



REPORTING PERIOD: 01/01/2024 to 03/31/2024

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

INSTITUTION ACCOUNT(S): AVIVA INVESTORS
CONTINENTAL EUROPEAN EQUITY FUND

Sodexo SA

Meeting Date: 01/30/2024	Country: France	Ticker: SW	
Record Date: 01/26/2024	Meeting Type: Ordinary Shareholders	Meeting ID: 1811752	
Primary Security ID: F84941123	Primary CUSIP: F84941123	Primary ISIN: FR0000121220	Primary SEDOL: 7062713
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Distribution in Kind of Shares of Pluxee	Mgmt	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Fortum Oyj

Meeting Date: 03/25/2024	Country: Finland	Ticker: FORTUM	
Record Date: 03/13/2024	Meeting Type: Annual	Meeting ID: 1818876	
Primary Security ID: X2978Z118	Primary CUSIP: X2978Z118	Primary ISIN: FI0009007132	Primary SEDOL: 5579550
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.15 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 128,200 for Chair, EUR 79,400 for Deputy Chair and EUR 56,800 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson, Essimari Kairisto (Vice-Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstram and Vesa-Pekka Takala as Directors	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
19	Amend Articles Re: Auditor	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Approve Charitable Donations	Mgmt	For	For
23	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For
24	Close Meeting	Mgmt		

Sika AG

Meeting Date: 03/26/2024	Country: Switzerland	Ticker: SIKA	
Record Date:	Meeting Type: Annual	Meeting ID: 1811684	
Primary Security ID: H7631K273	Primary CUSIP: H7631K273	Primary ISIN: CH0418792922	Primary SEDOL: BF2DSG3
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	Do Not Vote
4.1.2	Reelect Lucrece Fofopoulos-De Ridder as Director	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	Do Not Vote
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	Do Not Vote
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	Do Not Vote
4.2	Elect Thomas Aebischer as Director	Mgmt	For	Do Not Vote
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	Do Not Vote
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.5	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	Do Not Vote
5	Approve Sustainability Report	Mgmt	For	Do Not Vote
6.1	Approve Remuneration Report	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	Do Not Vote
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	Do Not Vote
7	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Date range covered : 04/01/2024 to 06/30/2024

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

INSTITUTION ACCOUNT(S): AVIVA INVESTORS
CONTINENTAL EUROPEAN EQUITY FUND

Julius Baer Gruppe AG

Meeting Date: 04/11/2024

Country: Switzerland

Ticker: BAER

Record Date: 04/03/2024

Meeting Type: Annual

Meeting ID: 1812368

Primary Security ID: H4414N103

Primary CUSIP: H4414N103

Primary ISIN: CH0102484968

Primary SEDOL: B4R2R50

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
1.3	Approve Sustainability Report	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.7 Million	Mgmt	For	For
4.2.1	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2024	Mgmt	For	For
4.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14.8 Million for Fiscal Year 2025	Mgmt	For	For
4.2.3	Approve Supplementary Remuneration of Executive Committee for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For
5.1.2	Reelect Richard Campbell-Breden as Director	Mgmt	For	For
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For	For
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For	For
5.1.5	Reelect Tomas Muina as Director	Mgmt	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For	For
5.2.1	Elect Bruce Fletcher as Director	Mgmt	For	For
5.2.2	Elect Andrea Sambo as Director	Mgmt	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For
5.4.1	Reappoint Richard Campbell-Breden as Member of the Nomination and Compensation Committee	Mgmt	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4.2	Appoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For
8	Approve Creation of CHF 460,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024	Country: France	Ticker: MC
Record Date: 04/16/2024	Meeting Type: Annual/Special	Meeting ID: 1818248
Primary Security ID: F58485115	Primary CUSIP: F58485115	Primary ISIN: FR0000121014
		Primary SEDOL: 4061412
Voting Policy: MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Antoine Arnault as Director	Mgmt	For	For
6	Elect Henri de Castries as Director	Mgmt	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Abstain
8	Elect Frederic Arnault as Director	Mgmt	For	Abstain
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Extraordinary Business	Mgmt	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt		
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For

Nestle SA

Meeting Date: 04/18/2024	Country: Switzerland	Ticker: NESN	
Record Date: 04/11/2024	Meeting Type: Annual	Meeting ID: 1812768	
Primary Security ID: H57312649	Primary CUSIP: H57312649	Primary ISIN: CH0038863350	Primary SEDOL: 7123870
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	For
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
	Shareholder Proposal	Mgmt		
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against
	Management Proposal	Mgmt		
8	Transact Other Business (Voting)	Mgmt	Against	Against

