Date range covered : 01/01/2025 to 03/31/2025

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

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

Sika AG

Meeting Date: 03/25/2025 **Country:** Switzerland **Ticker:** SIKA

Record Date: **Meeting Type:** Annual **Meeting ID:** 1915380

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	For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For
5	Approve Sustainability Report	Mgmt	For	For
6.1	Approve Remuneration Report	Mgmt	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Novo Nordisk A/S

Meeting Date: 03/27/2025 **Country:** Denmark **Ticker:** NOVO.B

Record Date: 03/20/2025 **Meeting Type:** Annual **Meeting ID:** 1924131

Primary Security ID: K72807140 **Primary CUSIP:** K72807140 **Primary ISIN:** DK0062498333 **Primary SEDOL:** BP6KMJ1

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

Fortum Oyj

Meeting Date: 04/01/2025 **Country:** Finland **Ticker:** FORTUM
Record Date: 03/20/2025 **Meeting Type:** Annual **Meeting ID:** 1924825
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 1.40 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President and CEO	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	For
12	Approve Remuneration of Directors in the Amount of EUR 155,000 for Chair, EUR 85,000 for Deputy Chair and EUR 68,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For

Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Deputy Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Stefanie Kesting as New Director;	Mgmt	For	Against
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
16	Ratify Deloitte as Auditors for the Term of Office 2025; Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2025	Mgmt	For	For
17	Ratify KPMG as Auditors for the Term of Office 2026; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For
18	Authorize Charitable Donations	Mgmt	For	For
19	Close Meeting	Mgmt		

Julius Baer Gruppe AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** BAER

Record Date: **Meeting Type:** Annual **Meeting ID:** 1914159

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 4.4 Million	Mgmt	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	Mgmt	For	For
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	Mgmt	For	For
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	Mgmt	For	For
5.1.1	Reelect Richard Campbell-Breeden as Director	Mgmt	For	For
5.1.2	Reelect Bruce Fletcher 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	Elect Noel Quinn as Director and Board Chair	Mgmt	For	For
5.3.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.2	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.4	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	Transact Other Business (Voting)	Mgmt	For	Against

UBS Group AG

Meeting Date: 04/10/2025 **Country:** Switzerland **Ticker:** UBSG

Record Date: **Meeting Type:** Annual **Meeting ID:** 1913518

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 0.90 per Share	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For
6.2	Reelect Lukas Gaehwiler as Director	Mgmt	For	For
6.3	Reelect Jeremy Anderson as Director	Mgmt	For	For
6.4	Reelect William Dudley as Director	Mgmt	For	For
6.5	Reelect Patrick Firmenich as Director	Mgmt	For	For
6.6	Reelect Fred Hu as Director	Mgmt	For	For
6.7	Reelect Mark Hughes as Director	Mgmt	For	For
6.8	Reelect Gail Kelly as Director	Mgmt	For	Against
6.9	Reelect Julie Richardson as Director	Mgmt	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For
6.11	Elect Renata Bruengger as Director	Mgmt	For	For
6.12	Elect Lila Tretikov as Director	Mgmt	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	For	Against

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	None	Against

Nestle SA

Meeting Date: 04/16/2025 **Country:** Switzerland **Ticker:** NESN

Record Date: **Meeting Type:** Annual **Meeting ID:** 1922819

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
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 3.05 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For
4.1.b	Reelect Pablo Isla as Director	Mgmt	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For
4.2	Elect Laurent Freixe 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 70 Million	Mgmt	For	For
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	Against	Against

Heineken NV

Meeting Date: 04/17/2025 **Country:** Netherlands **Ticker:** HEIA
Record Date: 03/20/2025 **Meeting Type:** Annual **Meeting ID:** 1924210
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		
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt		
1.b	Approve Remuneration Report	Mgmt	For	For
1.c	Adopt Financial Statements	Mgmt	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt		
1.e	Approve Dividends	Mgmt	For	For
1.f	Approve Discharge of Executive Board	Mgmt	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
2.d	Authorize Cancellation of Ordinary Shares	Mgmt	For	For
3	Reelect H.P.J. van den Broek to Executive Board	Mgmt	For	For
4.a	Reelect N. Paranjpe to Supervisory Board	Mgmt	For	For
4.b	Elect A.A.C. de Carvalho to Supervisory Board	Mgmt	For	Against
5.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
5.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For
5.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/17/2025 **Country:** France **Ticker:** MC

