align Technology, Inc.	17-May-23	Elect Director Anne M. Myong	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Elect Director Andrea L. Saia	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Elect Director Susan E. Siegel	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Align Technology, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Align Technology, Inc.	17-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Align Technology, Inc.	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	17-May-23	Elect Director Daniel M. Junius	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	17-May-23	Elect Director Lawrence D. Kingsley	Against	The gender diversity of the board is below our guidelines. The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair) and is therefore considered overboarded.
IDEXX Laboratories, Inc.	17-May-23	Elect Director Sophie V. Vandebroek	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
IDEXX Laboratories, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Sherry A. Aaholm	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director David S. Congdon	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director John R. Congdon, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Andrew S. Davis	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Bradley R. Gabosch	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Greg C. Gantt	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director John D. Kasarda	Withhold	The gender diversity of the board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Thomas A. Stith, III	Withhold	There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation.
Old Dominion Freight Line, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Old Dominion Freight Line, Inc.	17-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Patrick D. Hanley	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Wendy T. Stallings	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
Old Dominion Freight Line, Inc.	17-May-23	Elect Director Leo H. Suggs	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
Robert Half International Inc.	17-May-23	Elect Director Julia L. Coronado	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Elect Director Dirk A. Kempthorne	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Elect Director Harold M. Messmer, Jr.	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Elect Director Marc H. Morial	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Elect Director M. Keith Waddell	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Elect Director Marnie H. Wilking	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Robert Half International Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Robert Half International Inc.	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Robert Half International Inc.	17-May-23	Elect Director Robert J. Pace	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Robert Half International Inc.	17-May-23	Elect Director Frederick A. Richman	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. 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.
Neurocrine Biosciences, Inc.	17-May-23	Elect Director Kevin C. Gorman	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	17-May-23	Elect Director Gary A. Lyons	Withhold	The board is not sufficiently independent as per our voting policy. The nominee holds an excessive number of board mandates (5 in total, including 1 as Chair) and is therefore considered overboarded.
Neurocrine Biosciences, Inc.	17-May-23	Elect Director Johanna Mercier	Withhold	The board is not sufficiently independent as per our voting policy.
Neurocrine Biosciences, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Neurocrine Biosciences, Inc.	17-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Neurocrine Biosciences, Inc.	17-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director James E. Davis	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Luis A. Diaz, Jr.	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Tracey C. Doi	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Quest Diagnostics Incorporated	17-May-23	Elect Director Vicky B. Gregg	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Wright L. Lassiter, III	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Timothy L. Main	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Denise M. Morrison	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Gary M. Pfeiffer	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Timothy M. Ring	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Elect Director Gail R. Wilensky	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Quest Diagnostics Incorporated	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Quest Diagnostics Incorporated	17-May-23	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
CBRE Group, Inc.	17-May-23	Elect Director Brandon B. Boze	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Beth F. Cobert	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Reginald H. Gilyard	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair) and is therefore considered overboarded.
CBRE Group, Inc.	17-May-23	Elect Director Shira D. Goodman	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director E.M. Blake Hutcheson	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Christopher T. Jenny	Against	The gender diversity of the board is below our guidelines.
CBRE Group, Inc.	17-May-23	Elect Director Gerardo I. Lopez	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Susan Meaney	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Oscar Munoz	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Robert E. Sulentic	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Elect Director Sanjiv Yajnik	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CBRE Group, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation.
CBRE Group, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
CBRE Group, Inc.	17-May-23	Adopt Share Retention Policy For Senior Executives	For	The shareholder proposal is in the interest of long-term shareholders and may align the interests of Senior Executives and long-term shareholder value.
Westinghouse Air Brake Technologies Corporation	17-May-23	Elect Director Lee C. Banks	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Westinghouse Air Brake Technologies Corporation	17-May-23	Elect Director Rafael Santana	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Westinghouse Air Brake Technologies Corporation	17-May-23	Elect Director Byron S. Foster	For	The vote is in line with the Amundi Voting policy.
Westinghouse Air Brake Technologies Corporation	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Westinghouse Air Brake Technologies Corporation	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Westinghouse Air Brake Technologies Corporation	17-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ZoomInfo Technologies Inc.	17-May-23	Elect Director Todd Crockett	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
ZoomInfo Technologies Inc.	17-May-23	Elect Director Patrick McCarter	Withhold	The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
ZoomInfo Technologies Inc.	17-May-23	Elect Director D. Randall Winn	For	The vote is in line with the Amundi Voting policy.
ZoomInfo Technologies Inc.	17-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ZoomInfo Technologies Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Ross Stores, Inc.	17-May-23	Elect Director Patricia H. Mueller	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ross Stores, Inc.	17-May-23	Elect Director Doniel N. Sutton	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ross Stores, Inc.	17-May-23	Elect Director Edward G. Cannizzaro	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	17-May-23	Elect Director Sharon D. Garrett	Against	The board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	17-May-23	Elect Director Michael J. Hartshorn	Against	The board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	17-May-23	Elect Director Stephen D. Milligan	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	17-May-23	Elect Director George P. Orban	Against	The board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	17-May-23	Elect Director Larree M. Renda	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	17-May-23	Elect Director Barbara Rentler	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Ross Stores, Inc.	17-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Ross Stores, Inc.	17-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ross Stores, Inc.	17-May-23	Elect Director K. Gunnar Bjorklund	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ross Stores, Inc.	17-May-23	Elect Director Michael J. Bush	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ON Semiconductor Corporation	18-May-23	Elect Director Atsushi Abe	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Alan Campbell	Against	There are concerns regarding how the Board is overseeing ESG matters.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
ON Semiconductor Corporation	18-May-23	Elect Director Susan K. Carter	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Thomas L. Deitrich	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Hassane El-Khoury	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Bruce E. Kiddoo	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Paul A. Mascarenas	Against	The gender diversity of the board is below our guidelines. There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Gregory Waters	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Elect Director Christine Y. Yan	Against	There are concerns regarding how the Board is overseeing ESG matters.
ON Semiconductor Corporation	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
ON Semiconductor Corporation	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
ON Semiconductor Corporation	18-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Elect Director Rohin Mhatre	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Repligen Corporation	18-May-23	Elect Director Tony J. Hunt	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Elect Director Karen A. Dawes	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Elect Director Carrie Eglinton Manner	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Elect Director Konstantin Konstantinov	Against	The gender diversity of the board is below our guidelines.
Repligen Corporation	18-May-23	Elect Director Martin D. Madaus	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Repligen Corporation	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Repligen Corporation	18-May-23	Permit Board to Amend Bylaws Without Shareholder Consent	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Provide Proxy Access Right	For	The vote is in line with the Amundi Voting policy.
Repligen Corporation	18-May-23	Elect Director Nicolas M. Barthelemy	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.
Repligen Corporation	18-May-23	Elect Director Glenn P. Muir	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, all as a non-executive chair of audit committee) and is therefore considered overboarded.
Union Pacific Corporation	18-May-23	Elect Director William J. DeLaney	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	18-May-23	Elect Director David B. Dillon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	18-May-23	Elect Director Sheri H. Edison	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Union Pacific Corporation	18-May-23	Elect Director Teresa M. Finley	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	18-May-23	Elect Director Jose H. Villarreal	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Union Pacific Corporation	18-May-23	Elect Director Lance M. Fritz	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Union Pacific Corporation	18-May-23	Elect Director Deborah C. Hopkins	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair of audit committee) and is therefore considered overboarded.
Union Pacific Corporation	18-May-23	Elect Director Jane H. Lute	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	18-May-23	Elect Director Michael R. McCarthy	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	18-May-23	Elect Director Christopher J. Williams	Against	The nominee holds an excessive number of board mandates (three in total, all as a non-executive chair of audit committee) and is therefore considered overboarded.
Union Pacific Corporation	18-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Union Pacific Corporation	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant climate criteria in the variable compensation.
Union Pacific Corporation	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Union Pacific Corporation	18-May-23	Require Independent Board Chair	For	The voting decision is in line with the Amundi Voting policy.
Union Pacific Corporation	18-May-23	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	The proposal would enhance shareholder rights.
Union Pacific Corporation	18-May-23	Adopt a Paid Sick Leave Policy	For	We concur with the proponent that further disclosure to shareholders of the company's commitment to provide a healthy work environment for its employees would be beneficial.
Xylem Inc.	18-May-23	Elect Director Jeanne Beliveau-Dunn	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Elect Director Steven R. Loranger	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Elect Director Mark D. Morelli	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Elect Director Jerome A. Peribere	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Elect Director Patrick K. Decker	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Elect Director Earl R. Ellis	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Elect Director Robert F. Friel	Against	The gender diversity of the board is below our guidelines.
Xylem Inc.	18-May-23	Elect Director Victoria D. Harker	Against	The nominee holds an excessive number of board mandates (three in total, including one as an executive and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Xylem Inc.	18-May-23	Elect Director Lila Tretikov	Against	The nominee holds an excessive number of board mandates (four in total, including one as an executive) and is therefore considered overboarded.
Xylem Inc.	18-May-23	Elect Director Uday Yadav	Against	The gender diversity of the board is below our guidelines.
Xylem Inc.	18-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Xylem Inc.	18-May-23	Require Independent Board Chair	Against	The chair is independent
Zoetis Inc.	18-May-23	Elect Director Paul M. Bisaro	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Elect Director Vanessa Broadhurst	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Zoetis Inc.	18-May-23	Elect Director Frank A. D'Amelio	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Elect Director Michael B. McCallister	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Elect Director Gregory Norden	Against	The nominee holds an excessive number of board mandates (four in total, including three as a Chair of audit committee) and is therefore considered overboarded.
Zoetis Inc.	18-May-23	Elect Director Louise M. Parent	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Elect Director Kristin C. Peck	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Elect Director Robert W. Scully	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.
Zoetis Inc.	18-May-23	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the company's corporate governance structure.
Alnylam Pharmaceuticals, Inc.	18-May-23	Elect Director Michael W. Bonney	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	18-May-23	Elect Director Yvonne L. Greenstreet	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	18-May-23	Elect Director Phillip A. Sharp	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	18-May-23	Elect Director Elliott Sigal	For	The vote is in line with the Amundi Voting policy.
Alnylam Pharmaceuticals, Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Alnylam Pharmaceuticals, Inc.	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Alnylam Pharmaceuticals, Inc.	18-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Nora M. Denzel	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Mark Durcan	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Michael P. Gregoire	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Joseph A. Householder	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director John W. Marren	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Jon A. Olson	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Lisa T. Su	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Abhi Y. Talwalkar	Against	The nominee holds an excessive number of board mandates (four in total, including two as a Chair) and is therefore considered overboarded.
Advanced Micro Devices, Inc.	18-May-23	Elect Director Elizabeth W. Vanderslice	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Advanced Micro Devices, Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				pay. There is a lack of relevant ESG criteria in the variable compensation.
Advanced Micro Devices, Inc.	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Dropbox, Inc.	18-May-23	Elect Director Abhay Parasnis	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	18-May-23	Elect Director Karen Peacock	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	18-May-23	Elect Director Michael Seibel	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dropbox, Inc.	18-May-23	Elect Director Andrew W. Houston	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	18-May-23	Elect Director Donald W. Blair	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	18-May-23	Elect Director Lisa Campbell	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dropbox, Inc.	18-May-23	Elect Director Paul E. Jacobs	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Dropbox, Inc.	18-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dropbox, Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Dropbox, Inc.	18-May-23	Elect Director Sara Mathew	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (five in total, including one as a non-executive chair) and is therefore considered overboarded.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Andrea M. Weiss	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
O'Reilly Automotive, Inc.	18-May-23	Elect Director David O'Reilly	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Larry O'Reilly	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Greg Henslee	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Thomas T. Hendrickson	Against	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines. The nominee holds an excessive number of board mandates (three in total, all as a non-executive chair of audit committee) and is therefore considered overboarded.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Dana M. Perlman	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Maria A. Sastre	For	The vote is in line with the Amundi Voting policy.
O'Reilly Automotive, Inc.	18-May-23	Elect Director Fred Whitfield	Against	The gender diversity of the board is below our guidelines. The nominee's attendance was under 75% of meetings without any satisfactory explanation.
O'Reilly Automotive, Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of the LTIP is considered inadequate. There is a lack of relevant ESG criteria in the variable compensation.
O'Reilly Automotive, Inc.	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
O'Reilly Automotive, Inc.	18-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
O'Reilly Automotive, Inc.	18-May-23	Require Independent Board Chair	For	This proposal would improve the company's corporate governance structure. (shareholder proposals)

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
O'Reilly Automotive, Inc.	18-May-23	Elect Director Jay D. Burchfield	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 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
O'Reilly Automotive, Inc.	18-May-23	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 Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Otis Worldwide Corporation	18-May-23	Elect Director Jeffrey H. Black	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Nelda J. Connors	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Kathy Hopinkah Hannan	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair of audit committee) and is therefore considered overboarded.
Otis Worldwide Corporation	18-May-23	Elect Director Shailesh G. Jejurikar	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Christopher J. Kearney	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Judith F. Marks	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Harold W. McGraw, III	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Margaret M. V. Preston	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director Shelley Stewart, Jr.	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Elect Director John H. Walker	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Otis Worldwide Corporation	18-May-23	Require Independent Board Chair	Against	The proposal is not in the shareholder's interest.
The Home Depot, Inc.	18-May-23	Elect Director Albert P. Carey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	18-May-23	Elect Director Linda R. Gooden	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	18-May-23	Elect Director Wayne M. Hewett	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	18-May-23	Elect Director Stephanie C. Linnartz	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	18-May-23	Elect Director Caryn Seidman-Becker	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Home Depot, Inc.	18-May-23	Elect Director Gerard J. Arpey	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	18-May-23	Elect Director Ari Bousbib	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	18-May-23	Elect Director Jeffery H. Boyd	Against	The gender diversity of the board is below our guidelines.
The Home Depot, Inc.	18-May-23	Elect Director Gregory D. Brenneman	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Home Depot, Inc.	18-May-23	Elect Director J. Frank Brown	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Home Depot, Inc.	18-May-23	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.	18-May-23	Elect Director Manuel Kadre	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	18-May-23	Elect Director Paula Santilli	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	18-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Home Depot, Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
The Home Depot, Inc.	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
The Home Depot, Inc.	18-May-23	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For	This proposal would improve the company's corporate governance structure.
The Home Depot, Inc.	18-May-23	Require Independent Board Chair	Abstain	The proponent's demonstration lacks substance. We nevertheless generally favor an independent Chair. We therefore abstain.
The Home Depot, Inc.	18-May-23	Report on Political Expenditures Congruence	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
The Home Depot, Inc.	18-May-23	Rescind 2022 Racial Equity Audit Proposal	Against	The proposal is overly prescriptive. We do not see that the proponent has demonstrated a deficiency and therefore we consider that the proposal is not in shareholders' interest.
The Home Depot, Inc.	18-May-23	Encourage Senior Management Commitment to Avoid Political Speech	Against	We do not find that the proponent clearly explained why shareholders should, in this instance, supplant the judgment of the board and management team or that adoption of this proposal will clearly lead to an increase in shareholder value
CDW Corporation	18-May-23	Elect Director Lynda M. Clarizio	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	18-May-23	Elect Director Anthony R. Foxx	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	18-May-23	Elect Director Sanjay Mehrotra	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	18-May-23	Elect Director Joseph R. Swedish	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
CDW Corporation	18-May-23	Elect Director Virginia C. Addicott	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	Elect Director James A. Bell	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	Elect Director Marc E. Jones	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	Elect Director Christine A. Leahy	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	Elect Director David W. Nelms	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	Elect Director Donna F. Zarcone	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	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. There is a lack of relevant ESG criteria in the variable compensation.
CDW Corporation	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
CDW Corporation	18-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CDW Corporation	18-May-23	Provide Right to Call Special Meeting	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
CDW Corporation	18-May-23	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Lennox International Inc.	18-May-23	Elect Director John W. Norris, III	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennox International Inc.	18-May-23	Elect Director Shane D. Wall	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lennox International Inc.	18-May-23	Elect Director Janet K. Cooper	For	The vote is in line with the Amundi Voting policy.
Lennox International Inc.	18-May-23	Elect Director Karen H. Quintos	For	The vote is in line with the Amundi Voting policy.
Lennox International Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Lennox International Inc.	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Lennox International Inc.	18-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Elect Director Nancy A. Altobello	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	18-May-23	Elect Director David P. Falck	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	18-May-23	Elect Director Robert A. Livingston	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Amphenol Corporation	18-May-23	Elect Director Edward G. Jepsen	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Elect Director Rita S. Lane	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Elect Director Martin H. Loeffler	Against	There are concerns regarding how the Board is overseeing ESG matters.
Amphenol Corporation	18-May-23	Elect Director R. Adam Norwitt	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Elect Director Prahlad Singh	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Elect Director Anne Clarke Wolff	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Amphenol Corporation	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Amphenol Corporation	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Amphenol Corporation	18-May-23	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
DexCom, Inc.	18-May-23	Elect Director Karen Dahut	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DexCom, Inc.	18-May-23	Elect Director Barbara E. Kahn	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DexCom, Inc.	18-May-23	Elect Director Richard A. Collins	Against	The gender diversity of the board is below our guidelines.