ING Groep NV

Meeting Date: 04/22/2024	Country: Netherlands	Ticker: INGA	
Record Date: 03/25/2024	Meeting Type: Annual	Meeting ID: 1811641	
Primary Security ID: N4578E595	Primary CUSIP: N4578E595	Primary ISIN: NL0011821202	Primary SEDOL: BZ57390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2C	Discussion on Company's Corporate Governance Structure	Mgmt		
2D	Approve Remuneration Report	Mgmt	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt		
3B	Approve Dividends	Mgmt	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	For	For
6A	Approve Remuneration Policy of the Executive Board	Mgmt	For	For
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	For	For
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	For	For
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	For	For
7C	Reelect Harold Naus to Supervisory Board	Mgmt	For	For
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

L'Oreal SA
Meeting Date: 04/23/2024

Country: France

Ticker: OR

Record Date: 04/19/2024

Meeting Type: Annual/Special

Meeting ID: 1821322

Primary Security ID: F58149133

Primary CUSIP: F58149133

Primary ISIN: FR0000120321

Primary SEDOL: 4057808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For
6	Reelect Ilham Kadri as Director	Mgmt	For	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Komerčni banka as

Meeting Date: 04/24/2024	Country: Czech Republic	Ticker: KOMB	
Record Date: 04/17/2024	Meeting Type: Annual	Meeting ID: 1820581	
Primary Security ID: X45471111	Primary CUSIP: X45471111	Primary ISIN: CZ0008019106	Primary SEDOL: 4519449
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Agenda of Meeting	Mgmt	For	For
2	Elect Meeting Chair	Mgmt	For	For
3	Elect Meeting Officials	Mgmt	For	For
4	Elect Meeting Officials	Mgmt	For	For
5	Elect Meeting Officials	Mgmt	For	For
6	Elect Meeting Officials	Mgmt	For	For
7	Approve Financial Statements	Mgmt	For	For
8	Approve Allocation of Income and Dividends of CZK 82.66 per Share	Mgmt	For	For
9	Approve Consolidated Financial Statements	Mgmt	For	For
10	Amend Articles of Association	Mgmt	For	For
11	Elect Delphine Garcin-Meunier as Supervisory Board Member	Mgmt	For	For
12	Elect Delphine Garcin-Meunier as Audit Committee Member	Mgmt	For	For
13	Elect Petr Dvorak as Audit Committee Member	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
15	Ratify KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors	Mgmt	For	For
16	Appoint KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors for the Sustainability Reporting	Mgmt	For	For

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: UBSG

Record Date: 04/17/2024

Meeting Type: Annual

Meeting ID: 1817917

Primary Security ID: H42097107

Primary CUSIP: H42097107

Primary ISIN: CH0244767585

Primary SEDOL: BRJL176

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Sustainability Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For	For
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For
7.11	Reelect Jeanette Wong as Director	Mgmt	For	For
7.12	Elect Gail Kelly as Director	Mgmt	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For	For
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For	For
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
10.3	Ratify BDO AG as Special Auditors	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	None	Against

Danone SA

Meeting Date: 04/25/2024	Country: France	Ticker: BN	
Record Date: 04/23/2024	Meeting Type: Annual/Special	Meeting ID: 1826658	
Primary Security ID: F12033134	Primary CUSIP: F12033134	Primary ISIN: FR0000120644	Primary SEDOL: B1Y9TB3
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For
6	Appoint Mazars & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For
9	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For
	Ordinary Business	Mgmt		
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Heineken NV

Meeting Date: 04/25/2024	Country: Netherlands	Ticker: HEIA
Record Date: 03/28/2024	Meeting Type: Annual	Meeting ID: 1817513
Primary Security ID: N39427211	Primary CUSIP: N39427211	Primary ISIN: NL0000009165
		Primary SEDOL: 7792559
Voting Policy: MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1a	Receive Report of Executive Board (Non-Voting)	Mgmt		
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt		
1c	Approve Remuneration Report	Mgmt	For	For
1d	Adopt Financial Statements	Mgmt	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt		
1f	Approve Dividends	Mgmt	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For