Record Date: 04/15/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1925336

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 Mentioning the Absence of New Transactions	Mgmt	For	For
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	For	For
6	Reelect Bernard Arnault as Director	Mgmt	For	For
7	Reelect Sophie Chassat as Director	Mgmt	For	For
8	Reelect Clara Gaymard as Director	Mgmt	For	For
9	Reelect Hubert Védrine as Director	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
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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	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 of International Subsidiaries	Mgmt	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For

ING Groep NV

Meeting Date: 04/22/2025 **Country:** Netherlands **Ticker:** INGA
Record Date: 03/25/2025 **Meeting Type:** Annual **Meeting ID:** 1923213
Primary Security ID: N4578E595 **Primary CUSIP:** N4578E595 **Primary ISIN:** NL0011821202 **Primary SEDOL:** BZ57390

Voting Policy: MFS

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	Approve Remuneration Report	Mgmt	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3A	Receive Explanation on Company's Reserves and Dividend 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	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	For
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	For
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For
8A	Grant Board Authority to Issue Shares	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

Danone SA

Meeting Date: 04/24/2025 **Country:** France **Ticker:** BN

Record Date: 04/22/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1935343

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 2.15 per Share	Mgmt	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	For
6	Reelect Susan Roberts as Director	Mgmt	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For
10	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Kering SA

Meeting Date: 04/24/2025 **Country:** France **Ticker:** KER
Record Date: 04/22/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1929134
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 6 per Share	Mgmt	For	For
4	Reelect François-Henri Pinault as Director	Mgmt	For	For
5	Reelect Financière Pinault as Director	Mgmt	For	For
6	Reelect Baudouin Prot as Director	Mgmt	For	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	For	For
9	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	Mgmt	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	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
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For
	Ordinary Business	Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Komercni banka as

Meeting Date: 04/24/2025 **Country:** Czech Republic **Ticker:** KOMB

Record Date: 04/17/2025 **Meeting Type:** Annual **Meeting ID:** 1943150

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	Receive Standalone and Consolidated Financial Statements, and Proposal for Allocation of Income	Mgmt		

Komercni banka as

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Receive Supervisory Board Report on Company's Standalone and Consolidated Financial Statements, Proposal for Allocation of Income, Its Activities, and Management Board Report on Related Entities	Mgmt		
3	Receive Audit Committee Report	Mgmt		
4	Approve Financial Statements	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CZK 91.30 per Share	Mgmt	For	For
6	Approve Consolidated Financial Statements	Mgmt	For	For
7	Receive Company's Corporate Governance Statement	Mgmt		
8	Receive Management Board Report on Related Entities	Mgmt		
9.1	Elect Anne-Sophie Chauveau-Galas as Supervisory Board Member	Mgmt	For	For
9.2	Elect Petr Dvorak as Supervisory Board Member	Mgmt	For	For
9.3	Elect Alvaro Huete Gomez as Supervisory Board Member	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	Against
11	Approve Remuneration Report	Mgmt	For	Against
12.1	Ratify KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors	Mgmt	For	For
12.2	Appoint KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors for the Sustainability Reporting	Mgmt	For	For

Akzo Nobel NV

Meeting Date: 04/25/2025 **Country:** Netherlands **Ticker:** AKZA

Record Date: 03/28/2025 **Meeting Type:** Annual **Meeting ID:** 1938881

Primary Security ID: N01803308 **Primary CUSIP:** N01803308 **Primary ISIN:** NL0013267909 **Primary SEDOL:** BJ2KSG2

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	Mgmt		
3a	Adopt Financial Statements	Mgmt	For	For
3b	Discuss on the Company's Dividend Policy	Mgmt		
3c	Approve Allocation of Income and Dividends	Mgmt	For	For
3d	Approve Remuneration Report	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5a	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For
5b	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For
6a	Approve Remuneration Policy of Management Board	Mgmt	For	For
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For
7	Elect H.J. Muller to Supervisory Board	Mgmt	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
11	Close Meeting	Mgmt		