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DexCom, Inc.	18-May-23	Elect Director Mark G. Foletta	Against	The nominee holds an excessive number of board mandates (three in total, all as a non-executive chair of audit committee) and is therefore considered overboarded.
DexCom, Inc.	18-May-23	Elect Director Kyle Malady	Against	The gender diversity of the board is below our guidelines.
DexCom, Inc.	18-May-23	Elect Director Eric J. Topol	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	18-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DexCom, Inc.	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
DexCom, Inc.	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	
DexCom, Inc.	18-May-23	Report on Median Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
DexCom, Inc.	18-May-23	Elect Director Steven R. Altman	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.
Waste Connections, Inc.	19-May-23	Elect Director Andrea E. Bertone	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Elect Director Michael W. Harlan	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Elect Director Larry S. Hughes	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Elect Director Worthing F. Jackman *Withdrawn Resolution*		This is a non-votable item
Waste Connections, Inc.	19-May-23	Elect Director Elise L. Jordan	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Elect Director Susan "Sue" Lee	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Elect Director Ronald J. Mittelstaedt	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Waste Connections, Inc.	19-May-23	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Waste Connections, Inc.	19-May-23	Elect Director Edward E. "Ned" Guillet	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.
Waste Connections, Inc.	19-May-23	Elect Director William J. Razzouk	Withhold	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.
Amgen Inc.	19-May-23	Elect Director Wanda M. Austin	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Elect Director Robert A. Bradway	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Elect Director Michael V. Drake	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Elect Director Brian J. Druker	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Elect Director Robert A. Eckert	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair) and is therefore considered overboarded.
Amgen Inc.	19-May-23	Elect Director Greg C. Garland	Against	The gender diversity of the board is below our guidelines.
Amgen Inc.	19-May-23	Elect Director Charles M. Holley, Jr.	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Amgen Inc.	19-May-23	Elect Director S. Omar Ishrak	For	The vote is in line with the Amundi Voting policy.

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Amgen Inc.	19-May-23	Elect Director Tyler Jacks	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Elect Director Ellen J. Kullman	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Elect Director Amy E. Miles	Against	The nominee holds an excessive number of board mandates (three in total, including one as a non-executive and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Amgen Inc.	19-May-23	Elect Director Ronald D. Sugar	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Amgen Inc.	19-May-23	Elect Director R. Sanders Williams	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Amgen Inc.	19-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Amgen Inc.	19-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	23-May-23	Elect Director Luciana Borio	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	23-May-23	Elect Director Michael R. Minogue	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	23-May-23	Elect Director Corinne H. Nevinny	For	The vote is in line with the Amundi Voting policy.
Insulet Corporation	23-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Insulet Corporation	23-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Insulet Corporation	23-May-23	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Douglas M. Baker, Jr.	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Mary Ellen Coe	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Pamela J. Craig	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	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.	23-May-23	Elect Director Thomas H. Gloer	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Risa J. Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Stephen L. Mayo	For	The voting decision is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Paul B. Rothman	For	The voting decision is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Patricia F. Russo	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
Merck & Co., Inc.	23-May-23	Elect Director Christine E. Seidman	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Inge G. Thulin	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Kathy J. Warden	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Elect Director Peter C. Wendell	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Merck & Co., Inc.	23-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Merck & Co., Inc.	23-May-23	Report on Risks Related to Operations in China	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.

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Merck & Co., Inc.	23-May-23	Report on Access to COVID-19 Products	For	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Merck & Co., Inc.	23-May-23	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	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.
Merck & Co., Inc.	23-May-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	Amundi will vote FOR because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.
Merck & Co., Inc.	23-May-23	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Merck & Co., Inc.	23-May-23	Require Independent Board Chair	For	There is a Lead Independent Director, and the Board is sufficiently independent.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Elizabeth McKee Anderson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director V. Bryan Lawlis	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director David E.I. Pyott	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Robert J. Hombach	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (3 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Mark J. Alles	Withhold	The gender diversity of the board is below our guidelines.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Jean-Jacques Bienaime	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Willard Dere	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Elaine J. Heron	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Maykin Ho	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Richard A. Meier	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	23-May-23	Elect Director Dennis J. Slamon	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	23-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
BioMarin Pharmaceutical Inc.	23-May-23	Advisory Vote on Say on Pay Frequency	One Year	
BioMarin Pharmaceutical Inc.	23-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
BioMarin Pharmaceutical Inc.	23-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Peter J. Arduini	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director H. Lawrence Culp, Jr.	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Rodney F. Hochman	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Lloyd W. Howell, Jr.	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Risa Lavizzo-Mourey	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Catherine Lesjak	Against	The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Anne T. Madden	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Tomislav Mihaljevic	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director William J. Stromberg	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Elect Director Phoebe L. Yang	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
GE Healthcare Technologies, Inc.	23-May-23	Advisory Vote on Say on Pay Frequency	One Year	
GE Healthcare Technologies, Inc.	23-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Mohamad Ali	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Stanley M. Bergman	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Henry Schein, Inc.	23-May-23	Elect Director James P. Breslawski	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Deborah Derby	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Joseph L. Herring	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Kurt P. Kuehn	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Philip A. Laskawy	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Henry Schein, Inc.	23-May-23	Elect Director Anne H. Margulies	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Mark E. Mlotek	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Steven Paladino	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Carol Raphael	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Scott Serota	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Elect Director Bradley T. Sheares	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Henry Schein, Inc.	23-May-23	Elect Director Reed V. Tuckson	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Amend Non-Employee Director Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Henry Schein, Inc.	23-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Henry Schein, Inc.	23-May-23	Ratify BDO USA, LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Waters Corporation	23-May-23	Elect Director Christopher A. Kuebler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Waters Corporation	23-May-23	Elect Director Linda Baddour	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Elect Director Udit Batra	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Elect Director Dan Brennan	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Elect Director Richard Fearon	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Elect Director Pearl S. Huang	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Elect Director Wei Jiang	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Elect Director Mark Vergnano	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Waters Corporation	23-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Waters Corporation	23-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Waters Corporation	23-May-23	Elect Director Flemming Ornskov	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.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Eric K. Brandt	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair and one as a Chair of audit committee) and is therefore considered overboarded.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Simon D. Campion	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Willie A. Deese	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Betsy D. Holden	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Clyde R. Hosein	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Harry M. Jansen Kraemer, Jr.	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Gregory T. Lucier	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Jonathan J. Mazelsky	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Leslie F. Varon	Against	The nominee holds an excessive number of board mandates (three in total, including three as a Chair of audit committee) and is therefore considered overboarded.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Janet S. Vergis	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Elect Director Dorothea Wenzel	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DENTSPLY SIRONA Inc.	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
DENTSPLY SIRONA Inc.	24-May-23	Advisory Vote on Say on Pay Frequency	One Year	
NXP Semiconductors N.V.	24-May-23	Adopt Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Approve Discharge of Board Members	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Reelect Kurt Sievers as Executive Director	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
NXP Semiconductors N.V.	24-May-23	Reelect Annette Clayton as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Reelect Anthony Foxx as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Reelect Chunyuan Gu as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Reelect Lena Olving as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Reelect Julie Southern as Non-Executive Director	Against	The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
NXP Semiconductors N.V.	24-May-23	Reelect Jasmin Staiblin as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Reelect Gregory Summe as Non-Executive Director	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair of audit committee) and is therefore considered overboarded.
NXP Semiconductors N.V.	24-May-23	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Against	The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
NXP Semiconductors N.V.	24-May-23	Reelect Moshe Gavrielov as Non-Executive Director	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	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.	24-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Authorize Share Repurchase Program	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Approve Cancellation of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Ratify Ernst & Young Accountants LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NXP Semiconductors N.V.	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Glyn F. Aeppel	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Terry S. Brown	Against	The gender diversity of the board is below our guidelines.
AvalonBay Communities, Inc.	24-May-23	Elect Director Ronald L. Havner, Jr.	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Stephen P. Hills	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Christopher B. Howard	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Richard J. Lieb	Against	The nominee holds an excessive number of board mandates (three in total, including one as an Executive and one as a Chair of audit committee) and is therefore considered overboarded.
AvalonBay Communities, Inc.	24-May-23	Elect Director Nnenna Lynch	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Charles E. Mueller, Jr.	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Timothy J. Naughton	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director Benjamin W. Schall	For	The vote is in line with the Amundi Voting policy.

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AvalonBay Communities, Inc.	24-May-23	Elect Director Susan Swanezy	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Elect Director W. Edward Walter	Against	The gender diversity of the board is below our guidelines.
AvalonBay Communities, Inc.	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
AvalonBay Communities, Inc.	24-May-23	Advisory Vote on Say on Pay Frequency	One Year	
AvalonBay Communities, Inc.	24-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Alexander M. Cutler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	24-May-23	Elect Director Kristina M. Johnson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	24-May-23	Elect Director Frederick M. Lowery	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	24-May-23	Elect Director Raymond J. Milchovich	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	24-May-23	Elect Director Deanna M. Mulligan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
DuPont de Nemours, Inc.	24-May-23	Elect Director Amy G. Brady	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Edward D. Breen	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Ruby R. Chandy	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Terrence R. Curtin	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Eleuthere I. du Pont	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Luther C. Kissam	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Elect Director Steven M. Sterin	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers.
DuPont de Nemours, Inc.	24-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DuPont de Nemours, Inc.	24-May-23	Require Independent Board Chair	Against	The proposal is not in the shareholder's interest.
Thermo Fisher Scientific Inc.	24-May-23	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.	24-May-23	Elect Director Nelson J. Chai	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director Ruby R. Chandy	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director C. Martin Harris	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director Tyler Jacks	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director R. Alexandra Keith	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director James C. Mullen	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Thermo Fisher Scientific Inc.	24-May-23	Elect Director Lars R. Sorensen	Against	The gender diversity of the board is below our guidelines.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director Debora L. Spar	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director Scott M. Sperling	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Elect Director Dion J. Weisler	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Thermo Fisher Scientific Inc.	24-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Thermo Fisher Scientific Inc.	24-May-23	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
EOG Resources, Inc.	24-May-23	Elect Director Janet F. Clark	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Charles R. Crisp	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Robert P. Daniels	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Lynn A. Dugle	Against	The nominee holds an excessive number of board mandates (five in total, including one as an executive) and is therefore considered overboarded.
EOG Resources, Inc.	24-May-23	Elect Director C. Christopher Gaut	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Michael T. Kerr	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Julie J. Robertson	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Donald F. Textor	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
EOG Resources, Inc.	24-May-23	Elect Director Ezra Y. Yacob	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
EOG Resources, Inc.	24-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EOG Resources, Inc.	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
EOG Resources, Inc.	24-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Pinterest, Inc.	25-May-23	Elect Director Gokul Rajaram	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 (four in total, including one as an executive) and is therefore considered overboarded.
Pinterest, Inc.	25-May-23	Elect Director Jeffrey Jordan	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Pinterest, Inc.	25-May-23	Elect Director Jeremy Levine	Against	There are concerns regarding how this Board member has exercised his or her responsibilities. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members.

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				The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Pinterest, Inc.	25-May-23	Elect Director Marc Steinberg	For	The vote is in line with the Amundi Voting policy.
Pinterest, Inc.	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate. There are concerns regarding the alignment between pay and performance.
Pinterest, Inc.	25-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Pinterest, Inc.	25-May-23	Report on Prevention of Workplace Harassment and Discrimination	For	There have been significant controversies regarding the Company's labor practices. We consider that it would be beneficial for shareholder to have further clarity on how the Company protects its workers rights.
Pinterest, Inc.	25-May-23	Report on Censorship	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Pioneer Natural Resources Company	25-May-23	Elect Director A.R Alameddine	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Pioneer Natural Resources Company	25-May-23	Elect Director Lori G. Billingsley	For	The vote is in line with the Amundi Voting policy.
Pioneer Natural Resources Company	25-May-23	Elect Director Edison C. Buchanan	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Pioneer Natural Resources Company	25-May-23	Elect Director Richard P. Dealy	For	The vote is in line with the Amundi Voting policy.
Pioneer Natural Resources Company	25-May-23	Elect Director Maria S. Dreyfus	For	The vote is in line with the Amundi Voting policy.
Pioneer Natural Resources Company	25-May-23	Elect Director Matthew M. Gallagher	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Pioneer Natural Resources Company	25-May-23	Elect Director Phillip A. Gobe	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of board mandates (three in total, including two as a Chair) and is therefore considered overboarded.
Pioneer Natural Resources Company	25-May-23	Elect Director Stacy P. Methvin	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Pioneer Natural Resources Company	25-May-23	Elect Director Royce W. Mitchell	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Pioneer Natural Resources Company	25-May-23	Elect Director Scott D. Sheffield	Against	There are issues with the companies' practices or policies which do not enable support of the proposal.
Pioneer Natural Resources Company	25-May-23	Elect Director J. Kenneth Thompson	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
Pioneer Natural Resources Company	25-May-23	Elect Director Phoebe A. Wood	Against	There are issues with the companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of board mandates (four in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Pioneer Natural Resources Company	25-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Pioneer Natural Resources Company	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Pioneer Natural Resources Company	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Roblox Corporation	25-May-23	Elect Director David Baszucki	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.
Roblox Corporation	25-May-23	Elect Director Gregory Baszucki	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Roblox Corporation	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Roblox Corporation	25-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	25-May-23	Elect Director Katrina L. Helmkamp	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	25-May-23	Elect Director Mark A. Beck	Against	The gender diversity of the board is below our guidelines.
IDEX Corporation	25-May-23	Elect Director Carl R. Christenson	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	25-May-23	Elect Director Alejandro Quiroz Centeno	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
IDEX Corporation	25-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
IDEX Corporation	25-May-23	Report on Hiring of Persons with Arrest or Incarceration Records	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
McDonald's Corporation	25-May-23	Elect Director Anthony Capuano	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Kareem Daniel	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Lloyd Dean	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Catherine Engelbert	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Margaret Georgiadis	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Enrique Hernandez, Jr.	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Christopher Kempczinski	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Richard Lenny	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director John Mulligan	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Jennifer Taubert	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Paul Walsh	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Amy Weaver	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Elect Director Miles White	Against	The gender diversity of the board is below our guidelines.
McDonald's Corporation	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
McDonald's Corporation	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
McDonald's Corporation	25-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
McDonald's Corporation	25-May-23	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For	Increased reporting and transparency on animal welfare will overall help ensure the Company respect customer preferences over animal welfare which could reinforce customer retention. The proposal therefore has merit.
McDonald's Corporation	25-May-23	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For	Amundi is one of the co-filer for this resolution. It is in shareholders' interest to adopt such policy to ensure the Company follow World Health Organisation guidelines and that does not seek profits depending on behavior that threatens social and environmental systems.
McDonald's Corporation	25-May-23	Report on Risks Related to Operations in China	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
McDonald's Corporation	25-May-23	Report on Civil Rights and Non-Discrimination Audit	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
McDonald's Corporation	25-May-23	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
McDonald's Corporation	25-May-23	Issue Transparency Report on Global Public Policy and Political Influence	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
McDonald's Corporation	25-May-23	Report on Animal Welfare	For	Including animal welfare will help the Company to respect customer preferences over animal welfare. The proposal therefore has merit.
Equinix, Inc.	25-May-23	Elect Director Nanci Caldwell	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equinix, Inc.	25-May-23	Elect Director Sandra Rivera	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equinix, Inc.	25-May-23	Elect Director Adaire Fox-Martin	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Elect Director Ron Guerrier - Withdrawn		This is a non-votable item
Equinix, Inc.	25-May-23	Elect Director Gary Hromadko	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Elect Director Charles Meyers	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Elect Director Thomas Olinger	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Elect Director Christopher Paisley	Against	The nominee holds an excessive number of board mandates (3 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded.
Equinix, Inc.	25-May-23	Elect Director Jeetu Patel	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Elect Director Fidelma Russo	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Elect Director Peter Van Camp	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. Compensation is considered excessive compared to peers.
Equinix, Inc.	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Equinix, Inc.	25-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equinix, Inc.	25-May-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Illumina, Inc.	25-May-23	Elect Management Nominee Director Frances Arnold	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Francis A. deSouza	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Caroline D. Dorsa	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Robert S. Epstein	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Scott Gottlieb	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Gary S. Guthart	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Philip W. Schiller	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Susan E. Siegel	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Management Nominee Director John W. Thompson	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Dissident Nominee Director Vincent J. Intrieri	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Dissident Nominee Director Jesse A. Lynn	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Dissident Nominee Director Andrew J. Teno	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Ratify Ernst & Young LLP as Auditors	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	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.
Illumina, Inc.	25-May-23	Advisory Vote on Say on Pay Frequency	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Amend Omnibus Stock Plan	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Illumina, Inc.	25-May-23	Elect Dissident Nominee Director Vincent J. Intrieri	Withhold	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility.
Illumina, Inc.	25-May-23	Elect Dissident Nominee Director Jesse A. Lynn	Withhold	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility.
Illumina, Inc.	25-May-23	Elect Dissident Nominee Director Andrew J. Teno	For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credib
Illumina, Inc.	25-May-23	Elect Management Nominee Director Frances Arnold	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Caroline D. Dorsa	Withhold	The nominee holds an excessive number of board mandates (7in total, including 3 as a Chair of audit committee) and is therefore considered overboarded.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Scott Gottlieb	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Illumina, Inc.	25-May-23	Elect Management Nominee Director Gary S. Guthart	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Philip W. Schiller	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Susan E. Siegel	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Francis A. deSouza	For	The voting decision is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Elect Management Nominee Director Robert S. Epstein	For	The voting decision is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Elect Management Nominee Director John W. Thompson	Withhold	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility.
Illumina, Inc.	25-May-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Illumina, Inc.	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate. Compensation is considered excessive compared to peers.
Illumina, Inc.	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Illumina, Inc.	25-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Mohawk Industries, Inc.	25-May-23	Elect Director Karen A. Smith Bogart	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Mohawk Industries, Inc.	25-May-23	Elect Director Jeffrey S. Lorberbaum	For	The vote is in line with the Amundi Voting policy.
Mohawk Industries, Inc.	25-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Mohawk Industries, Inc.	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Mohawk Industries, Inc.	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Mohawk Industries, Inc.	25-May-23	Oversee and Report a Racial Equity Audit	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
VeriSign, Inc.	25-May-23	Elect Director Jamie S. Gorelick	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
VeriSign, Inc.	25-May-23	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.	25-May-23	Elect Director Yehuda Ari Buchalter	Against	The gender diversity of the board is below our guidelines.
VeriSign, Inc.	25-May-23	Elect Director Kathleen A. Cote	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
VeriSign, Inc.	25-May-23	Elect Director Roger H. Moore	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
VeriSign, Inc.	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
VeriSign, Inc.	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
VeriSign, Inc.	25-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
VeriSign, Inc.	25-May-23	Require Independent Board Chair	Against	The proposal is not in shareholder's interest.
VeriSign, Inc.	25-May-23	Elect Director Courtney D. Armstrong	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.
VeriSign, Inc.	25-May-23	Elect Director Thomas F. Frist, III	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.
VeriSign, Inc.	25-May-23	Elect Director Timothy Tomlinson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. 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.
Bentley Systems, Inc.	25-May-23	Elect Director Barry J. Bentley	Withhold	The gender diversity of the board is below our guidelines. The board is not sufficiently independent as per our voting policy.
Bentley Systems, Inc.	25-May-23	Elect Director Gregory S. Bentley	For	The vote is in line with the Amundi Voting policy.
Bentley Systems, Inc.	25-May-23	Elect Director Keith A. Bentley	Withhold	The gender diversity of the board is below our guidelines. The board is not sufficiently independent as per our voting policy.
Bentley Systems, Inc.	25-May-23	Elect Director Raymond B. Bentley	Withhold	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines.
Bentley Systems, Inc.	25-May-23	Elect Director Kirk B. Griswold	Withhold	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines.
Bentley Systems, Inc.	25-May-23	Elect Director Janet B. Haugen	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Bentley Systems, Inc.	25-May-23	Elect Director Brian F. Hughes	Withhold	The nominee holds an excessive number of board mandates (3 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded.
Bentley Systems, Inc.	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Bentley Systems, Inc.	25-May-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Trade Desk, Inc.	25-May-23	Elect Director Jeff T. Green	For	The vote is in line with the Amundi Voting policy.
The Trade Desk, Inc.	25-May-23	Elect Director Andrea L. Cunningham	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
The Trade Desk, Inc.	25-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director David H. Batchelder	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lowe's Companies, Inc.	26-May-23	Elect Director Daniel J. Heinrich	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lowe's Companies, Inc.	26-May-23	Elect Director Raul Alvarez	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Lowe's Companies, Inc.	26-May-23	Elect Director Scott H. Baxter	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Sandra B. Cochran	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Laurie Z. Douglas	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Richard W. Dreiling	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Marvin R. Ellison	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Brian C. Rogers	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Bertram L. Scott	Withhold	The nominee holds an excessive number of board mandates (four in total, including one as a Chair of audit committee) and is therefore considered overboarded.
Lowe's Companies, Inc.	26-May-23	Elect Director Colleen Taylor	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Elect Director Mary Beth West	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Lowe's Companies, Inc.	26-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Lowe's Companies, Inc.	26-May-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Lowe's Companies, Inc.	26-May-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Seagen Inc.	30-May-23	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Seagen Inc.	30-May-23	Advisory Vote on Golden Parachutes	Against	The structure of the severance package is considered inadequate.
Chevron Corporation	31-May-23	Elect Director Wanda M. Austin	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director John B. Frank	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Alice P. Gast	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Enrique Hernandez, Jr.	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Marillyn A. Hewson	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Jon M. Huntsman, Jr.	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Charles W. Moorman	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Dambisa F. Moyo	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Debra Reed-Klages	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director D. James Umpleby, III	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Cynthia J. Warner	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Elect Director Michael K. (Mike) Wirth	Against	There are concerns regarding how the Board is overseeing ESG matters.
Chevron Corporation	31-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	31-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Chevron Corporation	31-May-23	Advisory Vote on Say on Pay Frequency	One Year	