Kering SA

Meeting Date: 04/25/2024	Country: France	Ticker: KER	
Record Date: 04/23/2024	Meeting Type: Annual/Special	Meeting ID: 1835909	
Primary Security ID: F5433L103	Primary CUSIP: F5433L103	Primary ISIN: FR0000121485	Primary SEDOL: 5505072
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For
6	Elect Rachel Duan as Director	Mgmt	For	For
7	Elect Giovanna Melandri as Director	Mgmt	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Continental AG

Meeting Date: 04/26/2024	Country: Germany	Ticker: CON	
Record Date: 04/04/2024	Meeting Type: Annual	Meeting ID: 1820909	
Primary Security ID: D16212140	Primary CUSIP: D16212140	Primary ISIN: DE0005439004	Primary SEDOL: 4598589
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2023	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatau for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2023	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9.1	Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Mgmt	For	For
9.2	Elect Satish Khatu to the Supervisory Board Until 2026 AGM	Mgmt	For	For
9.3	Elect Sabine Neuss to the Supervisory Board Until 2026 AGM	Mgmt	For	For
9.4	Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Mgmt	For	For
9.5	Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Mgmt	For	Against
9.6	Elect Dorothea von Boxberg to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.7	Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.8	Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.9	Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.10	Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Mgmt	For	Against
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Kingspan Group Plc

Meeting Date: 04/26/2024	Country: Ireland	Ticker: KRX	
Record Date: 04/22/2024	Meeting Type: Annual	Meeting ID: 1824538	
Primary Security ID: G52654103	Primary CUSIP: G52654103	Primary ISIN: IE0004927939	Primary SEDOL: 4491235
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	For
3k	Elect Louise Phelan as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Merck KGaA

Meeting Date: 04/26/2024	Country: Germany	Ticker: MRK	
Record Date: 04/04/2024	Meeting Type: Annual	Meeting ID: 1820356	
Primary Security ID: D5357W103	Primary CUSIP: D5357W103	Primary ISIN: DE0006599905	Primary SEDOL: 4741844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2024	Country: France	Ticker: EL	
Record Date: 04/26/2024	Meeting Type: Annual/Special	Meeting ID: 1833625	
Primary Security ID: F31665106	Primary CUSIP: F31665106	Primary ISIN: FR0000121667	Primary SEDOL: 7212477
Voting Policy: MFS			

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
11	Elect Francesco Milleri as Director	Mgmt	For	For
12	Elect Paul du Saillant as Director	Mgmt	For	For
13	Elect Romolo Bardin as Director	Mgmt	For	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For
16	Elect Jose Gonzalo as Director	Mgmt	For	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	For
18	Elect Mario Notari as Director	Mgmt	For	For
19	Elect Swati Piramal as Director	Mgmt	For	For
20	Elect Cristina Scocchia as Director	Mgmt	For	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	For
22	Elect Andrea Zappia as Director	Mgmt	For	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For

EssilorLuxottica SA

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

GEA Group AG

Meeting Date: 04/30/2024	Country: Germany	Ticker: G1A	
Record Date: 04/08/2024	Meeting Type: Annual	Meeting ID: 1821474	
Primary Security ID: D28304109	Primary CUSIP: D28304109	Primary ISIN: DE0006602006	Primary SEDOL: 4557104
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For

GEA Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Elect Andreas Renschler to the Supervisory Board	Mgmt	For	For
7.2	Elect Axel Stepken to the Supervisory Board	Mgmt	For	For
8.1	Amend Articles Re: Proof of Entitlement	Mgmt	For	For
8.2	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For
9	Approve Climate Roadmap 2040	Mgmt	For	For

Tenaris SA

Meeting Date: 04/30/2024	Country: Luxembourg	Ticker: TEN	
Record Date: 04/16/2024	Meeting Type: Annual/Special	Meeting ID: 1824967	
Primary Security ID: L90272136	Primary CUSIP: L90272136	Primary ISIN: LU2598331598	Primary SEDOL: BMHVLR3
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Financial Statements	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5	Approve Discharge of Directors	Mgmt	For	For
6	Elect Directors (Bundled)	Mgmt	For	Against
7	Approve Remuneration of Directors	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
9	Approve Remuneration Policy	Mgmt	For	Against
10	Approve Audit Fees	Mgmt	For	For
11	Allow Electronic Distribution of Company Documents to Shareholders	Mgmt	For	For
	Extraordinary Meeting Agenda	Mgmt		
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For