Continental AG

Meeting Date: 04/25/2025 **Country:** Germany **Ticker:** CON

Record Date: 04/03/2025 **Meeting Type:** Annual **Meeting ID:** 1925868

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 2024 (Non-Voting)	Mgmt		

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2024	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2024	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2024	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2024	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2024	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2024	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2024	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Kevin Borck for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024	Mgmt	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Matthias Ebenau for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2024	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Anne Nothing for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2024	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2024	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Matthias Tote for Fiscal Year 2024	Mgmt	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2024	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2024	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2024	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025	Mgmt	For	For
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Merger by Absorption of Continental Automotive GmbH	Mgmt	For	For
9	Approve Spin-Off Agreement with Continental Automotive Holding SE	Mgmt	For	For
10	Approve Decrease in Size of Supervisory Board as per Statutory Provisions	Mgmt	For	For
11	Amend Articles Re: Election of Shareholder Representatives to the Supervisory Board	Mgmt	For	For
12	Amend Articles Re: Supervisory Board Resignations	Mgmt	For	For
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For
14	Amend Articles Re: Editorial Changes	Mgmt	For	For

Merck KGaA

Meeting Date: 04/25/2025 **Country:** Germany **Ticker:** MRK
Record Date: 04/03/2025 **Meeting Type:** Annual **Meeting ID:** 1925809
Primary Security ID: D5357W103 **Primary CUSIP:** D5357W103 **Primary ISIN:** DE0006599905 **Primary SEDOL:** 4741844

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	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 2024	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

L'Oreal SA

Meeting Date: 04/29/2025 **Country:** France **Ticker:** OR
Record Date: 04/25/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1926527
Primary Security ID: F58149133 **Primary CUSIP:** F58149133 **Primary ISIN:** FR0000120321 **Primary SEDOL:** 4057808

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

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	For	For
4	Elect Téthys as Director	Mgmt	For	For
5	Elect Isabelle Seillier as Director	Mgmt	For	For
6	Elect Aurélie Jean as Director	Mgmt	For	For
7	Reelect Nicolas Hieronimus as Director	Mgmt	For	For
8	Reelect Paul Bulcke as Director	Mgmt	For	For
9	Reelect Alexandre Ricard as Director	Mgmt	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2025 **Country:** France **Ticker:** EL

Record Date: 04/28/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1938870

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
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	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	For	For
	Ordinary Business	Mgmt		
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

GEA Group AG

Meeting Date: 04/30/2025 **Country:** Germany **Ticker:** G1A

Record Date: 04/08/2025 **Meeting Type:** Annual **Meeting ID:** 1926096

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 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For

GEA Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Elect Juergen Fleischer to the Supervisory Board	Mgmt	For	For
8.2	Elect Annette Koehler to the Supervisory Board	Mgmt	For	For
8.3	Elect Holly Lei to the Supervisory Board	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Sanofi

Meeting Date: 04/30/2025 **Country:** France **Ticker:** SAN

Record Date: 04/28/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1940642

Primary Security ID: F5548N101 **Primary CUSIP:** F5548N101 **Primary ISIN:** FR0000120578 **Primary SEDOL:** 5671735

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 3.92 per Share	Mgmt	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For

Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
15	Approve Remuneration Policy of CEO	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For
	Ordinary Business	Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

AIB Group plc

Meeting Date: 05/01/2025 **Country:** Ireland **Ticker:** A5G

Record Date: 04/27/2025 **Meeting Type:** Annual **Meeting ID:** 1935275

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
	Management Proposals	Mgmt		
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 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

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5i	Re-elect Brendan McDonagh as Director	Mgmt	For	For
5j	Re-elect Ann O'Brien as Director	Mgmt	For	For
5k	Re-elect Fergal O'Dwyer as Director	Mgmt	For	For
5l	Re-elect James Pettigrew as Director	Mgmt	For	For
5m	Re-elect Jan Sijbrand as Director	Mgmt	For	For
5n	Re-elect Ranjit Singh as Director	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Authorise Issue of Equity	Mgmt	For	For
8a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8b	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	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
12	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	For	For
13	Approve the Company's Entry into the Transaction as a Related Party Transaction under the Companies Act	Mgmt	For	For
14	Approve Save As You Earn Schemes	Mgmt	For	For
	Shareholder Proposal	Mgmt		
15	Elect Philip Hobbs, a Shareholder Nominee, as a Director	SH	Against	Against

Kingspan Group Plc

Meeting Date: 05/01/2025 **Country:** Ireland **Ticker:** KRX

Record Date: 04/27/2025 **Meeting Type:** Annual **Meeting ID:** 1939159

Primary Security ID: G52654103 **Primary CUSIP:** G52654103 **Primary ISIN:** IE0004927939 **Primary SEDOL:** 4491235

Kingspan Group Plc

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 Anne Heraty as Director	Mgmt	For	For
3g	Re-elect Eimear Moloney as Director	Mgmt	For	For
3h	Re-elect Paul Murtagh as Director	Mgmt	For	For
3i	Re-elect Senan Murphy as Director	Mgmt	For	For
3j	Re-elect Louise Phelan as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Shares	Mgmt	For	For
12	Authorise Reissuance of Treasury Shares	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Amend Performance Share Plan	Mgmt	For	For
15	Amend Articles of Association	Mgmt	For	For

Alcon Inc.