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Chevron Corporation	31-May-23	Rescind Scope 3 GHG Reduction Proposal	Against	Amundi will vote AGAINST this resolution as it is contrary to principles of corporate governance that encourage companies to be responsive to shareholder proposals that are supported by a large percentage of the company's shareholders who voted at the annual meeting.
Chevron Corporation	31-May-23	Adopt Medium-Term Scope 3 GHG Reduction Target	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
Chevron Corporation	31-May-23	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
Chevron Corporation	31-May-23	Establish Board Committee on Decarbonization Risk	Against	This is not in shareholders' interest.
Chevron Corporation	31-May-23	Report on Social Impact From Plant Closure or Energy Transition	For	Additional information would be useful to shareholders to understand the Company's considerations with respect to the future of its workforce. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
Chevron Corporation	31-May-23	Oversee and Report a Racial Equity Audit	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Chevron Corporation	31-May-23	Publish a Tax Transparency Report	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Chevron Corporation	31-May-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
DocuSign, Inc.	31-May-23	Elect Director James Beer	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.
DocuSign, Inc.	31-May-23	Elect Director Allan Thygesen	For	The vote is in line with the Amundi Voting policy.
DocuSign, Inc.	31-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DocuSign, Inc.	31-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There are concerns with the Board decisions related to executive pay.
DocuSign, Inc.	31-May-23	Elect Director Cain A. Hayes	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the board is below our guidelines.
Exxon Mobil Corporation	31-May-23	Elect Director Joseph L. Hooley	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. There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Elect Director Angela F. Braly	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				policies. There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Elect Director Steven A. Kandarian	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Elect Director Michael J. Angelakis	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Elect Director Susan K. Avery	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Elect Director Gregory J. Goff	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	31-May-23	Elect Director John D. Harris, II	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	31-May-23	Elect Director Kaisa H. Hietala	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	31-May-23	Elect Director Alexander A. Karsner	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	31-May-23	Elect Director Lawrence W. Kellner	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	31-May-23	Elect Director Jeffrey W. Ubben	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Elect Director Darren W. Woods	Against	There are concerns regarding how the Board is overseeing ESG matters.
Exxon Mobil Corporation	31-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Exxon Mobil Corporation	31-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay.
Exxon Mobil Corporation	31-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Exxon Mobil Corporation	31-May-23	Establish Board Committee on Decarbonization Risk	Against	This is not in shareholders' interest.
Exxon Mobil Corporation	31-May-23	Reduce Executive Stock Holding Period	Against	In this case, the company's long stock-vesting timeframes as well as retention requirements following retirement, go beyond the requests made by the proponent. Amundi will therefore vote against.
Exxon Mobil Corporation	31-May-23	Report on Carbon Capture and Storage	Against	The company provides sufficient information and metrics related to its carbon capture and storage efforts. This is therefore not in shareholders' interest.
Exxon Mobil Corporation	31-May-23	Report on Methane Emission Disclosure Reliability	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Exxon Mobil Corporation	31-May-23	Adopt Medium-Term Scope 3 GHG Reduction Target	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
Exxon Mobil Corporation	31-May-23	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	For	Additional information on this would be useful to shareholders to assess how risks are being mitigated in Guyana. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
Exxon Mobil Corporation	31-May-23	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Exxon Mobil Corporation	31-May-23	Report on Asset Retirement Obligations Under IEA NZE Scenario	For	The requested report would contribute to giving shareholder meaningful climate-related information useful for their investment decisions
Exxon Mobil Corporation	31-May-23	Commission Audited Report on Reduced Plastics Demand	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Exxon Mobil Corporation	31-May-23	Report on Potential Costs of Environmental Litigation	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit and will give an additional view to shareholders.
Exxon Mobil Corporation	31-May-23	Publish a Tax Transparency Report	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Exxon Mobil Corporation	31-May-23	Report on Social Impact From Plant Closure or Energy Transition	For	Additional information would be useful to shareholders to understand the Company's considerations with respect to the future of its workforce. We do consider that the Company should respond to shareholder concerns expressed through this proposal, and therefore support it.
Exxon Mobil Corporation	31-May-23	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*		This is a non-votable item
Seagen Inc.	31-May-23	Elect Director John A. Orwin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Seagen Inc.	31-May-23	Elect Director David W. Gyska	For	The vote is in line with the Amundi Voting policy.
Seagen Inc.	31-May-23	Elect Director Alpna H. Seth	For	The vote is in line with the Amundi Voting policy.
Seagen Inc.	31-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. The structure of the LTIP is considered inadequate. The structure of the severance package is considered inadequate. Compensation is considered excessive compared to peers.
Seagen Inc.	31-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Seagen Inc.	31-May-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Seagen Inc.	31-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	01-Jun-23	Elect Director Michelle Zatlyn	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Cloudflare, Inc.	01-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cloudflare, Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Cloudflare, Inc.	01-Jun-23	Elect Director Scott Sandell	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
SolarEdge Technologies, Inc.	01-Jun-23	Elect Director Marcel Gani	Against	The gender diversity of the board is below our guidelines.
SolarEdge Technologies, Inc.	01-Jun-23	Elect Director Tal Payne	For	The vote is in line with the Amundi Voting policy.
SolarEdge Technologies, Inc.	01-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
SolarEdge Technologies, Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
SolarEdge Technologies, Inc.	01-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
SolarEdge Technologies, Inc.	01-Jun-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
SolarEdge Technologies, Inc.	01-Jun-23	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
SolarEdge Technologies, Inc.	01-Jun-23	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	The vote is in line with the Amundi Voting policy.
Airbnb, Inc.	01-Jun-23	Elect Director Nathan Blecharczyk	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Airbnb, Inc.	01-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Airbnb, Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Airbnb, Inc.	01-Jun-23	Elect Director Alfred Lin	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities. The gender diversity of the board is below our guidelines.
Gartner, Inc.	01-Jun-23	Elect Director Raul E. Cesan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gartner, Inc.	01-Jun-23	Elect Director Eileen M. Serra	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Gartner, Inc.	01-Jun-23	Elect Director Peter E. Bisson	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	01-Jun-23	Elect Director Richard J. Bressler	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Gartner, Inc.	01-Jun-23	Elect Director Karen E. Dykstra	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Gartner, Inc.	01-Jun-23	Elect Director Diana S. Ferguson	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as Chair and 1 as Chair of the audit committee) and is therefore considered overboarded.
Gartner, Inc.	01-Jun-23	Elect Director William O. Grabe	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Gartner, Inc.	01-Jun-23	Elect Director Jose M. Gutierrez	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	01-Jun-23	Elect Director Eugene A. Hall	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	01-Jun-23	Elect Director Stephen G. Pagliuca	Against	The board is not sufficiently independent as per our voting policy
Gartner, Inc.	01-Jun-23	Elect Director James C. Smith	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Gartner, Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Gartner, Inc.	01-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Gartner, Inc.	01-Jun-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	01-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Gartner, Inc.	01-Jun-23	Elect Director Anne Sutherland Fuchs	Against	The board is not sufficiently independent as per our voting policy Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
ServiceNow, Inc.	01-Jun-23	Elect Director Susan L. Bostrom	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	01-Jun-23	Elect Director Jeffrey A. Miller	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ServiceNow, Inc.	01-Jun-23	Elect Director Teresa Briggs	Against	The nominee holds an excessive number of board mandates (four in total, including three as a non-executive chair of audit committee) and is therefore considered overboarded.
ServiceNow, Inc.	01-Jun-23	Elect Director Jonathan C. Chadwick	Against	The nominee holds an excessive number of board mandates (five in total, including four as a non-executive chair of audit committee) and is therefore considered overboarded.
ServiceNow, Inc.	01-Jun-23	Elect Director Paul E. Chamberlain	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Elect Director Lawrence J. Jackson, Jr.	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Elect Director Frederic B. Luddy	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Elect Director William R. McDermott	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
ServiceNow, Inc.	01-Jun-23	Elect Director Joseph 'Larry' Quinlan	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Elect Director Anita M. Sands	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of the LTIP is considered inadequate. The structure of executive pay is considered inadequate.
ServiceNow, Inc.	01-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
ServiceNow, Inc.	01-Jun-23	Elect Director Deborah Black	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Elect Director Michelle L. Collins	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Ulta Beauty, Inc.	01-Jun-23	Elect Director Patricia A. Little	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Elect Director Heidi G. Petz	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Elect Director Michael C. Smith	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Provide Directors May Be Removed With or Without Cause	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ulta Beauty, Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Ulta Beauty, Inc.	01-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Trane Technologies Plc	01-Jun-23	Elect Director Kirk E. Arnold	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Trane Technologies Plc	01-Jun-23	Elect Director Gary D. Forsee	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Trane Technologies Plc	01-Jun-23	Elect Director Linda P. Hudson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Trane Technologies Plc	01-Jun-23	Elect Director Ann C. Berzin	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Elect Director April Miller Boise	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Elect Director Mark R. George	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Elect Director John A. Hayes	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Elect Director Myles P. Lee	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	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	01-Jun-23	Elect Director Melissa N. Schaeffer	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Elect Director John P. Surma	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as Chair and 1 as Chair of the audit committee) and is therefore considered overboarded.
Trane Technologies Plc	01-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Trane Technologies Plc	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers.
Trane Technologies Plc	01-Jun-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Authorize Issue of Equity	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Authorize Issue of Equity without Pre-emptive Rights	For	The vote is in line with the Amundi Voting policy.
Trane Technologies Plc	01-Jun-23	Authorize Reissuance of Repurchased Shares	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director James C. Dalton	Withhold	The gender diversity of the board is below our guidelines.
Trimble Inc.	01-Jun-23	Elect Director Borje Ekholm	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Ann Fandozzi	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Kaigham (Ken) Gabriel	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Meaghan Lloyd	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Sandra MacQuillan	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Robert G. Painter	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Mark S. Peek	Withhold	The gender diversity of the board is below our guidelines. The nominee holds an excessive number of board mandates (three in total, including one as an Executive and one as a Chair of audit committee) and is therefore considered overboarded.
Trimble Inc.	01-Jun-23	Elect Director Thomas Sweet	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Elect Director Johan Wibergh	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Trimble Inc.	01-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	

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Trimble Inc.	01-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	02-Jun-23	Elect Director Jill B. Smart	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
EPAM Systems, Inc.	02-Jun-23	Elect Director Eugene Roman	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	02-Jun-23	Elect Director Ronald Vargo	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	02-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
EPAM Systems, Inc.	02-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
HubSpot, Inc.	06-Jun-23	Elect Director Nick Caldwell	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
HubSpot, Inc.	06-Jun-23	Elect Director Jay Simons	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
HubSpot, Inc.	06-Jun-23	Elect Director Claire Hughes Johnson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
HubSpot, Inc.	06-Jun-23	Elect Director Yamini Rangan	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	06-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
HubSpot, Inc.	06-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
HubSpot, Inc.	06-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
The TJX Companies, Inc.	06-Jun-23	Elect Director Jose B. Alvarez	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	06-Jun-23	Elect Director Alan M. Bennett	Against	The board is not sufficiently independent as per our voting policy The nominee holds an excessive number of board mandates (3 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
The TJX Companies, Inc.	06-Jun-23	Elect Director Rosemary T. Berkery	Against	There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	06-Jun-23	Elect Director David T. Ching	Against	The board is not sufficiently independent as per our voting policy There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	06-Jun-23	Elect Director C. Kim Goodwin	Against	There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	06-Jun-23	Elect Director Ernie Herrman	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	06-Jun-23	Elect Director Amy B. Lane	Against	The board is not sufficiently independent as per our voting policy There are concerns regarding how the Board is overseeing ESG matters.
The TJX Companies, Inc.	06-Jun-23	Elect Director Carol Meyrowitz	Against	The board is not sufficiently independent as per our voting policy
The TJX Companies, Inc.	06-Jun-23	Elect Director Jackwyn L. Nemerov	Against	The board is not sufficiently independent as per our voting policy.
The TJX Companies, Inc.	06-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The TJX Companies, Inc.	06-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
The TJX Companies, Inc.	06-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The TJX Companies, Inc.	06-Jun-23	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	For	While we recognize the Company's efforts through responsible sourcing standards, additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.
The TJX Companies, Inc.	06-Jun-23	Report on Risk from Supplier Misclassification of Supplier's Employees	For	Additional disclosure is warranted concerning current policies, procedures, or practices with respect to human rights. A report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain. Amundi therefore considers that the proposal has merit.
The TJX Companies, Inc.	06-Jun-23	Adopt a Paid Sick Leave Policy for All Employees	For	With regards to the global pandemic and the Management of health concerns, failure to provide sufficient paid sick leave would result in difficulties attracting and retaining employees at a time when other companies are heavily promoting worker benefits. This is a matter of material relevance for all companies. Moreover, in light of the potential negative impacts that can arise when a company's workforce is potentially without access to sick leave, consumer expectations regarding safe and hygienic shopping conditions, and changing employee expectations that can adversely impact a company's ability to hire and retain employees should they be found to be insufficient.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Zein Abdalla	Against	The gender diversity of the board is below our guidelines.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Vinita Bali	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Eric Branderiz	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Archana Deskus	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director John M. Dineen	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Nella Domenici	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Ravi Kumar S	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Leo S. Mackay, Jr.	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Michael Patsalos-Fox	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Stephen J. Rohleder	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Abraham "Bram" Schot	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Joseph M. Velli	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Elect Director Sandra S. Wijnberg	Against	The nominee holds an excessive number of board mandates (four in total, including three as a Chair of audit committee) and is therefore considered overboarded.
Cognizant Technology Solutions Corporation	06-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers.
Cognizant Technology Solutions Corporation	06-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Cognizant Technology Solutions Corporation	06-Jun-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Cognizant Technology Solutions Corporation	06-Jun-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cognizant Technology Solutions Corporation	06-Jun-23	Amend Bylaws	For	The proposal would enhance shareholder rights.
Cognizant Technology Solutions Corporation	06-Jun-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Booking Holdings Inc.	06-Jun-23	Elect Director Mirian M. Graddick-Weir	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	06-Jun-23	Elect Director Sumit Singh	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	06-Jun-23	Elect Director Lynn Vojvodich Radakovich	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Booking Holdings Inc.	06-Jun-23	Elect Director Robert J. Mylod, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of board mandates (3 in total, including 2 as Chair) and is therefore considered overboarded.
Booking Holdings Inc.	06-Jun-23	Elect Director Glenn D. Fogel	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Elect Director Wei Hopeman	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Elect Director Charles H. Noski	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Elect Director Larry Quinlan	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Elect Director Nicholas J. Read	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Elect Director Thomas E. Rothman	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Elect Director Vanessa A. Wittman	Against	The nominee holds an excessive number of board mandates (3 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded.
Booking Holdings Inc.	06-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Booking Holdings Inc.	06-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Booking Holdings Inc.	06-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Booking Holdings Inc.	06-Jun-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director David P. Abney	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Richard C. Adkerson	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Marcela E. Donadio	Against	The nominee holds an excessive number of board mandates (4 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Robert W. Dudley	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Hugh Grant	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Lydia H. Kennard	For	The vote is in line with the Amundi Voting policy.