Flutter Entertainment Plc

Meeting Date: 05/01/2024	Country: Ireland	Ticker: FLTR	
Record Date: 03/28/2024	Meeting Type: Annual	Meeting ID: 1839267	
Primary Security ID: G3643J108	Primary CUSIP: G3643J108	Primary ISIN: IE00BWT6H894	Primary SEDOL: BWXC0Z1
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect John Bryant as Director	Mgmt	For	For
2a	Re-elect Nancy Cruickshank as Director	Mgmt	For	For
2b	Re-elect Nancy Dubuc as Director	Mgmt	For	For
2c	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For
2d	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For
2e	Re-elect Peter Jackson as Director	Mgmt	For	For
2f	Re-elect Holly Koeppel as Director	Mgmt	For	For
2g	Re-elect Carolan Lennon as Director	Mgmt	For	For
2h	Re-elect Atif Rafiq as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For
10	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For
11	Adopt New Articles of Association	Mgmt	For	For

AIB Group plc

Meeting Date: 05/02/2024	Country: Ireland	Ticker: A5G	
Record Date: 04/28/2024	Meeting Type: Annual	Meeting ID: 1830107	
Primary Security ID: G0R4HJ106	Primary CUSIP: G0R4HJ106	Primary ISIN: IE00BF0L3536	Primary SEDOL: BF0L353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
5a	Re-elect Anik Chaumartin as Director	Mgmt	For	For
5b	Re-elect Donal Galvin as Director	Mgmt	For	For
5c	Re-elect Basil Geoghegan as Director	Mgmt	For	For
5d	Re-elect Tanya Horgan as Director	Mgmt	For	For
5e	Re-elect Colin Hunt as Director	Mgmt	For	For
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	For	For
5g	Re-elect Elaine MacLean as Director	Mgmt	For	For
5h	Re-elect Andrew Maguire as Director	Mgmt	For	For
5i	Re-elect Brendan McDonagh as Director	Mgmt	For	For
5j	Re-elect Helen Normoyle as Director	Mgmt	For	For
5k	Re-elect Ann O'Brien as Director	Mgmt	For	For
5l	Re-elect Fergal O'Dwyer as Director	Mgmt	For	For
5m	Re-elect James Pettigrew as Director	Mgmt	For	For
5n	Re-elect Jan Sijbrand as Director	Mgmt	For	For
5o	Re-elect Ranjit Singh as Director	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	For	For
14	Amend Articles of Association Re: Odd-Lot Offer	Mgmt	For	For
15	Authorise Implementation of the Odd-lot Offer	Mgmt	For	For
16	Authorise Off-Market Purchase of Shares	Mgmt	For	For

AIB Group plc

Meeting Date: 05/02/2024	Country: Ireland	Ticker: A5G	
Record Date: 04/28/2024	Meeting Type: Special	Meeting ID: 1844376	
Primary Security ID: G0R4HJ106	Primary CUSIP: G0R4HJ106	Primary ISIN: IE00BF0L3536	Primary SEDOL: BF0L353
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Buyback Contract with the Minister for Finance	Mgmt	For	For
2	Approve Related Party Transaction	Mgmt	For	For

Allfunds Group Plc

Meeting Date: 05/07/2024	Country: United Kingdom	Ticker: ALLFG	
Record Date: 05/03/2024	Meeting Type: Annual	Meeting ID: 1840222	
Primary Security ID: G0236L102	Primary CUSIP: G0236L102	Primary ISIN: GB00BNTJ3546	Primary SEDOL: BNTJ354
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Reelect Sofia Mendes as Non-Executive Director	Mgmt	For	For
6	Reelect David Perez Renovales as Non-Executive Director	Mgmt	For	For
7	Reelect Andrea Valier as Non-Executive Director	Mgmt	For	For
8	Reelect Axel Joly as Non-Executive Director	Mgmt	For	For

Allfunds Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For
10	Authorize Board to Determine Remuneration of Auditors	Mgmt	For	For
11	Grant Board Authority to Issue Shares	Mgmt	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights to Finance an Acquisition or Capital Investment	Mgmt	For	For
14	Authorize Repurchase of Shares	Mgmt	For	For
15	Authorize the Company to Call General Meetings on Short Notice	Mgmt	For	For

Alcon Inc.