Meeting Date: 05/06/2025 **Country:** Switzerland **Ticker:** ALC

Record Date: **Meeting Type:** Annual **Meeting ID:** 1921836

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 0.28 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 Arthur Cummings as Director	Mgmt	For	For
6.4	Reelect David Endicott as Director	Mgmt	For	For
6.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For
6.6	Reelect Keith Grossman as Director	Mgmt	For	For
6.7	Reelect Scott Maw as Director	Mgmt	For	For
6.8	Reelect Karen May as Director	Mgmt	For	For
6.9	Reelect Ines Poeschel as Director	Mgmt	For	For
6.10	Reelect Dieter Spaelti as Director	Mgmt	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.11	Elect Deborah Di Sanzo 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

Tenaris SA

Meeting Date: 05/06/2025 **Country:** Luxembourg **Ticker:** TEN

Record Date: 04/22/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1929665

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

Tenaris SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
10	Approve Share Repurchase	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
2	Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers	Mgmt	For	Against
3	Amend Articles to Reflect Changes in Capital	Mgmt	For	Against

Allfunds Group Plc

Meeting Date: 05/07/2025 **Country:** United Kingdom **Ticker:** ALLFG

Record Date: 05/02/2025 **Meeting Type:** Annual **Meeting ID:** 1950272

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.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.	Approve Final Dividend	Mgmt	For	For
3.	Approve Remuneration Report	Mgmt	For	For
4.	Reelect Zita Saurel as Non-Executive Director	Mgmt	For	Against
5.	Reelect Johannes Korp as Non-Executive Director	Mgmt	For	Against
6.	Elect Hunter Philbrick as Non-Executive Director	Mgmt	For	For
7.	Reelect Lisa Dolly as Non-Executive Director	Mgmt	For	For
8.	Reelect JP Rangaswami as Non-Executive Director	Mgmt	For	For
9.	Reelect Delfin Rueda as Non-Executive Director	Mgmt	For	For
10.	Reelect Juan Alcaraz as Non-Executive Director	Mgmt	For	For

Allfunds Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.	Elect Marina Bellini as Non-Executive Director	Mgmt	For	For
12.	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For
13.	Authorize Board to Determine Remuneration of Auditors	Mgmt	For	For
14.	Grant Board Authority to Issue Shares	Mgmt	For	For
15.	Grant Board Authority to Issue Shares and Exclude Preemptive Rights	Mgmt	For	For
16.	Grant Board Authority to Issue Shares and Exclude Preemptive Rights to Finance an Acquisition or Capital Investment	Mgmt	For	For
17.	Authorize Repurchase of Shares	Mgmt	For	For
18.	Authorize Make Off-Market Purchases from BNPP Shareholders	Mgmt	For	For
19.	Authorize Make Off-Market Purchases from LHC3 Limited Shareholder	Mgmt	For	For
20.	Authorize the Company to Call General Meetings on Short Notice	Mgmt	For	For

Capgemini SE

Meeting Date: 05/07/2025 **Country:** France **Ticker:** CAP

Record Date: 05/05/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1943119

Primary Security ID: F4973Q101 **Primary CUSIP:** F4973Q101 **Primary ISIN:** FR0000125338 **Primary SEDOL:** 4163437

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

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Patrick Pouyanné as Director	Mgmt	For	For
12	Reelect Kurt Sievers as Director	Mgmt	For	For
13	Elect Jean-Marc Chéry as Director	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Amend Articles 12 and 19 of Bylaws	Mgmt	For	For
16	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Schneider Electric SE

Meeting Date: 05/07/2025 **Country:** France **Ticker:** SU

Record Date: 05/05/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1946710

Primary Security ID: F86921107 **Primary CUSIP:** F86921107 **Primary ISIN:** FR0000121972 **Primary SEDOL:** 4834108