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Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Ryan M. Lance	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Sara Grootwassink Lewis	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Dustan E. McCoy	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Kathleen L. Quirk	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director John J. Stephens	For	The vote is in line with the Amundi Voting policy.
Freeport-McMoRan, Inc.	06-Jun-23	Elect Director Frances Fragos Townsend	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
Freeport-McMoRan, Inc.	06-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers.
Freeport-McMoRan, Inc.	06-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Freeport-McMoRan, Inc.	06-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	06-Jun-23	Elect Director Daniel L. Comas	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	06-Jun-23	Elect Director Sharmistha Dubey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	06-Jun-23	Elect Director Wright Lassiter, III	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	06-Jun-23	Elect Director Kate D. Mitchell	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortive Corporation	06-Jun-23	Elect Director Eric Branderiz	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	06-Jun-23	Elect Director Reiji P. Hayes	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	06-Jun-23	Elect Director James A. Lico	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	06-Jun-23	Elect Director Jeannine Sargent	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	06-Jun-23	Elect Director Alan G. Spoon	Against	The nominee holds an excessive number of board mandates (four in total, including one as a Chair and two as a Chair of audit committee) and is therefore considered overboarded.
Fortive Corporation	06-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate. There is a lack of Climate criteria in the variable compensation.
Fortive Corporation	06-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Fortive Corporation	06-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Fortive Corporation	06-Jun-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Devon Energy Corporation	07-Jun-23	Elect Director Barbara M. Baumann	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director John E. Bethancourt	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.

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Devon Energy Corporation	07-Jun-23	Elect Director Ann G. Fox	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director Gennifer F. Kelly	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation	07-Jun-23	Elect Director Kelt Kindick	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director John Krenicki, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director Karl F. Kurz	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director Michael N. Mears	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation	07-Jun-23	Elect Director Robert A. Mosbacher, Jr.	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director Richard E. Muncrief	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal.
Devon Energy Corporation	07-Jun-23	Elect Director Valerie M. Williams	Withhold	There are concerns regarding how the Board is overseeing ESG matters. There are issues with the companies' practices or policies which do not enable support of the proposal. The nominee holds an excessive number of board mandates (4 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
Devon Energy Corporation	07-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation	07-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation	07-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Devon Energy Corporation	07-Jun-23	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation	07-Jun-23	Amend Certificate of Incorporation to Adopt Limitations on the Liability of Officers	For	The vote is in line with the Amundi Voting policy.
Devon Energy Corporation	07-Jun-23	Amend Right to Call Special Meeting	For	This proposal would improve the company's corporate governance structure.
GoDaddy Inc.	07-Jun-23	Elect Director Mark Garrett	Against	The nominee holds an excessive number of board mandates (3 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded.
GoDaddy Inc.	07-Jun-23	Elect Director Srinivas (Srini) Tallapragada	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	07-Jun-23	Elect Director Sigal Zarmi	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	07-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
GoDaddy Inc.	07-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Iululemon atletica inc.	07-Jun-23	Elect Director Michael Casey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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lululemon athletica inc.	07-Jun-23	Elect Director Glenn Murphy	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
lululemon athletica inc.	07-Jun-23	Elect Director David Mussafer	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	07-Jun-23	Elect Director Isabel Mahe	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	07-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
lululemon athletica inc.	07-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
lululemon athletica inc.	07-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
lululemon athletica inc.	07-Jun-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	07-Jun-23	Elect Director Elisa D. Garcia C.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	07-Jun-23	Elect Director Kristin Mugford	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	07-Jun-23	Elect Director Gregory David	Against	The board is not sufficiently independent as per our voting policy.
Dollarama Inc.	07-Jun-23	Elect Director Nicholas Nomicos	Against	The board is not sufficiently independent as per our voting policy.
Dollarama Inc.	07-Jun-23	Elect Director Neil Rossy	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	07-Jun-23	Elect Director Samira Sakhia	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	07-Jun-23	Elect Director Thecla Sweeney	For	The vote is in line with the Amundi Voting policy.
Dollarama Inc.	07-Jun-23	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 Nomination Committee which is composed of less than 50 percent independent members.
Dollarama Inc.	07-Jun-23	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.	07-Jun-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG criteria in the variable compensation.
Dollarama Inc.	07-Jun-23	SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	For	While we are mindful of the Company's disclosure already made on the subject, we are of the opinion that there should be no outstanding doubts on its actions and that therefore supporting the proposal is in shareholders' interest.
Dollarama Inc.	07-Jun-23	SP 2: Report on Third-Party Employment Agencies	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Dollarama Inc.	07-Jun-23	SP 3: Adopt Net Zero Targets in Alignment with the Paris Agreement	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Dollarama Inc.	07-Jun-23	Elect Director Joshua Bekenstein	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Dollarama Inc.	07-Jun-23	Elect Director Stephen Gunn	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 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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NovoCure Limited	07-Jun-23	Elect Director Kinyip Gabriel Leung	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NovoCure Limited	07-Jun-23	Elect Director Martin Madden	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NovoCure Limited	07-Jun-23	Elect Director William Vernon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NovoCure Limited	07-Jun-23	Elect Director Asaf Danziger	For	The vote is in line with the Amundi Voting policy.
NovoCure Limited	07-Jun-23	Elect Director William Doyle	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as an Executive and 1 as Chair of the audit committee) and is therefore considered overboarded.
NovoCure Limited	07-Jun-23	Elect Director Jeryl Hilleman	Against	The nominee holds an excessive number of board mandates (4 in total, including 4 as Chair of the audit committee) and is therefore considered overboarded.
NovoCure Limited	07-Jun-23	Elect Director David Hung	For	The vote is in line with the Amundi Voting policy.
NovoCure Limited	07-Jun-23	Elect Director Allyson Ocean	For	The vote is in line with the Amundi Voting policy.
NovoCure Limited	07-Jun-23	Elect Director Timothy Scannell	Against	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 an Executive and 1 as Chair) and is therefore considered overboarded.
NovoCure Limited	07-Jun-23	Elect Director Kristin Stafford	For	The vote is in line with the Amundi Voting policy.
NovoCure Limited	07-Jun-23	Ratify Kost Forer Gabbay & Kasierer as Auditors	For	The vote is in line with the Amundi Voting policy.
NovoCure Limited	07-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Unity Software Inc.	07-Jun-23	Elect Director Keisha Smith-Jeremie	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Unity Software Inc.	07-Jun-23	Elect Director Tomer Bar-Zeev	For	The vote is in line with the Amundi Voting policy.
Unity Software Inc.	07-Jun-23	Elect Director Mary Schmidt Campbell	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Unity Software Inc.	07-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Unity Software Inc.	07-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Tourmaline Oil Corp.	07-Jun-23	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.	07-Jun-23	Elect Director Brian G. Robinson	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Elect Director Jill T. Angevine	Withhold	The nominee holds an excessive number of board mandates (4 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded.
Tourmaline Oil Corp.	07-Jun-23	Elect Director William D. Armstrong	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Elect Director Lee A. Baker	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Elect Director John W. Elick	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Elect Director Andrew B. MacDonald	Withhold	The gender diversity of the board is below our guidelines.
Tourmaline Oil Corp.	07-Jun-23	Elect Director Lucy M. Miller	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Elect Director Janet L. Weiss	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Elect Director Ronald C. Wigham	For	The vote is in line with the Amundi Voting policy.
Tourmaline Oil Corp.	07-Jun-23	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.

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Tourmaline Oil Corp.	07-Jun-23	Re-approve Stock Option Plan	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Elect Director Andrew C. Florance	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Elect Director Michael J. Glosserman	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
CoStar Group, Inc.	08-Jun-23	Elect Director John W. Hill	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Elect Director Laura Cox Kaplan	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Elect Director Robert W. Musslewhite	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Elect Director Louise S. Sams	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
CoStar Group, Inc.	08-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
CoStar Group, Inc.	08-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
CoStar Group, Inc.	08-Jun-23	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
CoStar Group, Inc.	08-Jun-23	Elect Director Michael R. Klein	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
CoStar Group, Inc.	08-Jun-23	Elect Director Christopher J. Nassetta	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Exact Sciences Corporation	08-Jun-23	Elect Director D. Scott Coward	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	08-Jun-23	Elect Director James Doyle	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	08-Jun-23	Elect Director Freda Lewis-Hall	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	08-Jun-23	Elect Director Kathleen Sebelius	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	08-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	08-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Exact Sciences Corporation	08-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	

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Exact Sciences Corporation	08-Jun-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Exact Sciences Corporation	08-Jun-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Marc Benioff	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Laura Alber	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Craig Conway	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Arnold Donald	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Parker Harris	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Neelie Kroes	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Sachin Mehra	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director G. Mason Morfit	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Oscar Munoz	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director John V. Roos	Against	The gender diversity of the board is below our guidelines.
Salesforce, Inc.	08-Jun-23	Elect Director Robin Washington	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair of audit committee) and is therefore considered overboarded.
Salesforce, Inc.	08-Jun-23	Elect Director Maynard Webb	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Elect Director Susan Wojcicki	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Salesforce, Inc.	08-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Salesforce, Inc.	08-Jun-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Salesforce, Inc.	08-Jun-23	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	The proposal is overly prescriptive. We do not see that the proponent has demonstrated a deficiency and therefore we consider that the proposal is not in shareholders' interest.
Datadog, Inc.	08-Jun-23	Elect Director Dev Ittycheria	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Datadog, Inc.	08-Jun-23	Elect Director Olivier Pomel	For	The vote is in line with the Amundi Voting policy.
Datadog, Inc.	08-Jun-23	Elect Director Shardul Shah	Withhold	The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Datadog, Inc.	08-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Datadog, Inc.	08-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	08-Jun-23	Elect as Director Kirk S. Hachigian	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	08-Jun-23	Elect as Director Steven C. Mizell	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	08-Jun-23	Elect as Director Nicole Parent Haughey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	08-Jun-23	Elect as Director Dean I. Schaffer	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Allegion Plc	08-Jun-23	Elect as Director Dev Vardhan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	08-Jun-23	Elect as Director Martin E. Welch, III	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Allegion Plc	08-Jun-23	Elect as Director Lauren B. Peters	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, including two as a Chair of audit committee) and is therefore considered overboarded.
Allegion Plc	08-Jun-23	Elect as Director Ellen Rubin	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	08-Jun-23	Elect as Director John H. Stone	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	08-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation.
Allegion Plc	08-Jun-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	08-Jun-23	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	08-Jun-23	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Allegion Plc	08-Jun-23	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Elect Director Joseph L. Goldstein	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Elect Director Craig B. Thompson	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Elect Director Huda Y. Zoghbi	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	Amundi will vote FOR because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.
Regeneron Pharmaceuticals, Inc.	09-Jun-23	Elect Director Christine A. Poon	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Garmin Ltd.	09-Jun-23	Elect Director Joseph J. Hartnett	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Garmin Ltd.	09-Jun-23	Elect Director Catherine A. Lewis	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	09-Jun-23	Elect Director Charles W. Pepper	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Garmin Ltd.	09-Jun-23	Elect Director Jonathan C. Burrell	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.
Garmin Ltd.	09-Jun-23	Accept Consolidated Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Approve Allocation of Income and Dividends	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Approve Dividends	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Approve Discharge of Board and Senior Management	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Elect Director Min H. Kao	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Elect Director Clifton A. Pemble	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Elect Min H. Kao as Board Chairman	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Appoint Charles W. Pepper as Member of the Compensation Committee	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Designate Wuersch & Gering LLP as Independent Proxy	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Garmin Ltd.	09-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Garmin Ltd.	09-Jun-23	Advisory Vote on the Swiss Statutory Compensation Report	Against	There is a lack of relevant ESG criteria in the variable compensation.
Garmin Ltd.	09-Jun-23	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Cancel Repurchased Shares	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Amend Non-Employee Director Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Approve Reduction of Par Value	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Garmin Ltd.	09-Jun-23	Approve Conversion of Currency of the Share Capital from CHF to USD	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Amend Articles to Reflect Changes in Capital	Against	Excessive capital increase without preemptive rights.
Garmin Ltd.	09-Jun-23	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	For	The vote is in line with the Amundi Voting policy.
Garmin Ltd.	09-Jun-23	Amend Articles Re: Addressing Board, Compensation and Related Matters	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Paul Michaels	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Debra Sandler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Robert Gamgort	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Oray Boston	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Olivier Goudet	Against	The nominee holds an excessive number of board mandates (4 in total, including 2 as Chair) and is therefore considered overboarded.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Peter Harf	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Juliette Hickman	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Pamela Patsley	Against	The nominee holds an excessive number of board mandates (4 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Lubomira Rochet	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Robert Singer	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Elect Director Larry Young	For	The vote is in line with the Amundi Voting policy.
Keurig Dr Pepper Inc.	12-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. There is a lack of ESG criteria in the variable compensation.
Keurig Dr Pepper Inc.	12-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Keurig Dr Pepper Inc.	12-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	13-Jun-23	Elect Director Jeffrey Immelt	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Twilio Inc.	13-Jun-23	Elect Director Charles Bell	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	13-Jun-23	Elect Director Erika Rottenberg	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Twilio Inc.	13-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Twilio Inc.	13-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Roper Technologies, Inc.	13-Jun-23	Elect Director Amy Woods Brinkley	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	13-Jun-23	Elect Director Thomas P. Joyce, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	13-Jun-23	Elect Director Laura G. Thatcher	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Roper Technologies, Inc.	13-Jun-23	Elect Director Christopher Wright	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Roper Technologies, Inc.	13-Jun-23	Elect Director Robert D. Johnson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (three in total, including one as a non-executive chair and one as a non-executive chair of audit committee) and is therefore considered overboarded.
Roper Technologies, Inc.	13-Jun-23	Elect Director Shellye L. Archambeau	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	13-Jun-23	Elect Director Irene M. Esteves	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	13-Jun-23	Elect Director L. Neil Hunn	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	13-Jun-23	Elect Director Richard F. Wallman	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Roper Technologies, Inc.	13-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Roper Technologies, Inc.	13-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Roper Technologies, Inc.	13-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Roper Technologies, Inc.	13-Jun-23	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Corie S. Barry	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Lisa M. Caputo	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director J. Patrick Doyle	Against	The nominee holds an excessive number of board mandates (three in total, including one as an executive and two as a non-executive chair) and is therefore considered overboarded.
Best Buy Co., Inc.	14-Jun-23	Elect Director David W. Kenny	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Mario J. Marte	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Karen A. McLoughlin	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Claudia F. Munce	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Richelle P. Parham	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Steven E. Rendle	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Sima D. Sistani	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Melinda D. Whittington	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Elect Director Eugene A. Woods	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Best Buy Co., Inc.	14-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Etsy, Inc.	14-Jun-23	Elect Director M. Michele Burns	Withhold	The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair of audit committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised his or her responsibilities.
Etsy, Inc.	14-Jun-23	Elect Director Josh Silverman	For	The vote is in line with the Amundi Voting policy.
Etsy, Inc.	14-Jun-23	Elect Director Fred Wilson	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Etsy, Inc.	14-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Etsy, Inc.	14-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Etsy, Inc.	14-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Etsy, Inc.	14-Jun-23	Commission Independent Review of Effectiveness of Efforts to Prevent Harassment and Discrimination	For	Prevention of harassment and discrimination is an essential component of workplace safety that all employees are entitled to and that the Company must ensure is in place. The suggested report would enable shareholders to assess how the Company is managing the subject and the risks involved. The proposal therefore has merit.
Target Corporation	14-Jun-23	Elect Director Douglas M. Baker, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	14-Jun-23	Elect Director George S. Barrett	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	14-Jun-23	Elect Director Donald R. Knauss	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	14-Jun-23	Elect Director Christine A. Leahy	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	14-Jun-23	Elect Director Monica C. Lozano	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Target Corporation	14-Jun-23	Elect Director David P. Abney	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Elect Director Gail K. Boudreaux	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Elect Director Brian C. Cornell	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Elect Director Robert L. Edwards	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Elect Director Grace Puma	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Elect Director Derica W. Rice	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Target Corporation	14-Jun-23	Elect Director Dmitri L. Stockton	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Target Corporation	14-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Target Corporation	14-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Target Corporation	14-Jun-23	Require Independent Board Chair	Against	There is a Lead Independent Director, and the Board is sufficiently independent.
Incyte Corporation	14-Jun-23	Elect Director Julian C. Baker	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Elect Director Jean-Jacques Bienaime	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Elect Director Otis W. Brawley	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Elect Director Paul J. Clancy	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as a Chair and 2 as Chair of the audit committee) and is therefore considered overboarded.
Incyte Corporation	14-Jun-23	Elect Director Jacquelyn A. Fouse	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Elect Director Edmund P. Harrigan	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Elect Director Katherine A. High	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Incyte Corporation	14-Jun-23	Elect Director Herve Hoppenot	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Incyte Corporation	14-Jun-23	Elect Director Susanne Schaffert	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Incyte Corporation	14-Jun-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Incyte Corporation	14-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Arista Networks, Inc.	14-Jun-23	Elect Director Mark B. Templeton	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Arista Networks, Inc.	14-Jun-23	Elect Director Lewis Chew	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Arista Networks, Inc.	14-Jun-23	Elect Director Douglas Merritt *Withdrawn Resolution*		This is a non-votable item
Arista Networks, Inc.	14-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation.
Arista Networks, Inc.	14-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director Kirk E. Arnold	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	14-Jun-23	Elect Director W. Edmund Clark	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	14-Jun-23	Elect Director Michael E. Daniels	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	14-Jun-23	Elect Director Kirk Koenigsbauer	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	14-Jun-23	Elect Director Peter J. Thomson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	14-Jun-23	Elect Director Beth Wilson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Thomson Reuters Corporation	14-Jun-23	Elect Director David Thomson	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director Steve Hasker	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director LaVerne Council	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director Deanna Oppenheimer	Withhold	The nominee holds an excessive number of board mandates (three in total, including two as a Chair) and is therefore considered overboarded.
Thomson Reuters Corporation	14-Jun-23	Elect Director Simon Paris	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director Kim M. Rivera	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director Barry Salzberg	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Thomson Reuters Corporation	14-Jun-23	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	14-Jun-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant ESG criteria in the variable compensation.
Thomson Reuters Corporation	14-Jun-23	Approve Return of Capital Transaction	For	The vote is in line with the Amundi Voting policy.
Thomson Reuters Corporation	14-Jun-23	Elect Director David W. Binet	Withhold	The nominee is an executive sitting on a Board Committee. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Equity Residential	15-Jun-23	Elect Director Angela M. Aman	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Elect Director Linda Walker Bynoe	Withhold	The board is not sufficiently independent as per our voting policy.
Equity Residential	15-Jun-23	Elect Director Mary Kay Haben	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Elect Director Tahsinul Zia Huque	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Elect Director John E. Neal	Withhold	The board is not sufficiently independent as per our voting policy.
Equity Residential	15-Jun-23	Elect Director David J. Neithercut	Withhold	The board is not sufficiently independent as per our voting policy.
Equity Residential	15-Jun-23	Elect Director Mark J. Parrell	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Elect Director Mark S. Shapiro	Withhold	The board is not sufficiently independent as per our voting policy.
Equity Residential	15-Jun-23	Elect Director Stephen E. Sterrett	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Elect Director Samuel Zell - Withdrawn		This is a non-votable item
Equity Residential	15-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Equity Residential	15-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Gillian H. Denham	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Matthew H. Paull	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Andrea Robertson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Canadian Pacific Kansas City Limited	15-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Advisory Vote on Executive Compensation Approach	Against	There is a lack of relevant Climate criteria in the variable compensation.
Canadian Pacific Kansas City Limited	15-Jun-23	Management Advisory Vote on Climate Change	Against	Activities could compromise the low carbon transition. CPKC is involved in the coal supply chain and transports both metallurgical and thermal coal. Combined coal revenues for the year ended 2022 amounted to 6.5% of total revenues (vs 7.44% in 2021). CPKC is also involved in the transport of "Energy, chemicals and plastics" (19% of 2022 combined sales) which comprise crude oil and other fossil fuels. As a carrier of fossil fuels we expect the company's climate plan to include a phase-out strategy for the transportation of such products that is aligned with the modelled scenarios consistent with a 1.5°C objective.