Meeting Date: 05/08/2024	Country: Switzerland	Ticker: ALC	
Record Date: 04/22/2024	Meeting Type: Annual	Meeting ID: 1812265	
Primary Security ID: H01301128	Primary CUSIP: H01301128	Primary ISIN: CH0432492467	Primary SEDOL: BJT1GR5
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	For	For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For
6.3	Reelect Raquel Bono as Director	Mgmt	For	For
6.4	Reelect Arthur Cummings as Director	Mgmt	For	For
6.5	Reelect David Endicott as Director	Mgmt	For	For
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For
6.7	Reelect Keith Grossman as Director	Mgmt	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.8	Reelect Scott Maw as Director	Mgmt	For	For
6.9	Reelect Karen May as Director	Mgmt	For	For
6.10	Reelect Ines Poeschel as Director	Mgmt	For	For
6.11	Reelect Dieter Spaelti as Director	Mgmt	For	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Arcadis NV

Meeting Date: 05/08/2024	Country: Netherlands	Ticker: ARCAD
Record Date: 04/10/2024	Meeting Type: Annual	Meeting ID: 1823561
Primary Security ID: N0605M147	Primary CUSIP: N0605M147	Primary ISIN: NL0006237562
		Primary SEDOL: 5769209
Voting Policy: MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.a	Open Meeting	Mgmt		
1.b	Receive Announcements	Mgmt		
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
3	Receive Report of Executive Board (Non-Voting)	Mgmt		
4.a	Adopt Financial Statements	Mgmt	For	For
4.b	Approve Dividends	Mgmt	For	For
5.a	Approve Discharge of Executive Board	Mgmt	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For
6	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For
7	Discussion on Company's Corporate Governance Structure	Mgmt		

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.a	Approve Remuneration Report for Executive Board	Mgmt	For	For
8.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For
9.a	Approve Remuneration Policy for the Executive Board	Mgmt	For	For
9.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Reelect V.J.H. Duperat-Vergne to Executive Board	Mgmt	For	For
11.a	Reelect D.L.M. Goodwin to Supervisory Board	Mgmt	For	For
11.b	Announce Vacancies on the Supervisory Board	Mgmt		
12.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For
12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
14	Other Business (Non-Voting)	Mgmt		
15	Close Meeting	Mgmt		

Galp Energia SGPS SA

Meeting Date: 05/10/2024	Country: Portugal	Ticker: GALP	
Record Date: 05/03/2024	Meeting Type: Annual	Meeting ID: 1850661	
Primary Security ID: X3078L108	Primary CUSIP: X3078L108	Primary ISIN: PTGAL0AM0009	Primary SEDOL: B1FW751
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For
4	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For
5	Approve Reduction in Share Capital	Mgmt	For	For
6	Amend Remuneration Policy	Mgmt	For	For

Meeting Date: 05/14/2024

Country: Germany

Ticker: DB1

Record Date: 05/07/2024

Meeting Type: Annual

Meeting ID: 1820354

Primary Security ID: D1882G119

Primary CUSIP: D1882G119

Primary ISIN: DE0005810055

Primary SEDOL: 7021963

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For

SAP SE

Meeting Date: 05/15/2024	Country: Germany	Ticker: SAP	
Record Date: 04/23/2024	Meeting Type: Annual	Meeting ID: 1820337	
Primary Security ID: D66992104	Primary CUSIP: D66992104	Primary ISIN: DE0007164600	Primary SEDOL: 4846288
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	For
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	For
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Capgemini SE

Meeting Date: 05/16/2024	Country: France	Ticker: CAP		
Record Date: 05/14/2024	Meeting Type: Annual/Special	Meeting ID: 1841802		
Primary Security ID: F4973Q101	Primary CUSIP: F4973Q101	Primary ISIN: FR0000125338	Primary SEDOL: 4163437	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Zalando SE

Meeting Date: 05/17/2024	Country: Germany	Ticker: ZAL	
Record Date: 04/25/2024	Meeting Type: Annual	Meeting ID: 1820372	
Primary Security ID: D98423102	Primary CUSIP: D98423102	Primary ISIN: DE000ZAL1111	Primary SEDOL: BQV0SV7
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For
9	Approve Cancellation of Conditional Capital 2013	Mgmt	For	For

Dassault Systemes SE

Meeting Date: 05/22/2024	Country: France	Ticker: DSY	
Record Date: 05/20/2024	Meeting Type: Annual/Special	Meeting ID: 1850104	
Primary Security ID: F24571451	Primary CUSIP: F24571451	Primary ISIN: FR0014003TT8	Primary SEDOL: BM8H5Y5
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	For
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against
12	Reelect Laurence Daures as Director	Mgmt	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Erste Group Bank AG