Schneider Electric SE

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 3.90 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 Olivier Blum, CEO from November 1, 2024 to December 31, 2024	Mgmt	For	For
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Mgmt	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	For
13	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
B	Elect François Durif as Representative of Employee Shareholders to the Board	Mgmt	Against	Against

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
D	Elect Gérard Le Goueffec as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For
21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	Mgmt	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Galp Energia SGPS SA

Meeting Date: 05/09/2025 **Country:** Portugal **Ticker:** GALP

Record Date: 05/02/2025 **Meeting Type:** Annual **Meeting ID:** 1952188

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	Ratify Co-option of Nuno Holbech Bastos as Director	Mgmt	For	For
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For
5	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For
6	Approve Reduction in Share Capital	Mgmt	For	For
7	Amend Remuneration Policy	Mgmt	For	For

SAP SE

Meeting Date: 05/13/2025 **Country:** Germany **Ticker:** SAP
Record Date: 04/21/2025 **Meeting Type:** Annual **Meeting ID:** 1925771
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 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Deutsche Boerse AG

Meeting Date: 05/14/2025 **Country:** Germany **Ticker:** DB1
Record Date: 05/07/2025 **Meeting Type:** Annual **Meeting ID:** 1925883
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 2024 (Non-Voting)	Mgmt		

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Amend Articles Re: Electronic Securities	Mgmt	For	For
6	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
7	Elect Jean Mustier to the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
11.b	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	Mgmt	For	For

Arcadis NV

Meeting Date: 05/16/2025 **Country:** Netherlands **Ticker:** ARCAD

Record Date: 04/18/2025 **Meeting Type:** Annual **Meeting ID:** 1948939

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.	Open Meeting	Mgmt		
1.b.	Receive Announcements	Mgmt		
2.	Receive Report of Supervisory Board	Mgmt		

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.	Receive Report of Executive Board	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.a.	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
6.b.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2025	Mgmt	For	For
6.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2026	Mgmt	For	For
7.a.	Approve Remuneration Report for Executive Board	Mgmt	For	For
7.b.	Approve Remuneration Report for Supervisory Board	Mgmt	For	For
8.a.	Reelect M.P. Lap to Supervisory Board	Mgmt	For	For
8.b.	Reelect C.M.C. Mahieu to Supervisory Board	Mgmt	For	For
8.c.	Announce Vacancies on the Supervisory Board	Mgmt		
9.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
9.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
10.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11.	Other Business (Non-Voting)	Mgmt		
12.	Close Meeting	Mgmt		

Erste Group Bank AG

Meeting Date: 05/21/2025 **Country:** Austria **Ticker:** EBS

Record Date: 05/11/2025 **Meeting Type:** Annual **Meeting ID:** 1931214

Primary Security ID: A19494102 **Primary CUSIP:** A19494102 **Primary ISIN:** AT0000652011 **Primary SEDOL:** 5289837

Erste Group Bank AG

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9.1	Reelect Alois Flatz as Supervisory Board Member	Mgmt	For	For
9.2	Elect Gottfried Haber as Supervisory Board Member	Mgmt	For	For
9.3	Elect Gabriele Semmelrock-Werzer as Supervisory Board Member	Mgmt	For	For
10	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	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: 05/22/2025 **Country:** Ireland **Ticker:** BIRG

Record Date: 05/18/2025 **Meeting Type:** Annual **Meeting ID:** 1930597

Primary Security ID: G0756R109 **Primary CUSIP:** G0756R109 **Primary ISIN:** IE00BD1RP616 **Primary SEDOL:** BD1RP61

Bank of Ireland Group Plc

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
3.(a)	Re-elect Akshaya Bhargava as Director	Mgmt	For	For
3.(b)	Re-elect Giles Andrews as Director	Mgmt	For	For
3.(c)	Re-elect Ian Buchanan as Director	Mgmt	For	For
3.(d)	Re-elect Richard Goulding as Director	Mgmt	For	For
3.(e)	Re-elect Michele Greene as Director	Mgmt	For	For
3.(f)	Re-elect Myles O'Grady as Director	Mgmt	For	For
3.(g)	Re-elect Steve Pateman as Director	Mgmt	For	For
3.(h)	Re-elect Mark Spain as Director	Mgmt	For	For
3.(i)	Re-elect Margaret Sweeney 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.	Approve Remuneration Policy	Mgmt	For	For
9.	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
10.	Authorise Issue of Equity	Mgmt	For	For
11.	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
12.	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
13.	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For
14.	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For