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Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director John Baird	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Isabelle Courville	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Keith E. Creel	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Antonio Garza	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director David Garza-Santos	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Edward R. Hamberger	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Janet H. Kennedy	For	The vote is in line with the Amundi Voting policy.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Henry J. Maier	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Jane L. Peverett	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Canadian Pacific Kansas City Limited	15-Jun-23	Elect Director Gordon T. Trafton	For	The vote is in line with the Amundi Voting policy.
Generac Holdings Inc.	15-Jun-23	Elect Director Marcia J. Avedon	For	The vote is in line with the Amundi Voting policy.
Generac Holdings Inc.	15-Jun-23	Elect Director Bennett J. Morgan	Against	The gender diversity of the board is below our guidelines.
Generac Holdings Inc.	15-Jun-23	Elect Director Dominick P. Zarcone	For	The vote is in line with the Amundi Voting policy.
Generac Holdings Inc.	15-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Generac Holdings Inc.	15-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Generac Holdings Inc.	15-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Monolithic Power Systems, Inc.	15-Jun-23	Elect Director Victor K. Lee	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 50 percent independent members. The gender diversity of the board is below our guidelines.
Monolithic Power Systems, Inc.	15-Jun-23	Elect Director James C. Moyer	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	15-Jun-23	Ratify Ernst & Young LLP as Auditor	For	The vote is in line with the Amundi Voting policy.
Monolithic Power Systems, Inc.	15-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Monolithic Power Systems, Inc.	15-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Monolithic Power Systems, Inc.	15-Jun-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Deborah Close	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Dennis Maple	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Chris Muntwyler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Jane O'Hagan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Deepak Chopra	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Eric A. Demirian	Against	The nominee holds an excessive number of board mandates (3 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Sandra Hanington	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Kelley Irwin	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director Edward J. Ryan	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Elect Director John J. Walker	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Re-approve Shareholder Rights Plan	For	The vote is in line with the Amundi Voting policy.
The Descartes Systems Group Inc.	15-Jun-23	Advisory Vote on Executive Compensation Approach	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Zoom Video Communications, Inc.	15-Jun-23	Elect Director Eric S. Yuan	For	The vote is in line with the Amundi Voting policy.
Zoom Video Communications, Inc.	15-Jun-23	Elect Director Peter Gassner	For	The vote is in line with the Amundi Voting policy.
Zoom Video Communications, Inc.	15-Jun-23	Elect Director H.R. McMaster	Withhold	The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Zoom Video Communications, Inc.	15-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Zoom Video Communications, Inc.	15-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Vicente Reynal	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director William P. Donnelly	Against	The gender diversity of the board is below our guidelines.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Kirk E. Arnold	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Gary D. Forsee	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Jennifer Hartsock	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director John Humphrey	Against	The nominee holds an excessive number of board mandates (3 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Marc E. Jones	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Mark Stevenson	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Michael Stubblefield	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Elect Director Tony L. White	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Ingersoll Rand Inc.	15-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant Climate criteria in the variable compensation. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. The structure of executive pay is considered inadequate.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Ingersoll Rand Inc.	15-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Fortinet, Inc.	16-Jun-23	Elect Director Judith Sim	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Fortinet, Inc.	16-Jun-23	Elect Director Admiral James Stavridis (Ret)	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (4 in total, including 1 as an Executive) and is therefore considered overboarded.
Fortinet, Inc.	16-Jun-23	Elect Director Kenneth A. Goldman	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (4 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
Fortinet, Inc.	16-Jun-23	Elect Director Ken Xie	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	16-Jun-23	Elect Director Michael Xie	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	16-Jun-23	Elect Director Ming Hsieh	Against	The gender diversity of the board is below our guidelines.
Fortinet, Inc.	16-Jun-23	Elect Director Jean Hu	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	16-Jun-23	Elect Director William H. Neukom	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	16-Jun-23	Ratify Deloitte & Touche LLP as Auditor	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	16-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Fortinet, Inc.	16-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Fortinet, Inc.	16-Jun-23	Eliminate Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
Fortinet, Inc.	16-Jun-23	Amend Certificate of Incorporation to Limit the Liability of Officers	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director W. Tudor Brown	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Marvell Technology, Inc.	16-Jun-23	Elect Director Robert E. Switz	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Marvell Technology, Inc.	16-Jun-23	Elect Director Sara Andrews	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director Brad W. Buss	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director Rebecca W. House	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director Marachel L. Knight	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director Matthew J. Murphy	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director Michael G. Strachan	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Elect Director Ford Tamer	For	The vote is in line with the Amundi Voting policy.
Marvell Technology, Inc.	16-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Marvell Technology, Inc.	16-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Marvell Technology, Inc.	16-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	20-Jun-23	Elect Director Alfred Lin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				policies. The gender diversity of the board is below our guidelines.
DoorDash, Inc.	20-Jun-23	Elect Director Shona L. Brown	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised her responsibilities.
DoorDash, Inc.	20-Jun-23	Elect Director Stanley Tang	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	20-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
DoorDash, Inc.	20-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
eBay, Inc.	21-Jun-23	Elect Director Adriane M. Brown	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director Aparna Chennapragada	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director Logan D. Green	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director E. Carol Hayles	Against	The nominee holds an excessive number of board mandates (3 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded.
eBay, Inc.	21-Jun-23	Elect Director Jamie Iannone	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director Shripriya Mahesh	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director Paul S. Pressler	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director Mohak Shroff	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Elect Director Perry M. Traquina	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay.
eBay, Inc.	21-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
eBay, Inc.	21-Jun-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.
eBay, Inc.	21-Jun-23	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	The vote is in line with the Amundi Voting policy.
eBay, Inc.	21-Jun-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For	The proposal is in the shareholders' interest.
Veeva Systems Inc.	21-Jun-23	Elect Director Timothy S. Cabral	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Mark Carges	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Peter P. Gassner	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Mary Lynne Hedley	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Priscilla Hung	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Tina Hunt	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Marshall L. Mohr	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as an Executive and 1 as a Chair of audit committee) and is therefore considered overboarded.
Veeva Systems Inc.	21-Jun-23	Elect Director Gordon Ritter	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Elect Director Paul Sekhri	Against	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 an Executive 3 as a Chair) and is therefore considered overboarded.
Veeva Systems Inc.	21-Jun-23	Elect Director Matthew J. Wallach	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Veeva Systems Inc.	21-Jun-23	Amend Certificate of Incorporation	For	The vote is in line with the Amundi Voting policy.
Veeva Systems Inc.	21-Jun-23	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	The proposal would enhance shareholder rights.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Reveta Bowers	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Kerry Carr	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Robert Corti	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. There are concerns regarding how the Board is overseeing ESG matters.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Brian Kelly	Against	There are concerns regarding how the Board is overseeing ESG matters.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Robert Kotick	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Barry Meyer	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Robert Morgado	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Peter Nolan	Against	There are concerns regarding how the Board is overseeing ESG matters.
Activision Blizzard, Inc.	21-Jun-23	Elect Director Dawn Ostroff	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Activision Blizzard, Inc.	21-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Activision Blizzard, Inc.	21-Jun-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest.
Activision Blizzard, Inc.	21-Jun-23	Adopt Policy on Freedom of Association and Collective Bargaining	For	There have been significant controversies regarding the Company's labor practices. We consider that it would be beneficial for shareholder to have further clarity on how the Company protects its workers' rights.
Activision Blizzard, Inc.	21-Jun-23	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn		This is a non-votable item
CrowdStrike Holdings, Inc.	21-Jun-23	Elect Director Johanna Flower	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	21-Jun-23	Elect Director Denis J. O'Leary	Withhold	There are concerns regarding how this Board member has exercised her responsibilities.
CrowdStrike Holdings, Inc.	21-Jun-23	Elect Director Godfrey R. Sullivan	For	The vote is in line with the Amundi Voting policy.
CrowdStrike Holdings, Inc.	21-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Elect Director Reid French	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Autodesk, Inc.	21-Jun-23	Elect Director Mary T. McDowell	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Autodesk, Inc.	21-Jun-23	Elect Director Andrew Anagnost	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Elect Director Karen Blasing	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Autodesk, Inc.	21-Jun-23	Elect Director Ayanna Howard	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Elect Director Blake Irving	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Elect Director Stephen Milligan	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Elect Director Lorrie M. Norrington	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Autodesk, Inc.	21-Jun-23	Elect Director Elizabeth (Betsy) Rafael	Against	The nominee holds an excessive number of board mandates (three in total, all as a non-executive chair of audit committee) and is therefore considered overboarded.
Autodesk, Inc.	21-Jun-23	Elect Director Rami Rahim	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Elect Director Stacy J. Smith	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Autodesk, Inc.	21-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Autodesk, Inc.	21-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Autodesk, Inc.	21-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Splunk Inc.	21-Jun-23	Elect Director Patricia Morrison	For	The vote is in line with the Amundi Voting policy.
Splunk Inc.	21-Jun-23	Elect Director David Tunnell	Against	The gender diversity of the board is below our guidelines.
Splunk Inc.	21-Jun-23	Elect Director Dennis L. Via	For	The vote is in line with the Amundi Voting policy.
Splunk Inc.	21-Jun-23	Elect Director Luis Visoso	For	The vote is in line with the Amundi Voting policy.
Splunk Inc.	21-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Splunk Inc.	21-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Splunk Inc.	21-Jun-23	Amend Omnibus Stock Plan	Against	The company has not disclosed sufficient information to enable support of the proposal. The structure of the LTIP is considered inadequate.
Okta, Inc.	22-Jun-23	Elect Director Robert L. Dixon, Jr.	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised his or her responsibilities.
Okta, Inc.	22-Jun-23	Elect Director Shellye Archambeau	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Okta, Inc.	22-Jun-23	Elect Director Benjamin Horowitz	Withhold	There are concerns regarding how this Board member has exercised his or her responsibilities.
Okta, Inc.	22-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Okta, Inc.	22-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Workday, Inc.	22-Jun-23	Elect Director George J. Still, 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.
Workday, Inc.	22-Jun-23	Elect Director Christa Davies	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Workday, Inc.	22-Jun-23	Elect Director Wayne A.I. Frederick	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	22-Jun-23	Elect Director Mark J. Hawkins	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.
Workday, Inc.	22-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Workday, Inc.	22-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration. Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Workday, Inc.	22-Jun-23	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	The proposal is not in shareholder's interest.
NVIDIA Corporation	22-Jun-23	Elect Director Robert K. Burgess	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	22-Jun-23	Elect Director Tench Coxe	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	22-Jun-23	Elect Director John O. Dabiri	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	22-Jun-23	Elect Director Dawn Hudson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
NVIDIA Corporation	22-Jun-23	Elect Director Harvey C. Jones	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
NVIDIA Corporation	22-Jun-23	Elect Director Persis S. Drell	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	22-Jun-23	Elect Director Jen-Hsun Huang	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	22-Jun-23	Elect Director Michael G. McCaffery	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	22-Jun-23	Elect Director Stephen C. Neal	Against	The gender diversity of the board is below our guidelines.
NVIDIA Corporation	22-Jun-23	Elect Director Mark L. Perry	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
NVIDIA Corporation	22-Jun-23	Elect Director A. Brooke Seawell	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
NVIDIA Corporation	22-Jun-23	Elect Director Aarti Shah	For	The vote is in line with the Amundi Voting policy.
NVIDIA Corporation	22-Jun-23	Elect Director Mark A. Stevens	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				Committee which is composed of less than 50 percent independent members.
NVIDIA Corporation	22-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
NVIDIA Corporation	22-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
NVIDIA Corporation	22-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Elect Director Gary P. Fayard	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Monster Beverage Corporation	22-Jun-23	Elect Director Jeanne P. Jackson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Monster Beverage Corporation	22-Jun-23	Elect Director Mark S. Vidergauz	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Monster Beverage Corporation	22-Jun-23	Elect Director Rodney C. Sacks	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Monster Beverage Corporation	22-Jun-23	Elect Director Hilton H. Schlosberg	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Elect Director Mark J. Hall	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Elect Director Ana Demel	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Elect Director James L. Dinkins	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Elect Director Tiffany M. Hall	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Elect Director Steven G. Pizula	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Monster Beverage Corporation	22-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Monster Beverage Corporation	22-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Monster Beverage Corporation	22-Jun-23	Increase Authorized Common Stock	Against	The potential increase in capital is considered excessively dilutive.
Monster Beverage Corporation	22-Jun-23	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	26-Jun-23	Elect Director Maria C. Freire	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Biogen Inc.	26-Jun-23	Elect Director William A. Hawkins	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Biogen Inc.	26-Jun-23	Elect Director Alexander J. Denner - Withdrawn		This is a non-votable item
Biogen Inc.	26-Jun-23	Elect Director Caroline D. Dorsa	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 50 percent independent members. The nominee holds an excessive number of board mandates (three in total, including one as a Chair and two as a Chair of audit committee) and is therefore considered overboarded.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Biogen Inc.	26-Jun-23	Elect Director William D. Jones-Withdrawn		This is a non-votable item
Biogen Inc.	26-Jun-23	Elect Director Jesus B. Mantas	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	26-Jun-23	Elect Director Richard C. Mulligan-Withdrawn		This is a non-votable item
Biogen Inc.	26-Jun-23	Elect Director Eric K. Rowinsky	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The nominee holds an excessive number of board mandates (four in total, including one as a Chair) and is therefore considered overboarded.
Biogen Inc.	26-Jun-23	Elect Director Stephen A. Sherwin	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 50 percent independent members.
Biogen Inc.	26-Jun-23	Elect Director Christopher A. Viehbach	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	26-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Biogen Inc.	26-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers.
Biogen Inc.	26-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Biogen Inc.	26-Jun-23	Elect Director Susan K. Langer	For	The vote is in line with the Amundi Voting policy.
Masimo Corporation	26-Jun-23	Elect Management Nominee Director H Michael Cohen	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Elect Management Nominee Director Julie A. Shimer	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Elect Dissident Nominee Director Michelle Brennan	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Elect Dissident Nominee Director Quentin Koffey	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Ratify Grant Thornton LLP as Auditors	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	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.
Masimo Corporation	26-Jun-23	Advisory Vote on Say on Pay Frequency	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Declassify the Board of Directors	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Approve Increase in Size of Board from Five to Seven	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	Do Not Vote	In case of a proxy fight, shareholders have to select only one list of directors to vote on.
Masimo Corporation	26-Jun-23	Elect Dissident Nominee Director Michelle Brennan	For	The vote is in line with the Amundi Voting policy.
Masimo Corporation	26-Jun-23	Elect Dissident Nominee Director Quentin Koffey	For	The vote is in line with the Amundi Voting policy.
Masimo Corporation	26-Jun-23	Elect Management Nominee Director H Michael Cohen	Withhold	The dissident has made a case for change.
Masimo Corporation	26-Jun-23	Elect Management Nominee Director Julie A. Shimer	Withhold	The dissident has made a case for change.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Masimo Corporation	26-Jun-23	Ratify Grant Thornton LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Masimo Corporation	26-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Masimo Corporation	26-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Masimo Corporation	26-Jun-23	Declassify the Board of Directors	For	The vote is in line with the Amundi Voting policy.
Masimo Corporation	26-Jun-23	Approve Increase in Size of Board from Five to Seven	For	The proposal is in the shareholder's interest.
Masimo Corporation	26-Jun-23	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	For	The vote is in line with the Amundi Voting policy.
MongoDB, Inc.	27-Jun-23	Elect Director Archana Agrawal	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how this Board member has exercised her responsibilities.
MongoDB, Inc.	27-Jun-23	Elect Director Hope Cochran	Withhold	The nominee holds an excessive number of board mandates (3 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised her responsibilities.
MongoDB, Inc.	27-Jun-23	Elect Director Dwight Merriman	Withhold	There are concerns regarding how this Board member has exercised his responsibilities. The gender diversity of the board is below our guidelines.
MongoDB, Inc.	27-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
MongoDB, Inc.	27-Jun-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Plug Power Inc.	27-Jun-23	Elect Director Jonathan M. Silver	Withhold	There are concerns regarding how this Board member has exercised his responsibilities.
Plug Power Inc.	27-Jun-23	Elect Director Kyungyeol Song	Withhold	There are concerns regarding how this Board member has exercised his responsibilities.
Plug Power Inc.	27-Jun-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Plug Power Inc.	27-Jun-23	Approve Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Plug Power Inc.	27-Jun-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Plug Power Inc.	27-Jun-23	Advisory Vote on Say on Pay Frequency	One Year	
Plug Power Inc.	27-Jun-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Snowflake Inc.	05-Jul-23	Elect Director Teresa Briggs	Withhold	The nominee holds an excessive number of board mandates (4 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded. There are concerns regarding how this Board member has exercised her responsibilities.
Snowflake Inc.	05-Jul-23	Elect Director Jeremy Burton	Withhold	There are concerns regarding how this Board member has exercised his responsibilities.
Snowflake Inc.	05-Jul-23	Elect Director Mark D. McLaughlin	Withhold	The gender diversity of the board is below our guidelines.
Snowflake Inc.	05-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Snowflake Inc.	05-Jul-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Black Knight, Inc.	12-Jul-23	Elect Director Catherine L. (Katie) Burke	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Black Knight, Inc.	12-Jul-23	Elect Director David K. Hunt	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The gender diversity of the board is below our guidelines.
Black Knight, Inc.	12-Jul-23	Elect Director Anthony M. Jabbour	Withhold	The nominee holds an excessive number of board mandates (3 in total, including 2 as an Executive) and is therefore considered overboarded.
Black Knight, Inc.	12-Jul-23	Elect Director Joseph M. Otting	For	The vote is in line with the Amundi Voting policy.
Black Knight, Inc.	12-Jul-23	Elect Director Ganesh B. Rao	For	The vote is in line with the Amundi Voting policy.
Black Knight, Inc.	12-Jul-23	Elect Director John D. Rood	For	The vote is in line with the Amundi Voting policy.
Black Knight, Inc.	12-Jul-23	Elect Director Nancy L. Shanik	For	The vote is in line with the Amundi Voting policy.
Black Knight, Inc.	12-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The structure of executive pay is considered inadequate.
Black Knight, Inc.	12-Jul-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
VMware, Inc.	13-Jul-23	Elect Director Anthony Bates	For	The vote is in line with the Amundi Voting policy.
VMware, Inc.	13-Jul-23	Elect Director Michael Dell	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 an Executive and 2 as Chair) and is therefore considered overboarded.
VMware, Inc.	13-Jul-23	Elect Director Egon Durban	Against	The gender diversity of the board is below our guidelines. The nominee holds an excessive number of board mandates (6 in total, including 1 as Chair) and is therefore considered overboarded.
VMware, Inc.	13-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
VMware, Inc.	13-Jul-23	Advisory Vote on Say on Pay Frequency	One Year	
VMware, Inc.	13-Jul-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Chewy, Inc.	14-Jul-23	Elect Director Raymond Svider	Withhold	Remuneration committee members are 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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines. There are concerns regarding how this Board member has exercised his or her responsibilities.
Chewy, Inc.	14-Jul-23	Elect Director Marco Castelli	For	The vote is in line with the Amundi Voting policy.
Chewy, Inc.	14-Jul-23	Elect Director James Nelson	Withhold	The nominee holds an excessive number of board mandates (3 in total, including 1 as an executive, 1 as chair of the board and 1 as chair of the audit committee) and is therefore considered overboarded.
Chewy, Inc.	14-Jul-23	Elect Director Martin H. Nesbitt	For	The vote is in line with the Amundi Voting policy.
Chewy, Inc.	14-Jul-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Chewy, Inc.	14-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Chewy, Inc.	14-Jul-23	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Elect Director Stephen F. Angel	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Elect Director Sanjiv Lamba	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Linde Plc	24-Jul-23	Elect Director Ann-Kristin Achleitner	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Elect Director Thomas Enders	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Elect Director Hugh Grant	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	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	24-Jul-23	Elect Director Victoria E. Ossadnik	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Elect Director Martin H. Richenhagen	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair and 1 as Chair of the audit committee) and is therefore considered overboarded.
Linde Plc	24-Jul-23	Elect Director Alberto Weisser	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Elect Director Robert L. Wood	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Ratify PricewaterhouseCoopers as Auditors	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Authorise Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Linde Plc	24-Jul-23	Reduce Supermajority Vote Requirement	For	The vote is in line with the Amundi Voting policy.
VF Corporation	25-Jul-23	Elect Director Mark S. Hoplamazian	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
VF Corporation	25-Jul-23	Elect Director Laura W. Lang	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
VF Corporation	25-Jul-23	Elect Director Matthew J. Shattock	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee holds an excessive number of board mandates (3 in total, including 2 as chair) and is therefore considered overboarded.
VF Corporation	25-Jul-23	Elect Director Juliana L. Chugg	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
VF Corporation	25-Jul-23	Elect Director Richard T. Carucci	Withhold	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
VF Corporation	25-Jul-23	Elect Director Alex Cho	For	The vote is in line with the Amundi Voting policy.
VF Corporation	25-Jul-23	Elect Director Benno Dorer	For	The vote is in line with the Amundi Voting policy.
VF Corporation	25-Jul-23	Elect Director W. Rodney McMullen	For	The vote is in line with the Amundi Voting policy.
VF Corporation	25-Jul-23	Elect Director Clarence Otis, Jr.	Withhold	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
VF Corporation	25-Jul-23	Elect Director Carol L. Roberts	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
VF Corporation	25-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
VF Corporation	25-Jul-23	Advisory Vote on Say on Pay Frequency	One Year	
VF Corporation	25-Jul-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Horizon Therapeutics Public Limited Company	27-Jul-23	Elect Director Gino Santini	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Horizon Therapeutics Public Limited Company	27-Jul-23	Elect Director James Shannon	Against	The gender diversity of the board is below our guidelines.
Horizon Therapeutics Public Limited Company	27-Jul-23	Elect Director Timothy P. Walbert	For	The vote is in line with the Amundi Voting policy.
Horizon Therapeutics Public Limited Company	27-Jul-23	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Horizon Therapeutics Public Limited Company	27-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The structure of executive pay is considered inadequate.
STERIS plc	27-Jul-23	Elect Director Christopher S. Holland	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	27-Jul-23	Elect Director Paul E. Martin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	27-Jul-23	Elect Director Nirav R. Shah	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
STERIS plc	27-Jul-23	Elect Director Jacqueline B. Kosecoff	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
STERIS plc	27-Jul-23	Elect Director Esther M. Alegria	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Elect Director Richard C. Breeden	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
STERIS plc	27-Jul-23	Elect Director Daniel A. Carestio	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Elect Director Cynthia L. Feldmann	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The nominee holds an excessive number of board mandates (4 in total, including 2 as Chair of the audit committee) and is therefore considered overboarded.
STERIS plc	27-Jul-23	Elect Director Mohsen M. Sohi	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Elect Director Richard M. Steeves	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