Meeting Date: 05/22/2024

Record Date: 05/12/2024

Primary Security ID: A19494102

Country: Austria

Meeting Type: Annual

Primary CUSIP: A19494102

Ticker: EBS

Meeting ID: 1821392

Primary ISIN: AT0000652011

Primary SEDOL: 5289837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For
9.1	Approve Decrease in Size of Supervisory Board to 12 Members	Mgmt	For	For
9.2	Elect Caroline Kuhnert as Supervisory Board Member	Mgmt	For	For
9.3	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	Mgmt	For	For
9.4	Reelect Michael Schuster as Supervisory Board Member	Mgmt	For	For
9.5	Elect Walter Schuster as Supervisory Board Member	Mgmt	For	For
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	Mgmt	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For

Bank of Ireland Group Plc

Meeting Date: 05/23/2024

Record Date: 05/19/2024

Primary Security ID: G0756R109

Country: Ireland

Meeting Type: Annual

Primary CUSIP: G0756R109

Ticker: BIRG

Meeting ID: 1825957

Primary ISIN: IE00BD1RP616

Primary SEDOL: BD1RP61

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Elect Akshaya Bhargava as Director	Mgmt	For	For
3b	Elect Margaret Sweeney as Director	Mgmt	For	For
3c	Re-elect Giles Andrews as Director	Mgmt	For	For
3d	Re-elect Evelyn Bourke as Director	Mgmt	For	For
3e	Re-elect Ian Buchanan as Director	Mgmt	For	For
3f	Re-elect Eileen Fitzpatrick as Director	Mgmt	For	For
3g	Re-elect Richard Goulding as Director	Mgmt	For	For
3h	Re-elect Michele Greene as Director	Mgmt	For	For
3i	Re-elect Patrick Kennedy as Director	Mgmt	For	For
3j	Re-elect Myles O'Grady as Director	Mgmt	For	For
3k	Re-elect Steve Pateman as Director	Mgmt	For	For
3l	Re-elect Mark Spain as Director	Mgmt	For	For
4	Ratify KPMG as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
9	Authorise Issue of Equity	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
12	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For

Meeting Date: 05/23/2024	Country: France	Ticker: SU	
Record Date: 05/21/2024	Meeting Type: Annual/Special	Meeting ID: 1839811	
Primary Security ID: F86921107	Primary CUSIP: F86921107	Primary ISIN: FR0000121972	Primary SEDOL: 4834108
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Publicis Groupe SA

Meeting Date: 05/29/2024	Country: France	Ticker: PUB
Record Date: 05/27/2024	Meeting Type: Annual/Special	Meeting ID: 1855200
Primary Security ID: F7607Z165	Primary CUSIP: F7607Z165	Primary ISIN: FR0000130577
Primary SEDOL: 4380429		
Voting Policy: MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For
	Ordinary Business	Mgmt		
30	Elect Arthur Sadoun as Director	Mgmt	For	For
31	Elect Elisabeth Badinter as Director	Mgmt	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
33	Elect Jean Charest as Director	Mgmt	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For
37	Elect Andre Kudelski as Director	Mgmt	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Amadeus IT Group SA

Meeting Date: 06/05/2024	Country: Spain	Ticker: AMS	
Record Date: 05/31/2024	Meeting Type: Annual	Meeting ID: 1855943	
Primary Security ID: E04648114	Primary CUSIP: E04648114	Primary ISIN: ES0109067019	Primary SEDOL: B3MSM28
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5	Approve Discharge of Board	Mgmt	For	For
6.1	Reelect William Connelly as Director	Mgmt	For	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For	For
6.8	Reelect Jana Eggers as Director	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Executive Share Plan	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Scout24 SE

Meeting Date: 06/05/2024	Country: Germany	Ticker: G24	
Record Date: 05/29/2024	Meeting Type: Annual	Meeting ID: 1821481	
Primary Security ID: D345XT105	Primary CUSIP: D345XT105	Primary ISIN: DE000A12DM80	Primary SEDOL: BYT9340
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For	For
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	For	For
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	For	For
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	For
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Sonova Holding AG