Dassault Systemes SE

Meeting Date: 05/22/2025 **Country:** France **Ticker:** DSY
Record Date: 05/20/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1954877
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 0.26 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 Remuneration Policy of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Bernard Charlès, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Pascal Daloz, CEO	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For
10	Elect Marie-Hélène Habert-Dassault as Director	Mgmt	For	For
11	Elect Nathalie Rouvet Lazare as Director	Mgmt	For	For
12	Elect Donatella Sciuto as Director	Mgmt	For	For
13	Reelect Soumitra Dutta as Director	Mgmt	For	For
14	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 13 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 Capitalization of Reserves of Up to EUR 13 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
23	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
26	Amend Article 16 of Bylaws Re: Board Deliberations	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Publicis Groupe SA

Meeting Date: 05/27/2025 **Country:** France **Ticker:** PUB

Record Date: 05/23/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1952437

Primary Security ID: F7607Z165 **Primary CUSIP:** F7607Z165 **Primary ISIN:** FR0000130577 **Primary SEDOL:** 4380429

Publicis Groupe SA

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 3.60 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For
7	Appoint KPMG S.A as Auditor for Sustainability Reporting	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	Mgmt	For	For
10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	Mgmt	For	For
11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	Mgmt	For	For
12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	Mgmt	For	For
13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	Mgmt	For	For
14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	Mgmt	For	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration Policy of Directors	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 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Zalando SE

Meeting Date: 05/27/2025 **Country:** Germany **Ticker:** ZAL

Record Date: 05/05/2025 **Meeting Type:** Annual **Meeting ID:** 1925870

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 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.a	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
5.b	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	For
5.c	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.a.a	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For
7.a.b	Elect Alice Delahunt to the Supervisory Board	Mgmt	For	For
7.a.c	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For
7.a.d	Elect Anders Holch Povlsen to the Supervisory Board	Mgmt	For	For
7.a.e	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For
7.a.f	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For
7.b.a	Elect Zbigniew Laskowski, Rose Reynolds and Maggie Sloan as Employee Representatives to the Supervisory Board	Mgmt	For	For
7.b.b	Elect Surbhi Marwah, Klaus Møller-Arentoft and Andrea Ricciarelli to the Supervisory Board as Substitutes to Employee Representatives	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
11	Approve Creation of EUR 79.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Billion; Approve Creation of EUR 48.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
13	Approve Partial Cancellation of Conditional Capital 2014 and 2016	Mgmt	For	For

Amadeus IT Group SA

Meeting Date: 06/03/2025 **Country:** Spain **Ticker:** AMS

Record Date: 05/29/2025 **Meeting Type:** Annual **Meeting ID:** 1960709

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	Fix Number of Directors at 12	Mgmt	For	For
7.1	Elect Leo Puri as Director	Mgmt	For	For
7.2	Reelect William Connelly as Director	Mgmt	For	For
7.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For
7.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For
7.5	Reelect Stephan Gemkow as Director	Mgmt	For	For
7.6	Reelect Peter Kurpick as Director	Mgmt	For	For
7.7	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For
7.8	Reelect Amanda Mesler as Director	Mgmt	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.9	Reelect Jana Eggers as Director	Mgmt	For	For
7.10	Reelect Eriikka Soderstrom as Director	Mgmt	For	For
7.11	Reelect David Vegara Figueras as Director	Mgmt	For	For
8	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Flutter Entertainment plc

Meeting Date: 06/05/2025 **Country:** Ireland **Ticker:** FLUT

Record Date: 04/10/2025 **Meeting Type:** Annual **Meeting ID:** 1955918

Primary Security ID: G3643J108 **Primary CUSIP:** G3643J108 **Primary ISIN:** IE00BWT6H894 **Primary SEDOL:** BWZMZF4

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	For
1b	Elect Director Peter Jackson	Mgmt	For	For
1c	Elect Director Robert (Dob) Bennett	Mgmt	For	For
1d	Elect Director Nancy Cruickshank	Mgmt	For	For
1e	Elect Director Nancy Dubuc	Mgmt	For	For
1f	Elect Director Alfred F. Hurley, Jr.	Mgmt	For	For
1g	Elect Director Holly Keller Koeppel	Mgmt	For	For
1h	Elect Director Carolan Lennon	Mgmt	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Amend Sharesave Scheme	Mgmt	For	For
7a	Ratify KPMG as Auditors	Mgmt	For	For