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STERIS plc	27-Jul-23	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Authorise Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
STERIS plc	27-Jul-23	Advisory Vote on Say on Pay Frequency	One Year	
STERIS plc	27-Jul-23	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
STERIS plc	27-Jul-23	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Elect Director Kofi A. Bruce	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Elect Director Rachel A. Gonzalez	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Elect Director Jeffrey T. Huber	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members.
Electronic Arts Inc.	10-Aug-23	Elect Director Talbott Roche	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Elect Director Richard A. Simonson	Against	The nominee is a non-independent member of the Audit Committee which is composed of less than 50 percent independent members. The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Electronic Arts Inc.	10-Aug-23	Elect Director Luis A. Ubinas	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Elect Director Heidi J. Ueberroth	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	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.	10-Aug-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Electronic Arts Inc.	10-Aug-23	Advisory Vote on Say on Pay Frequency	One Year	
Electronic Arts Inc.	10-Aug-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Saputo Inc.	11-Aug-23	Elect Director Lino A. Saputo	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Saputo Inc.	11-Aug-23	Elect Director Henry E. Demone	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Elect Director Olu Fajemirokun-Beck	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Elect Director Anthony M. Fata	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Elect Director Annalisa King	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Saputo Inc.	11-Aug-23	Elect Director Karen Kinsley	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Elect Director Diane Nyisztor	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Elect Director Franziska Ruf	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Elect Director Annette Verschuren	For	The vote is in line with the Amundi Voting policy.
Saputo Inc.	11-Aug-23	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Saputo Inc.	11-Aug-23	Advisory Vote on Executive Compensation Approach	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director Ralph G. Quinsey	Against	The gender diversity of the board is below our guidelines.
Qorvo, Inc.	15-Aug-23	Elect Director Robert A. Bruggeworth	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director Judy Bruner	Against	The nominee holds an excessive number of board mandates (four in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
Qorvo, Inc.	15-Aug-23	Elect Director Jeffery R. Gardner	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director John R. Harding	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director David H. Y. Ho	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director Roderick D. Nelson	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director Walden C. Rhines	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Elect Director Susan L. Spradley	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Qorvo, Inc.	15-Aug-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	22-Aug-23	Elect Director Wade F. Meyercord	Against	The board is not sufficiently independent as per our voting policy. The gender diversity of the board is below our guidelines. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microchip Technology Incorporated	22-Aug-23	Elect Director Matthew W. Chapman	Against	The board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters.
Microchip Technology Incorporated	22-Aug-23	Elect Director Ganesh Moorthy	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	22-Aug-23	Elect Director Robert A. Rango	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	22-Aug-23	Elect Director Karen M. Rapp	Against	The board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters.
Microchip Technology Incorporated	22-Aug-23	Elect Director Steve Sanghi	Against	The board is not sufficiently independent as per our voting policy.
Microchip Technology Incorporated	22-Aug-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	22-Aug-23	Approve Nonqualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	22-Aug-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Microchip Technology Incorporated	22-Aug-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Microchip Technology Incorporated	22-Aug-23	Advisory Vote on Say on Pay Frequency	One Year	
Microchip Technology Incorporated	22-Aug-23	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Microchip Technology Incorporated	22-Aug-23	Elect Director Karlton D. Johnson	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.
Dynatrace, Inc.	23-Aug-23	Elect Director Rick McConnell	Withhold	There are issues with the board which do not enable support of the proposal
Dynatrace, Inc.	23-Aug-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Dynatrace, Inc.	23-Aug-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.

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Dynatrace, Inc.	23-Aug-23	Elect Director Michael Capone	Withhold	There are issues with the board which do not enable support of the proposal 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.
Dynatrace, Inc.	23-Aug-23	Elect Director Stephen Lifshatz	Withhold	There are issues with the board which do not enable support of the proposal 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.
NIKE, Inc.	12-Sep-23	Elect Director Cathleen Benko	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	12-Sep-23	Elect Director Alan B. Graf, Jr.	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	12-Sep-23	Elect Director John Rogers, Jr.	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	12-Sep-23	Elect Director Robert Swan	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	12-Sep-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	12-Sep-23	Advisory Vote on Say on Pay Frequency	One Year	
NIKE, Inc.	12-Sep-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NIKE, Inc.	12-Sep-23	Report on Median Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
NIKE, Inc.	12-Sep-23	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
NetApp, Inc.	13-Sep-23	Elect Director T. Michael Nevens	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
NetApp, Inc.	13-Sep-23	Elect Director Deepak Ahuja	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director Gerald Held	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director Kathryn M. Hill	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director Deborah L. Kerr	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director George Kurian	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director Carrie Palin	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director Scott F. Schenkel	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Elect Director George T. Shaheen	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
NetApp, Inc.	13-Sep-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Advisory Vote on Say on Pay Frequency	One Year	
NetApp, Inc.	13-Sep-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	This proposal would improve the company's corporate governance structure.
NetApp, Inc.	13-Sep-23	Amend Qualified Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
NetApp, Inc.	13-Sep-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Roland Hernandez	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director J Moses	Against	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Strauss Zelnick	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director LaVerne Srinivasan	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Susan Tolson	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Paul Viera	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director William "Bing" Gordon	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Ellen Siminoff	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Take-Two Interactive Software, Inc.	21-Sep-23	Advisory Vote on Say on Pay Frequency	One Year	
Take-Two Interactive Software, Inc.	21-Sep-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.
Take-Two Interactive Software, Inc.	21-Sep-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Michael Dornemann	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Take-Two Interactive Software, Inc.	21-Sep-23	Elect Director Michael Sheresky	Against	The nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	26-Sep-23	Elect Director C. Kim Goodwin	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	26-Sep-23	Elect Director Elizabeth C. Lempres	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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General Mills, Inc.	26-Sep-23	Elect Director Maria A. Sastre	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	26-Sep-23	Elect Director Jorge A. Uribe	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
General Mills, Inc.	26-Sep-23	Elect Director R. Kerry Clark	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	26-Sep-23	Elect Director Jeffrey L. Harmening	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
General Mills, Inc.	26-Sep-23	Elect Director Maria G. Henry	Against	There are concerns regarding how the Board is overseeing ESG matters.
General Mills, Inc.	26-Sep-23	Elect Director Jo Ann Jenkins	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	26-Sep-23	Elect Director Diane L. Neal	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	26-Sep-23	Elect Director Steve Odland	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	26-Sep-23	Elect Director Eric D. Sprunk	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	26-Sep-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
General Mills, Inc.	26-Sep-23	Advisory Vote on Say on Pay Frequency	One Year	
General Mills, Inc.	26-Sep-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
General Mills, Inc.	26-Sep-23	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against	The proposal is not in the shareholders' interest.
General Mills, Inc.	26-Sep-23	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	This proposal would improve the company's corporate governance structure.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Robert J. Coviello	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director W.G. Jurgensen	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Hala G. Modellmog	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Maria Renna Sharpe	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Charles A. Blixt	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.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Peter J. Bensen	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Rita Fisher	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Andre J. Hawaux	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Thomas P. Maurer	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Robert A. Niblock	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	28-Sep-23	Elect Director Thomas P. Werner	For	The vote is in line with the Amundi Voting policy.
Lamb Weston Holdings, Inc.	28-Sep-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.

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Lamb Weston Holdings, Inc.	28-Sep-23	Advisory Vote on Say on Pay Frequency	One Year	
Lamb Weston Holdings, Inc.	28-Sep-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
RPM International Inc.	05-Oct-23	Elect Director Robert A. Livingston	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
RPM International Inc.	05-Oct-23	Elect Director William B. Summers, Jr.	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
RPM International Inc.	05-Oct-23	Elect Director Frederick R. Nance	Withhold	The gender diversity of the board is below our guidelines.
RPM International Inc.	05-Oct-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not been responsive to shareholder concerns. The structure of executive pay is considered inadequate.
RPM International Inc.	05-Oct-23	Advisory Vote on Say on Pay Frequency	One Year	
RPM International Inc.	05-Oct-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director B. Marc Allen	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Brett Biggs	Against	The nominee holds an excessive number of board mandates (four in total, including one as an executive) and is therefore considered overboarded.
The Procter & Gamble Company	10-Oct-23	Elect Director Sheila Bonini	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Angela F. Braly	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Amy L. Chang	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Joseph Jimenez	Against	The nominee holds an excessive number of board mandates (four in total, including one as a non-executive chair) and is therefore considered overboarded.
The Procter & Gamble Company	10-Oct-23	Elect Director Christopher Kempczinski	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Debra L. Lee	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Terry J. Lundgren	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Christine M. McCarthy	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Jon R. Moeller	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Robert J. Portman	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Rajesh Subramaniam	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Elect Director Patricia A. Woertz	Against	There are concerns regarding how the Board is overseeing ESG matters.
The Procter & Gamble Company	10-Oct-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Procter & Gamble Company	10-Oct-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay. There is a lack of relevant ESG criteria in the variable compensation.
The Procter & Gamble Company	10-Oct-23	Advisory Vote on Say on Pay Frequency	One Year	
The Procter & Gamble Company	10-Oct-23	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				the matter, and therefore we consider that the proposal is not in shareholders' interest.
The Procter & Gamble Company	10-Oct-23	Report on Risks Related to Operations in China	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
The Procter & Gamble Company	10-Oct-23	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	This proposal would improve the company's corporate governance structure.
Newmont Corporation	11-Oct-23	Issue Shares in Connection with Transaction	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	11-Oct-23	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.
Newmont Corporation	11-Oct-23	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Craig Arnold	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Scott C. Donnelly	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Lidia L. Fonseca	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Andrea J. Goldsmith	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Randall J. Hogan, III	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Gregory P. Lewis	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Kevin E. Lofton	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Geoffrey S. Martha	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Elizabeth G. Nabel	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Denise M. O'Leary	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Elect Director Kendall J. Powell	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Approve Employee Stock Purchase Plan	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	Renew the Board's Authority to Issue Shares Under Irish Law	For	The vote is in line with the Amundi Voting policy.
Medtronic plc	19-Oct-23	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	19-Oct-23	Authorize Overseas Market Purchases of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Glenda M. Dorchak	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director John C. Hodge	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Clyde R. Hosein	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Darren R. Jackson	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Duy-Loan T. Le	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Gregg A. Lowe	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director John B. Replogle	Withhold	The gender diversity of the board is below our guidelines.
Wolfspeed, Inc.	23-Oct-23	Elect Director Marvin A. Riley	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Stacy J. Smith	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Elect Director Thomas H. Werner	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Increase Authorized Common Stock	For	The vote is in line with the Amundi Voting policy.