Meeting Date: 06/11/2024	Country: Switzerland	Ticker: SOON	
Record Date:	Meeting Type: Annual	Meeting ID: 1812531	
Primary Security ID: H8024W106	Primary CUSIP: H8024W106	Primary ISIN: CH0012549785	Primary SEDOL: 7156036
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against

Alten SA

Meeting Date: 06/20/2024	Country: France	Ticker: ATE
Record Date: 06/18/2024	Meeting Type: Annual/Special	Meeting ID: 1862326
Primary Security ID: F02626103	Primary CUSIP: F02626103	Primary ISIN: FR0000071946
		Primary SEDOL: 5608915
Voting Policy: MFS		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint KPMG AUDIT IS as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Appoint GRANT THORNTON as Auditor for the Sustainability Reporting	Mgmt	For	For
7	Reelect Maryvonne Labeille as Director	Mgmt	For	For
8	Reelect Philippe Tribaudeau as Director	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
11	Approve Compensation Report	Mgmt	For	For

Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Compensation of Simon Azoulay, Chairman and CEO	Mgmt	For	For
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize up to 0.77 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
15	Amend Article 6 of Bylaws Re: Remove References to Preferred Shares B	Mgmt	For	For
	Ordinary Business	Mgmt		
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

QIAGEN NV

Meeting Date: 06/21/2024	Country: Netherlands	Ticker: QGEN	
Record Date: 05/24/2024	Meeting Type: Annual	Meeting ID: 1864375	
Primary Security ID: N72482149	Primary CUSIP: N72482149	Primary ISIN: NL0015001WM6	Primary SEDOL: BMGBZP0
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Discharge of Management Board	Mgmt	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For
5.g	Reelect Stephen H. Ruszkowski to Supervisory Board	Mgmt	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.i	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For
5.j	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For
7.a	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
7.b	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Reappoint KPMG Accountants N.V. as Auditors for the Financial Year Ending December 31, 2024	Mgmt	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year Ending December 31, 2025	Mgmt	For	For
10.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For
10.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For
13	Approve Cancellation of Shares	Mgmt	For	For



Linde Plc

Meeting Date: 07/30/2024	Country: Ireland	Ticker: LIN	
Record Date: 04/26/2024	Meeting Type: Annual	Meeting ID: 1860766	
Primary Security ID: G54950103	Primary CUSIP: G54950103	Primary ISIN: IE000S9YS762	Primary SEDOL: BNZHB81
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For
1h	Elect Director Paula Rosput Reynolds	Mgmt	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

REPORTING PERIOD: 10/01/2024 to 12/31/2024

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

INSTITUTION ACCOUNT(S): AVIVA INVESTORS
CONTINENTAL EUROPEAN EQUITY FUND

Pernod Ricard SA

Meeting Date: 11/08/2024**Country:** France**Ticker:** RI**Record Date:** 11/06/2024**Meeting Type:** Annual/Special**Meeting ID:** 1899627**Primary Security ID:** F72027109**Primary CUSIP:** F72027109**Primary ISIN:** FR0000120693**Primary SEDOL:** 4682329**Voting Policy:** MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
4	Reelect Virginie Fauvel as Director	Mgmt	For	For
5	Reelect Alexandre Ricard as Director	Mgmt	For	For
6	Reelect Cesar Giron as Director	Mgmt	For	For
7	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For
8	Appoint KPMG as Auditor for the Sustainability Reporting	Mgmt	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For
16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Sodexo SA

Meeting Date: 12/17/2024	Country: France	Ticker: SW	
Record Date: 12/13/2024	Meeting Type: Annual/Special	Meeting ID: 1909455	
Primary Security ID: F84941123	Primary CUSIP: F84941123	Primary ISIN: FR0000121220	Primary SEDOL: 7062713
Voting Policy: MFS			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 8.89 per Share	Mgmt	For	For
4	Approve Transaction with Bellon SA Re: Transfer by the Company of all Shares of Sofinsod	Mgmt	For	For
5	Reelect Francois-Xavier Bellon as Director	Mgmt	For	For
6	Reelect Jean-Baptiste Chasseloup de Chatillon as Director	Mgmt	For	For
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
8	Appoint KPMG SA as Auditor for the Sustainability Reporting	Mgmt	For	For
9	Approve Compensation of Sophie Bellon, Chairman and CEO	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Amend Article 11 of Bylaws Re: Board Deliberations	Mgmt	For	For
	Ordinary Business	Mgmt		
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For