Flutter Entertainment plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
8	Authorize Board to Issue of Shares	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For

Scout24 SE

Meeting Date: 06/05/2025 **Country:** Germany **Ticker:** G24

Record Date: 05/28/2025 **Meeting Type:** Annual **Meeting ID:** 1926126

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 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.32 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Elect Lutz Finger to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Scout24 SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10a	Approve Creation of EUR 15 Million Pool of Authorized Capital 2025/1 with or without Exclusion of Preemptive Rights	Mgmt	For	For
10b	Approve Creation of EUR 7.5 Million Pool of Authorized Capital 2025/2 with Preemptive Rights	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Sonova Holding AG

Meeting Date: 06/10/2025 **Country:** Switzerland **Ticker:** SOON

Record Date: **Meeting Type:** Annual **Meeting ID:** 1915382

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	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Gregory Behar as Director	Mgmt	For	For
4.1.3	Reelect Lynn Bleil as Director	Mgmt	For	For
4.1.4	Reelect Roland Diggelmann as Director	Mgmt	For	For
4.1.5	Reelect Julie Tay as Director	Mgmt	For	For
4.1.6	Reelect Ronald van der Vis as Director	Mgmt	For	For
4.1.7	Reelect Adrian Widmer as Director	Mgmt	For	For
4.2	Elect Laura Stoltenberg as Director	Mgmt	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3.2	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Appoint Gregory Behar as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.6	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.3 Million	Mgmt	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against

Alten SA

Meeting Date: 06/12/2025 **Country:** France **Ticker:** ATE

Record Date: 06/10/2025 **Meeting Type:** Annual/Special **Meeting ID:** 1966340

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	Reelect Simon Azoulay as Director	Mgmt	For	For
6	Reelect Aliette Mardyks as Director	Mgmt	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 250,000	Mgmt	For	For

Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
10	Approve Compensation Report	Mgmt	For	For
11	Approve Compensation of Simon Azoulay, Chairman and CEO	Mgmt	For	For
12	Authorize Repurchase of Up to 7 Percent of Issued Share Capital	Mgmt	For	For
13	Ratify Change Location of Registered Office to 221 bis, boulevard Jean Jaurès- 92100 Boulogne-Billancourt and Amend Article of Bylaws Accordingly	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Capitalization of Reserves of Up to 10 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 25 Percent of Issued Share Capital	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to 10 Percent of Issued Capital	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For
19	Approve Issuance of Equity-Linked Securities for up to 5 Percent of Issued Capital for Private Placements	Mgmt	For	For
20	Approve Issuance of Equity for up to 5 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For

Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
23	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 and 22 at 10 Percent of Issued Share Capital	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize up to 0.76 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
26	Amend Article 18 of Bylaws Re: Virtual Participation	Mgmt	For	For
27	Amend Article 16 of Bylaws Re: Age Limit of Directors	Mgmt	For	For
28	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For
29	Amend Articles 14, 27, 28, and 29 of Bylaws Re: Delete Obsolete References to Preference Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

QIAGEN NV

Meeting Date: 06/26/2025 **Country:** Netherlands **Ticker:** QGEN

Record Date: 05/29/2025 **Meeting Type:** Annual **Meeting ID:** 1971953

Primary Security ID: N72482206 **Primary CUSIP:** N72482206 **Primary ISIN:** NL0015002CX3 **Primary SEDOL:** BS2CPH1

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	Mgmt		
3.	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5.	Approve Remuneration Report	Mgmt	For	For

QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
7.	Approve Dividends	Mgmt	For	For
8.	Approve Discharge of Management Board	Mgmt	For	For
9.	Approve Discharge of Supervisory Board	Mgmt	For	For
10.a.	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For
10.b.	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For
10.c.	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For
10.d.	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For
10.e.	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For
10.f.	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For
10.g.	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For
10.h.	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For
11.a.	Reelect Thierry Bernard to Management Board	Mgmt	For	For
11.b.	Reelect Roland Sackers to Management Board	Mgmt	For	For
12	Approve Remuneration Policy	Mgmt	For	For
13.a.	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	Against
13.b.	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
14.	Authorize Repurchase of Shares	Mgmt	For	For
15.	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For
16.	Approve Cancellation of Shares	Mgmt	For	For
17.	Allow Questions	Mgmt		
18.	Close Meeting	Mgmt		