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Wolfspeed, Inc.	23-Oct-23	Approve Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive pay.
Wolfspeed, Inc.	23-Oct-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Wolfspeed, Inc.	23-Oct-23	Advisory Vote on Say on Pay Frequency	One Year	
Cintas Corporation	24-Oct-23	Elect Director Gerald S. Adolph	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Cintas Corporation	24-Oct-23	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Cintas Corporation	24-Oct-23	Elect Director Joseph Scaminace	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 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Cintas Corporation	24-Oct-23	Elect Director John F. Barrett	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	24-Oct-23	Elect Director Karen L. Carnahan	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	24-Oct-23	Elect Director Robert E. Coletti	Against	The board is not sufficiently independent as per our voting policy.
Cintas Corporation	24-Oct-23	Elect Director Scott D. Farmer	Against	The board is not sufficiently independent as per our voting policy.
Cintas Corporation	24-Oct-23	Elect Director Martin Mucci	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	24-Oct-23	Elect Director Todd M. Schneider	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	24-Oct-23	Elect Director Ronald W. Tysoe	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 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Cintas Corporation	24-Oct-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	24-Oct-23	Advisory Vote on Say on Pay Frequency	One Year	
Cintas Corporation	24-Oct-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cintas Corporation	24-Oct-23	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				stakeholders, including customers and employees. Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices. We therefore consider that the proposal is in shareholders' interests.
Cintas Corporation	24-Oct-23	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Bio-Techne Corporation	26-Oct-23	Elect Director Julie L. Bushman	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	26-Oct-23	Elect Director Joseph D. Keegan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	26-Oct-23	Elect Director Rupert Vessey	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	26-Oct-23	Elect Director Randolph Steer	Against	The board is not sufficiently independent as per our voting policy. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Bio-Techne Corporation	26-Oct-23	Fix Number of Directors at Nine	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	26-Oct-23	Elect Director Robert V. Baumgartner	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 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Bio-Techne Corporation	26-Oct-23	Elect Director John L. Higgins	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 50 percent independent members. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
Bio-Techne Corporation	26-Oct-23	Elect Director Charles R. Kummeth	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	26-Oct-23	Elect Director Roeland Nusse	Against	The board is not sufficiently independent as per our voting policy.
Bio-Techne Corporation	26-Oct-23	Elect Director Alpna Seth	For	The vote is in line with the Amundi Voting policy.
Bio-Techne Corporation	26-Oct-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. There are concerns regarding the alignment between pay and performance. The company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration. The structure of executive pay is considered inadequate.
Bio-Techne Corporation	26-Oct-23	Advisory Vote on Say on Pay Frequency	One Year	
Bio-Techne Corporation	26-Oct-23	Ratify KPMG, LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

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KLA Corporation	01-Nov-23	Elect Director Jeneanne Hanley	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	01-Nov-23	Elect Director Gary Moore	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	01-Nov-23	Elect Director Victor Peng	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
KLA Corporation	01-Nov-23	Elect Director Robert Calderoni	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.
KLA Corporation	01-Nov-23	Elect Director Emiko Higashi	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	01-Nov-23	Elect Director Kevin Kennedy	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	01-Nov-23	Elect Director Michael McMullen	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	01-Nov-23	Elect Director Marie Myers	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as an executive and 1 as a Chair of audit committee) and is therefore considered overboarded.
KLA Corporation	01-Nov-23	Elect Director Robert Rango	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	01-Nov-23	Elect Director Richard Wallace	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	01-Nov-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
KLA Corporation	01-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable
KLA Corporation	01-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
KLA Corporation	01-Nov-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	07-Nov-23	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	07-Nov-23	Elect Director Lih Shyng (Rick L.) Tsai	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Lam Research Corporation	07-Nov-23	Elect Director Eric K. Brandt	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair and 1 as a Chair of audit committee) and is therefore considered overboarded.
Lam Research Corporation	07-Nov-23	Elect Director Abhijit Y. Talwalkar	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. 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	07-Nov-23	Elect Director Sohail U. Ahmed	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Lam Research Corporation	07-Nov-23	Elect Director Timothy M. Archer	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	07-Nov-23	Elect Director Michael R. Cannon	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members. The gender diversity of the board is below our guidelines.
Lam Research Corporation	07-Nov-23	Elect Director John M. Dineen	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	07-Nov-23	Elect Director Ho Kyu Kang	For	The vote is in line with the Amundi Voting policy.
Lam Research Corporation	07-Nov-23	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	07-Nov-23	Elect Director Leslie F. Varon	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.
Lam Research Corporation	07-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Lam Research Corporation	07-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
Lam Research Corporation	07-Nov-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Leslie A. Brun	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Pamela L. Carter	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as a Chair and 1 as a Chair of audit committee) and is therefore considered overboarded.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Richard J. Daly	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Robert N. Duelks	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Melvin L. Flowers	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Timothy C. Gokey	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Brett A. Keller	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Maura A. Markus	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Eileen K. Murray	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Annette L. Nazareth	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Elect Director Amit K. Zavary	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Broadridge Financial Solutions, Inc.	09-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
Broadridge Financial Solutions, Inc.	09-Nov-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corp.	10-Nov-23	Elect Director Robert Roosa	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corp.	10-Nov-23	Elect Director Murray Stahl	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 an Executive and 1 as Chair) and is therefore considered overboarded. There are

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
				issues with the companies' practices or policies which do not enable support of the proposal.
Texas Pacific Land Corp.	10-Nov-23	Elect Director Marguerite Woung-Chapman	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corp.	10-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Texas Pacific Land Corp.	10-Nov-23	Ratify Deloitte & Touche LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Texas Pacific Land Corp.	10-Nov-23	Provide Right to Call a Special Meeting	For	The proposal would enhance shareholder rights.
Texas Pacific Land Corp.	10-Nov-23	Require Independent Board Chair	For	There is no lead independent director.
Texas Pacific Land Corp.	10-Nov-23	Adopt Share Retention Policy For Senior Executives	For	The shareholder proposal is in the interest of long-term shareholders and may align the interests of Senior Executives and long-term shareholder value.
Texas Pacific Land Corp.	10-Nov-23	Provide Right to Act by Written Consent	For	The proposal would enhance shareholder rights
Texas Pacific Land Corp.	10-Nov-23	Request that the New York Stock Exchange not Categorize any Increase in the Authorized Number of Shares as Routine	Against	The company does not appear to have any direct control or influence as to whether a proposal is classified as "routine" or "non-routine." Such determinations are made by the NYSE and are outside the purview of the company.
Texas Pacific Land Corp.	10-Nov-23	Restrict Severance Agreements (Change-in-Control)	Against	The proposal is overly prescriptive. We do not see that the proponent has demonstrated a deficiency and therefore we consider that the proposal is not in shareholders' interest.
The Clorox Company	15-Nov-23	Elect Director Amy L. Banse	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Julia Denman	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Spencer C. Fleischer	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Esther Lee	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director A.D. David Mackay	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Paul Parker	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Stephanie Plaines	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Linda Rendle	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Matthew J. Shattock	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair) and is therefore considered overboarded.
The Clorox Company	15-Nov-23	Elect Director Kathryn Tesija	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Russell J. Weiner	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Elect Director Christopher J. Williams	Against	The nominee holds an excessive number of board mandates (three in total, including two as a non-executive chair of audit committee) and is therefore considered overboarded.
The Clorox Company	15-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
The Clorox Company	15-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
The Clorox Company	15-Nov-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	16-Nov-23	Elect Director Karen Drexler	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	16-Nov-23	Elect Director Harjit Gill	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	16-Nov-23	Elect Director Richard "Rich" Sulpizio	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
ResMed Inc.	16-Nov-23	Elect Director Desney Tan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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ResMed Inc.	16-Nov-23	Elect Director Carol Burt	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	16-Nov-23	Elect Director Jan De Witte	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	16-Nov-23	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.	16-Nov-23	Elect Director Peter Farrell	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	16-Nov-23	Elect Director John Hernandez	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	16-Nov-23	Elect Director Ronald "Ron" Taylor	Against	The gender diversity of the board is below our guidelines.
ResMed Inc.	16-Nov-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
ResMed Inc.	16-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
ResMed Inc.	16-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
Sysco Corporation	17-Nov-23	Elect Director Daniel J. Brutto	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Francesca DeBiase	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Ali Dibadj	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Larry C. Glasscock	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Jill M. Golder	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Bradley M. Halverson	Against	There are concerns regarding how the Board is overseeing ESG matters. The nominee holds an excessive number of board mandates (4 in total, including 1 as Chair of the audit committee) and is therefore considered overboarded.
Sysco Corporation	17-Nov-23	Elect Director John M. Hinshaw	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Kevin P. Hourican	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Alison Kenney Paul	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Elect Director Edward D. Shirley	Against	There are concerns regarding how the Board is overseeing ESG matters.
Sysco Corporation	17-Nov-23	Elect Director Sheila G. Talton	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
Sysco Corporation	17-Nov-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Sysco Corporation	17-Nov-23	Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	For	We are in favor of the resolution and against the reversal of the company's policy. Indeed, the proposals is in favor of the animal well-being. Beside, we note that the progressive ban on gestation crates is spreading more and more all around the world.- Although we can understand the difficulties and the significant financial investments required to achieve such a commitment, we believe that in view of the promises made by Sysco over the last 10 years, as mentioned in the Sustainability report, the company cannot abandon the human and financial efforts invested in this area, unless it acknowledges either the inadequacy of the actions taken to keep the promises made, or the failure of this policy.
The Estee Lauder Companies Inc.	17-Nov-23	Elect Director Charlene Barshefsky	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 percent independent members. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies. There are concerns regarding how the Board is overseeing ESG matters.
The Estee Lauder Companies Inc.	17-Nov-23	Elect Director Angela Wei Dong	For	The vote is in line with the Amundi Voting policy.

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The Estee Lauder Companies Inc.	17-Nov-23	Elect Director Fabrizio Freda	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	17-Nov-23	Elect Director Gary M. Lauder	Withhold	The board is not sufficiently independent as per our voting policy.
The Estee Lauder Companies Inc.	17-Nov-23	Elect Director Jane Lauder	Withhold	The board is not sufficiently independent as per our voting policy.
The Estee Lauder Companies Inc.	17-Nov-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
The Estee Lauder Companies Inc.	17-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation. The structure of executive pay is considered inadequate. The structure of the LTIP is considered inadequate.
The Estee Lauder Companies Inc.	17-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
Ferguson Plc	28-Nov-23	Elect Director Kelly Baker	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Bill Brundage	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Geoff Drabble	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Catherine Halligan	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Brian May	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director James S. Metcalf	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Kevin Murphy	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Alan Murray	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Thomas Schmitt	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Nadia Shouraboura	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Elect Director Suzanne Wood	Against	The nominee holds an excessive number of board mandates (3 in total, including 2 as a Chair of audit committee) and is therefore considered overboarded.
Ferguson Plc	28-Nov-23	Reappoint Deloitte LLP as Statutory Auditor	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Authorise Board to Fix Remuneration of Auditors	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Accept Financial Statements and Statutory Reports	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant Climate criteria in the variable compensation.
Ferguson Plc	28-Nov-23	Advisory Vote on Say on Pay Frequency	One Year	
Ferguson Plc	28-Nov-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Authorise Issue of Equity	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Authorise Issue of Equity without Pre-emptive Rights	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Authorise Market Purchase of Ordinary Shares	For	The vote is in line with the Amundi Voting policy.
Ferguson Plc	28-Nov-23	Adopt New Articles of Association	For	The vote is in line with the Amundi Voting policy.
Splunk Inc.	29-Nov-23	Approve Merger Agreement	For	The vote is in line with the Amundi Voting policy.
Splunk Inc.	29-Nov-23	Advisory Vote on Golden Parachutes	Against	Compensation is considered excessive compared to peers. There are concerns with the structure of the agreement.
Splunk Inc.	29-Nov-23	Adjourn Meeting	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Elect Director Robin L. Pederson	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.

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Paylocity Holding Corporation	30-Nov-23	Elect Director Andres D. Reiner	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Paylocity Holding Corporation	30-Nov-23	Elect Director Ronald V. Waters, III	Withhold	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Paylocity Holding Corporation	30-Nov-23	Elect Director Steven R. Beauchamp	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Elect Director Linda M. Breard	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.
Paylocity Holding Corporation	30-Nov-23	Elect Director Virginia G. Breen	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Elect Director Jeffrey T. Diehl	Withhold	The gender diversity of the board is below our guidelines.
Paylocity Holding Corporation	30-Nov-23	Elect Director Kenneth B. Robinson	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Elect Director Steven I. Sarowitz	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Elect Director Toby J. Williams	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Paylocity Holding Corporation	30-Nov-23	Approve Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Paylocity Holding Corporation	30-Nov-23	Provide Directors May Be Removed With or Without Cause	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Elect Director Wesley G. Bush	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Elect Director Michael D. Capellas	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Elect Director Mark Garrett	Against	The nominee holds an excessive number of board mandates (3 in total, including 3 as a Chair of audit committee) and is therefore considered overboarded.
Cisco Systems, Inc.	06-Dec-23	Elect Director John D. Harris, II	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Elect Director Kristina M. Johnson	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Elect Director Sarah Rae Murphy	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	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.	06-Dec-23	Elect Director Daniel H. Schulman	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Elect Director Marianna Tessel	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Amend Omnibus Stock Plan	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate. The structure of the LTIP is considered inadequate.
Cisco Systems, Inc.	06-Dec-23	Advisory Vote on Say on Pay Frequency	One Year	
Cisco Systems, Inc.	06-Dec-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Cisco Systems, Inc.	06-Dec-23	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Atlassian Corporation	06-Dec-23	Elect Director Shona L. Brown	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Michael Cannon-Brookes	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Scott Farquhar	For	The vote is in line with the Amundi Voting policy.

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Atlassian Corporation	06-Dec-23	Elect Director Heather M. Fernandez	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Sasan Goodarzi	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Jay Parikh	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Enrique Salem	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Steven Sordello	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Elect Director Richard P. Wong	Against	The gender diversity of the board is below our guidelines.
Atlassian Corporation	06-Dec-23	Elect Director Michelle Zatlyn	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Atlassian Corporation	06-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
Atlassian Corporation	06-Dec-23	Advisory Vote on Say on Pay Frequency	One Year	
Microsoft Corporation	07-Dec-23	Elect Director Sandra E. Peterson	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	07-Dec-23	Elect Director Carlos A. Rodriguez	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	07-Dec-23	Elect Director Charles W. Scharf	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	07-Dec-23	Elect Director Emma N. Walmsley	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Microsoft Corporation	07-Dec-23	Elect Director Reid G. Hoffman	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Elect Director Hugh F. Johnston	Against	The nominee holds an excessive number of board mandates (3 in total, including 1 as an executive and 2 as a Chair of audit committee) and is therefore considered overboarded.
Microsoft Corporation	07-Dec-23	Elect Director Teri L. List	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as a Chair of audit committee) and is therefore considered overboarded.
Microsoft Corporation	07-Dec-23	Elect Director Catherine MacGregor	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Elect Director Mark A. L. Mason	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Elect Director Satya Nadella	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Elect Director Penny S. Pritzker	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Elect Director John W. Stanton	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. There is a lack of relevant ESG criteria in the variable compensation.
Microsoft Corporation	07-Dec-23	Advisory Vote on Say on Pay Frequency	One Year	
Microsoft Corporation	07-Dec-23	Ratify Deloitte and & Touche as Auditors	For	The vote is in line with the Amundi Voting policy.
Microsoft Corporation	07-Dec-23	Report on Gender-Based Compensation and Benefits Inequities	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Microsoft Corporation	07-Dec-23	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.