VOTE SUMMARY REPORT

Date range covered : 07/01/2025 to 09/30/2025

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

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

Arcadis NV

Meeting Date: 07/10/2025 **Country:** Netherlands **Ticker:** ARCAD

Record Date: 06/12/2025 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1978628

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
	Extraordinary Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.	Elect R. A. J. Swaak to Supervisory Board	Mgmt	For	For
3.	Other Business (Non-Voting)	Mgmt		
4.	Close Meeting	Mgmt		

Allfunds Group Plc

Meeting Date: 07/17/2025 **Country:** United Kingdom **Ticker:** ALLFG

Record Date: 07/15/2025 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1989920

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
	Extraordinary Meeting Agenda	Mgmt		
1.	Approve Amendments to the Directors' Remuneration Policy	Mgmt	For	For

Linde Plc

Meeting Date: 07/29/2025 **Country:** Ireland **Ticker:** LIN

Record Date: 04/28/2025 **Meeting Type:** Annual **Meeting ID:** 1967006

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

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
6	Report on Climate Lobbying	SH	Against	Against

Kering SA

Meeting Date: 09/09/2025 **Country:** France **Ticker:** KER

Record Date: 09/05/2025 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1996083

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 Remuneration Policy of CEO for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For
2	Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For
3	Approve Remuneration Policy of Directors for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
4	Elect Luca de Meo as Director for a Term that Differs from the 4 Year Term Specified in Article 10	Mgmt	For	For
5	Amend Articles 12 and 15 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For
	Ordinary Business	Mgmt		
6	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Arcadis NV

Meeting Date: 09/30/2025 **Country:** Netherlands **Ticker:** ARCAD

Record Date: 09/02/2025 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1997197

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
	Extraordinary Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.	Elect S. P. Crowe to Executive Board	Mgmt	For	For
3.	Other Business (Non-Voting)	Mgmt		
4.	Close Meeting	Mgmt		

Date range covered : 10/01/2025 to 12/31/2025

LOCATION(S): MASSACHUSETTS FINANCIAL SERVICES

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

Pernod Ricard SA

Meeting Date: 10/27/2025 **Country:** France **Ticker:** RI

Record Date: 10/23/2025 **Meeting Type:** Annual/Special **Meeting ID:** 2010087

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 Anne Lange as Director	Mgmt	For	For
5	Reelect Paul Ricard as Director	Mgmt	For	For
6	Reelect Veronica Vargas as Director	Mgmt	For	For
7	Elect Albert Baladi as Director	Mgmt	For	For
8	Elect Jean Lemierre as Director	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		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 129 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 129 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
24	Amend Articles 21 and 33 of Bylaws	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Novo Nordisk A/S

Meeting Date: 11/14/2025 **Country:** Denmark **Ticker:** NOVO.B

Record Date: 11/07/2025 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 2016846

Primary Security ID: K72807140 **Primary CUSIP:** K72807140 **Primary ISIN:** DK0062498333 **Primary SEDOL:** BP6KMJ1

Novo Nordisk A/S

Voting Policy: MFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Novo Nordisk Foundation and Novo Holdings A/S	Mgmt		
1.1	Elect Lars Rebien Sorensen (Chair) as New Director	SH	None	For
1.2	Elect Cees de Jong (Vice Chair) as New Director	SH	None	For
1.3.1	Elect Britt Meelby Jensen as New Director	SH	None	For
1.3.2	Elect Mikael Dolsten as New Director	SH	None	For
1.3.3	Elect Stephan Engels as New Director	SH	None	For

Sodexo SA

Meeting Date: 12/16/2025 **Country:** France **Ticker:** SW

Record Date: 12/12/2025 **Meeting Type:** Annual/Special **Meeting ID:** 2020199

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 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For
4	Elect Bellon SA as Director	Mgmt	For	For
5	Elect Geneviève Bich as Director	Mgmt	For	For
6	Elect Françoise Colpron as Director	Mgmt	For	For
7	Reelect Luc Messier as Director	Mgmt	For	For
8	Approve Compensation of Sophie Bellon, Chairwoman and CEO	Mgmt	For	For

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairwoman of the Board and CEO, from September 1, 2025 to November 9, 2025	Mgmt	For	For
12	Approve Remuneration Policy of Chairwoman of the Board, from November 10, 2025	Mgmt	For	For
13	Approve Remuneration Policy of CEO, from November 10, 2025	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For
16	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
17	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For