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Microsoft Corporation	07-Dec-23	Report on Government Take Down Requests	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Microsoft Corporation	07-Dec-23	Report on Risks of Weapons Development	For	Additional disclosure is warranted concerning how the Company is mitigating the risks of violations of human and civil rights, as well as the financial and operational risks associated with its support of government agencies' impact on these rights.
Microsoft Corporation	07-Dec-23	Report on Climate Risk in Retirement Plan Options	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Microsoft Corporation	07-Dec-23	Publish a Tax Transparency Report	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Microsoft Corporation	07-Dec-23	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	Additional disclosure is warranted concerning how the Company is managing human rights-related risks.
Microsoft Corporation	07-Dec-23	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political activities and assess if spending is in line with stated objectives.
Microsoft Corporation	07-Dec-23	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Given the Company's scope of the operations, additional monitoring of the use of artificial intelligence would be beneficial to shareholders to ensure how the risks are managed. We therefore consider that the proposal is in shareholders' interests.
Copart, Inc.	08-Dec-23	Elect Director Cherylyn Harley LeBon	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	08-Dec-23	Elect Director Matt Blunt	Against	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	08-Dec-23	Elect Director Steven D. Cohan	Against	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	08-Dec-23	Elect Director Daniel J. Englander	Against	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Remuneration Committee which is composed of less than 50 percent independent members.The gender diversity of the board is below our guidelines.Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Copart, Inc.	08-Dec-23	Elect Director Thomas N. Tryforos	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.
Copart, Inc.	08-Dec-23	Elect Director Willis J. Johnson	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	08-Dec-23	Elect Director A. Jayson Adair	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	08-Dec-23	Elect Director James E. Meeks	Against	The board is not sufficiently independent as per our voting policy
Copart, Inc.	08-Dec-23	Elect Director Diane M. Morefield	Against	The board is not sufficiently independent as per our voting policy
Copart, Inc.	08-Dec-23	Elect Director Stephen Fisher	For	The vote is in line with the Amundi Voting policy.
Copart, Inc.	08-Dec-23	Elect Director Carl D. Sparks	Against	The gender diversity of the board is below our guidelines.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Copart, Inc.	08-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation. The company has not been responsive to shareholder concerns.
Copart, Inc.	08-Dec-23	Advisory Vote on Say on Pay Frequency	One Year	
Copart, Inc.	08-Dec-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	12-Dec-23	Elect Director Nikesh Arora	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	12-Dec-23	Elect Director Aparna Bawa	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	12-Dec-23	Elect Director Carl Eschenbach	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	12-Dec-23	Elect Director Lorraine Twohill	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	12-Dec-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Palo Alto Networks, Inc.	12-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is considered excessive compared to peers. The structure of executive pay is considered inadequate.
Palo Alto Networks, Inc.	12-Dec-23	Amend Omnibus Stock Plan	Against	The structure of the LTIP is considered inadequate.
Aspen Technology, Inc.	14-Dec-23	Elect Director Thomas F. Bogan	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aspen Technology, Inc.	14-Dec-23	Elect Director Robert M. Whelan, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aspen Technology, Inc.	14-Dec-23	Elect Director Ram R. Krishnan	Against	The gender diversity of the board is below our guidelines. Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
Aspen Technology, Inc.	14-Dec-23	Elect Director Patrick M. Antkowiak	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	14-Dec-23	Elect Director Karen M. Golz	Against	The nominee holds an excessive number of board mandates (3 in total, including 3 as Chair of the audit committee) and is therefore considered overboarded.
Aspen Technology, Inc.	14-Dec-23	Elect Director Antonio J. Pietri	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	14-Dec-23	Elect Director Arlen R. Shenkman	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	14-Dec-23	Elect Director Jill D. Smith	Against	The nominee holds an excessive number of board mandates (4 in total, including 1 as Chair) and is therefore considered overboarded.
Aspen Technology, Inc.	14-Dec-23	Ratify KPMG LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
Aspen Technology, Inc.	14-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
FactSet Research Systems Inc.	14-Dec-23	Elect Director Robin A. Abrams	Against	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50 percent independent members. The nominee is a non-independent member of the Governance Committee which is composed of less than 50 percent independent members.
FactSet Research Systems Inc.	14-Dec-23	Elect Director Malcolm Frank	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	14-Dec-23	Elect Director Laurie Siegel	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	14-Dec-23	Elect Director Elisha Wiesel	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	14-Dec-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
FactSet Research Systems Inc.	14-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The vote is in line with the Amundi Voting policy.
FactSet Research Systems Inc.	14-Dec-23	Advisory Vote on Say on Pay Frequency	One Year	
AutoZone, Inc.	20-Dec-23	Elect Director Linda A. Goodspeed	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	20-Dec-23	Elect Director Brian P. Hannasch	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	20-Dec-23	Elect Director Gale V. King	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	20-Dec-23	Elect Director George R. Mrkoncic, Jr.	Against	Remuneration committee members are held accountable for the Company's inadequate executive pay practices or policies.
AutoZone, Inc.	20-Dec-23	Elect Director Michael A. George	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	20-Dec-23	Elect Director Earl G. Graves, Jr.	Against	The gender diversity of the board is below our guidelines.
AutoZone, Inc.	20-Dec-23	Elect Director Enderson Guimaraes	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	20-Dec-23	Elect Director D. Bryan Jordan	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	20-Dec-23	Elect Director William C. Rhodes, III	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
AutoZone, Inc.	20-Dec-23	Elect Director Jill A. Soltau	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	20-Dec-23	Ratify Ernst & Young LLP as Auditors	For	The vote is in line with the Amundi Voting policy.
AutoZone, Inc.	20-Dec-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of relevant ESG criteria in the variable compensation.
AutoZone, Inc.	20-Dec-23	Advisory Vote on Say on Pay Frequency	One Year	

SNB CAPITAL NORTH AMERICA INDEX FUND
(Managed by the SNB Capital Company)
FINANCIAL STATEMENTS
For the year ended 31 December 2023
with
Independent auditor's report to the Unitholders



KPMG Professional Services

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Kingdom of Saudi Arabia
Commercial Registration No 1010425494

Headquarters in Riyadh

كي بي إم جي للاستشارات المهنية

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 2023, 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 2023, its financial performance and its cash flows for the year then ended in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board ("IFRS Accounting Standards") that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants ("SOCPA").

Basis for Opinion

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

KPMG Professional Services, a professional closed joint stock company registered in the Kingdom of Saudi Arabia with a paid-up capital of SAR40,000,000 (previously known as "KPMG AlFozan & Partners Certified Public Accountants") and a non-partner member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

كي بي إم جي للاستشارات المهنية شركة مهنية مساهمة مقفلة، مسجلة في المملكة العربية السعودية، رأس مالها (٤٠٠٠٠٠٠٠٠٠) ريال سعودي مدفوع بالكامل، المسماة سابقاً "شركة كي بي إم جي الفوزان وشركاه محاسبون ومراجعون قانونيون". و هي عضو غير شريك في الشبكة العالمية لشركات كي بي إم جي المستقلة والتابعة لـ كي بي إم جي العالمية المحدودة، شركة انجليزية محدودة بضمان. جميع الحقوق محفوظة.



Independent Auditor's Report

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

KPMG Professional Services

Ebrahim Oboud Baeshen
License No. 382



Riyadh: 2 Ramadan 1445H
Corresponding to 12 March 2024

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

STATEMENT OF FINANCIAL POSITION

As at 31 December 2023

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	31 December 2023	31 December 2022
ASSETS			
Cash and cash equivalents	9	2,497	4,636
Investments measured at fair value through profit or loss (FVTPL investments)	10	456,876	337,004
Other receivables		519	184
Total assets		459,892	341,824
LIABILITIES			
Other payables		1,358	4,152
Net assets attributable to the Unitholders		458,534	337,672
Units in issue in thousands (number)		54,453	50,534
Net assets value per unit (USD)		8.4207	6.6821

The accompanying notes 1 to 17 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 2023

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Note</i>	For the year ended 31 December	
		<u>2023</u>	<u>2022</u>
Unrealised gain / (loss) on FVTPL investment – net		67,452	(119,082)
Realised gain on FVTPL investments – net		20,782	17,193
Dividend income		4,439	4,161
Total income / (loss)		<u>92,673</u>	<u>(97,728)</u>
Management fees	<i>11</i>	(1,188)	(1,142)
Administrative expenses		(204)	(55)
Value added tax expense		(178)	(171)
Custody fees		(15)	(13)
Auditors' remuneration	<i>12</i>	(11)	(9)
Shariah audit fees		(8)	(8)
Fund Board remuneration		(6)	(6)
Capital Market Authority fees		(2)	(2)
Total operating expenses		<u>(1,612)</u>	<u>(1,406)</u>
Profit / (loss) for the year		<u>91,061</u>	<u>(99,134)</u>
Other comprehensive income for the year		<u>--</u>	<u>--</u>
Total comprehensive income / (loss) for the year		<u><u>91,061</u></u>	<u><u>(99,134)</u></u>

The accompanying notes 1 to 17 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 2023

Expressed in US Dollars '000 (unless otherwise stated)

	For the year ended 31 December	
	<u>2023</u>	<u>2022</u>
Net assets attributable to the Unitholders at the beginning of the year	337,672	459,039
Total comprehensive income / (loss) for the year	91,061	(99,134)
Net increase / (decrease) in net assets from unit transactions during the year		
Proceeds from units issued	140,280	160,626
Value of units redeemed	(110,479)	(182,859)
	29,801	(22,233)
Net assets attributable to the Unitholders at the end of the year	<u>458,534</u>	<u>337,672</u>

UNIT TRANSACTIONS

Transactions in units during the year are summarized as follows:

	For the year ended 31 December	
	<u>2023</u>	<u>2022</u>
	-----Units in '000s-----	
Units at the beginning of the year	50,534	53,973
Units issued	18,482	22,510
Units redeemed	(14,563)	(25,949)
Net increase / (decrease) in units during the year	<u>3,919</u>	<u>(3,439)</u>
Units at the end of the year	<u>54,453</u>	<u>50,534</u>

As at 31 December 2023, the top 5 unitholders represented 78.98% (2022: 71.47%) of the Fund's units.

The accompanying notes 1 to 17 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 2023

Expressed in US Dollars '000 (unless otherwise stated)

		For the year ended 31 December	
	<i>Notes</i>	<u>2023</u>	<u>2022</u>
Cash flows from operating activities			
Profit / (loss) for the year		91,061	(99,134)
<u>Adjustments for:</u>			
Unrealised (gain) / loss on FVTPL investments – net		(67,452)	119,082
Realised gain on FVTPL investments – net		(20,782)	(17,193)
		2,827	2,755
<u>Net changes in operating assets and liabilities:</u>			
FVTPL investments		(31,638)	19,162
Other receivables		(335)	(17)
Other payables		(2,794)	2,853
Net cash (used in) / generated from operating activities		(31,940)	24,753
Cash flows from financing activities			
Proceeds from units issued		140,280	160,626
Value of units redeemed		(110,479)	(182,859)
Net cash generated from / (used in) financing activities		29,801	(22,233)
Net (decrease) / increase in cash and cash equivalents		(2,139)	2,520
Cash and cash equivalents at the beginning of the year	9	4,636	2,116
Cash and cash equivalents at the end of the year	9	2,497	4,636

The accompanying notes 1 to 17 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 2023

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, established under article 31 of the Investment Funds Regulations (the “Regulations”) issued by the Capital Market Authority (“CMA”), managed by the SNB Capital Company (the “Fund Manager”), a subsidiary of the Saudi National Bank (the “Bank”), for the benefit of the Fund’s Unitholders.

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

The Fund Manager has appointed an international investment house, TCW Asset Management Company, United States of America 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 invest primarily in securities of companies listed on major US and Canadian stock exchanges. Surplus cash balances may be placed in Murabaha transactions.

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

2. REGULATING AUTHORITY

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

3. BASIS OF ACCOUNTING

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

4. BASIS OF MEASUREMENT AND PRESENTATION

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

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

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”). These financial statements are presented in United States Dollar (“USD”) which is the Fund’s functional and presentation have been rounded off to the nearest thousand unless otherwise stated.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

Expressed in US Dollars '000 (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.

Information about assumptions and estimation techniques used in measuring fair value at the reporting date is included in Note 14 Fair value measurement.

8. MATERIAL ACCOUNTING POLICIES

The Fund has consistently applied the following accounting policies to all periods presented in these financial statements unless otherwise stated. In addition, the Fund adopted *Disclosure of Accounting Policies (Amendments to IAS 1 and IFRS Practice Statement 2)* from 1 January 2023. The amendments require the disclosure of material, rather than significant, accounting policies. Although the amendments did not result in any changes to the accounting policies themselves, they impacted the accounting policy information disclosed in certain instances.

The material accounting policies applied in the preparation of these financial statements are set out below.

8.1 *Financial assets and liabilities*

Classification of financial assets

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

Financial asset measured at amortized cost

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

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

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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.1 *Financial assets and liabilities (continued)*

Classification of financial assets (continued)

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 management. 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.

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.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.1 *Financial assets and liabilities (continued)*

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.

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.

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.

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

8.2 *Net assets value per unit*

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.3 *Units in issue*

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

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

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

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

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

8.4 *Dividend income*

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

8.5 *Management fees expense*

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

8.6 *New IFRS standards, interpretations and amendments thereof, adopted by the Fund*

Below amendments to accounting standards and interpretations became applicable for annual reporting periods commencing on or after 1 January 2023. The Fund Manager has assessed that the amendments have no significant impact on the Fund's financial statements.

Standards, interpretations and amendments

Amendments to IAS 1 and IFRS practice statement 2 - *Disclosure of accounting policies*

Amendments to IAS 8 - *Definition of accounting estimates*

Amendments to IAS 12 - *Deferred tax related to assets and liabilities arising from a single transaction*

Amendments to IAS 12 – *International tax reform – Pillar Two Model Rules*

Amendments to IFRS 17 – *Insurance Contracts*

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

Expressed in US Dollars '000 (unless otherwise stated)

8. MATERIAL ACCOUNTING POLICIES (CONTINUED)

8.6 New IFRS standards, interpretations and amendments thereof, adopted by the Fund (continued)

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. Zakat collection will be applied on the Fund's Unitholders.

During the current year, the Fund Manager has completed the registration of the Fund with ZATCA and will be submitting information declaration in due course.

8.7 Standards, interpretations and amendments issued but not yet effective

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

<u>Standards, interpretations and amendments</u>	<u>Description</u>	<u>Effective from periods beginning on or after the following date</u>
Amendments to IAS 1	Classification of liabilities as current or non-current and non current liabilities with covenants	1 January 2024
Amendments to IFRS 16	Lease liability in a sale and leaseback transaction	1 January 2024
Amendments to IAS 7 and IFRS 7	Supplier finance arrangements	1 January 2024
Amendments to IAS 21	Lack of exchangeability	1 January 2025
Amendments to IFRS 10 and IAS 28	Sale or contribution of assets between investor and its associates or joint venture	Available for optional adoption / effective date deferred indefinitely

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

9. CASH AND CASH EQUIVALENTS

This comprises of balances held with custodian in a brokerage account having investment grade rating.

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10. FVTPL INVESTMENTS

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

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

		<i>31 December 2022</i>		
<u>Currency</u>	<u>Country</u>	<u>% of total investments (fair value)</u>	<u>Cost</u>	<u>Fair value</u>
United States Dollar	United States of America	97.15	308,746	327,404
Canadian Dollar	Canada	2.85	8,674	9,600
		<u>100</u>	<u>317,420</u>	<u>337,004</u>

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

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

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10. FVTPL INVESTMENTS (CONTINUED)

<i>Industry Sector</i>	<i>31 December 2022</i>		
	<i>% of total investments (fair value)</i>	<i>Cost</i>	<i>Fair value</i>
Technology	25.50	92,767	85,924
Healthcare Equipment and Services	21.25	61,716	71,628
Industrials	17.84	55,356	60,122
Consumer Durables and Apparel	14.06	46,930	47,406
Consumer Services	8.55	25,782	28,826
Energy	7.53	17,565	25,365
Materials	3.86	12,214	12,994
Financial Services	1.23	4,428	4,143
Utilities	0.18	662	596
	<u>100</u>	<u>317,420</u>	<u>337,004</u>

11. RELATED PARTY TRANSACTIONS AND BALANCES

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

Following are the details of transactions and balances with related parties other than those disclosed elsewhere in these financial statements as at and for the year ended 31 December 2023.

Management fees and other expenses

The Fund is managed and administered by the Fund Manager. For these services, the Fund accrues, daily a management fee up to 0.3% (2022: 0.3%) per annum of the Fund's daily net assets value as set out in the Fund's terms and conditions.

The Fund Manager is also entitled to recover expenses incurred on behalf of the Fund relating to audit, custody, advisory, data processing and other similar charges. The maximum amount of such expenses that can be recovered from the Fund by the Fund Manager is restricted to 0.5% (2022: 0.5%) per annum of the Fund's net assets value at the respective valuation days. These expenses are recovered by the Fund Manager on an actual basis.

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

<i>Name of related party</i>	<i>Nature of transaction</i>	<i>Amount of transactions for the year ended</i>		<i>Net payable balance as at</i>	
		<i>31 December 2023</i>	<i>31 December 2022</i>	<i>31 December 2023</i>	<i>31 December 2022</i>
SNB Capital Company	Management fees (including value added tax)	1,366	1,313	463	310
	Expenses paid on behalf of the Fund	246	93		

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11. RELATED PARTY TRANSACTIONS AND BALANCES (CONTINUED)

Other transactions with the related parties

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

<i>Name of related party</i>	<i>Nature of transaction</i>	<i>Amounts of transactions during the year ended</i>		<i>Closing investment in the Fund as at</i>	
		<i>31 December 2023</i>	<i>31 December 2022</i>	<i>31 December 2023</i>	<i>31 December 2022</i>
SNB Capital Multi-Asset Conservative Fund	Subscription of fund units	--	--	11,159	12,146
	Redemption of fund units	3,906	651		
SNB Capital Multi-Asset Moderate Fund	Subscription of fund units	--	--	31,092	26,645
	Redemption of fund units	2,345	--		
SNB Capital Multi-Asset Growth Fund	Subscription of fund units	--	--	18,050	14,678
	Redemption of fund units	426	4,663		
SNB Capital King Saud University Waqf Fund	Subscription of fund units	--	190	592	214
	Redemption of fund units	105	161		

12. AUDITORS' REMUNERATION

For the year ended 31 December

	<i>2023</i>	<i>2022</i>
Fee for:		
Statutory audit	6	6
Interim review	3	3
Zakat services	2	--
	11	9

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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 commission rates, foreign exchange rates, other market price risk – will affect the Fund's income or the fair value of its holdings in financial instruments.

a) *Currency risk*

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

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

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

	<u>Change in market rates</u>	<u>31 December 2023</u>	<u>31 December 2022</u>
Canadian Dollar	± 10%	±1,357	±960

b) *Commission rate risk*

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

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

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13. FINANCIAL RISK MANAGEMENT (CONTINUED)

13.1 *Market risks (continued)*

c) Other price risk

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

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

	<u>31 December 2023</u>	<u>31 December 2022</u>
Effect on net assets attributable to the Unitholders	±10% <u>45,668</u>	±10% <u>33,700</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 with custodian in a brokerage account having Moody's credit rating of A2 which is line with globally understood definitions of investment grade. Accordingly, there is no impact of expected credit loss allowance on these financial assets.

13.3 *Liquidity risk*

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

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

The contractual and expected maturity of all liabilities outstanding at the reporting date are within six months (2022: due within six months).

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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 2023</i>					
	<i>Carrying amount</i>	<i>Fair value</i>			<i>Total</i>
		<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	
<u>Financial assets measured at fair value</u>					
FVTPL investments	456,876	456,876	--	--	456,876
<i>As at 31 December 2022</i>					
	<i>Carrying amount</i>	<i>Fair value</i>			<i>Total</i>
		<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	
<u>Financial assets measured at fair value</u>					
FVTPL investments	337,004	337,004	--	--	337,004

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

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15. EVENTS AFTER THE END OF THE REPORTING PERIOD

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

16. LAST VALUATION DAY

The last valuation day for the purpose of preparation of these financial statements was 31 December 2023 (2022: 29 December 2022).

17. APPROVAL OF THE FINANCIAL STATEMENTS

These financial statements were approved by the Fund Board on 25 Sha'aban 1445H corresponding to 6 March 2024.