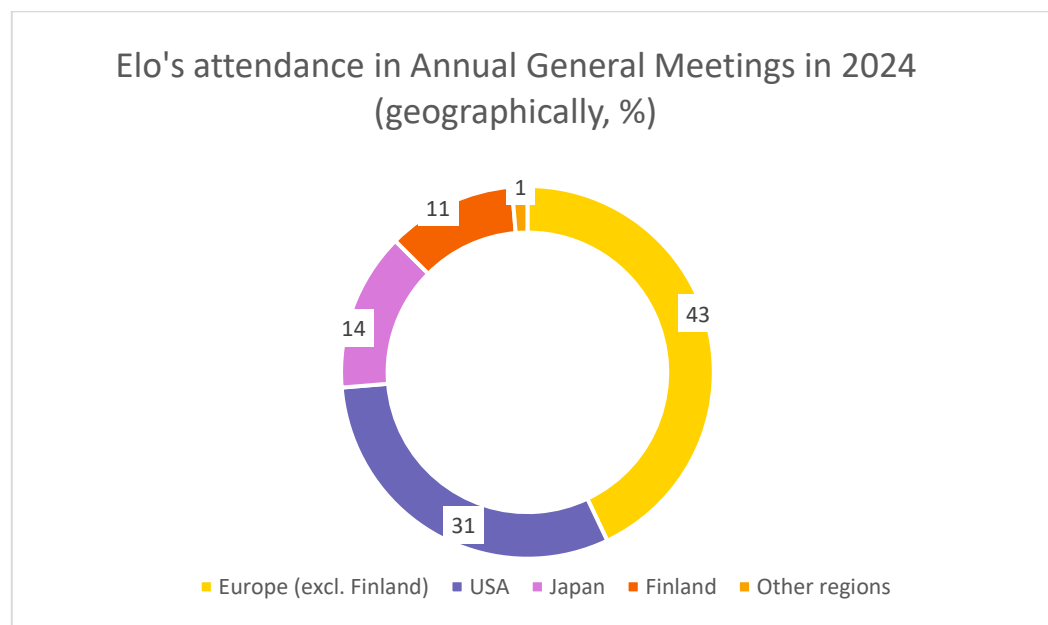


Elo’s attendance in annual general meetings and exercise of voting rights 2024

As a long-term shareholder, we aim to improve the responsibility of our investee companies and monitor the compliance with good corporate governance. We primarily implement active ownership in three ways:

1. By attending the general meetings of the companies in which we are a shareholder either by ourselves or by proxy,
2. participating in nomination boards and
3. engaging with the management and, if necessary, Boards of Directors of the companies.

In 2024, Elo attended in 901 annual general meetings. For meetings outside Finland, Elo uses proxy voting services. Attendance and exercise of voting rights in Finnish companies can be found more detailed in a separate PDF.





Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Market	Proposal Category	Proposal Text	Vote Cast
3M Company	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
3M Company	USA	Compensation - Compensation	4. Adopt Share Retention Policy For Senior Executives	Against
A. O. Smith Corporation	USA	Director Election - Director Election	1.1. Elect Director Victoria M. Holt	Withhold
A. O. Smith Corporation	USA	Director Election - Director Election	1.2. Elect Director Ilham Kadri	Withhold
A.P. Moller-Maersk A/S	Denmark	Director Election - Director Election	6.1. Reelect Robert Maersk Ugbla as Director	Abstain
AAK AB	Sweden	Director Election - Director Election	12.2. Reelect Marta Schorling Andreen as Director	Against
AAK AB	Sweden	Director Election - Director Election	12.4. Reelect Nils-Johan Andersson as Director	Against
AAK AB	Sweden	Compensation - Equity Compensation Plan	16. Approve Long-Term Incentive Program 2024/2027	Against
Aalberts NV	Netherlands	Director Election - Director Election	7. Reelect P. (Piet) Veenema to Supervisory Board	Against
ABB Ltd.	Switzerland	Director Election - Director Election	7.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	Switzerland	Routine Business - Routine Business	11. Transact Other Business (Voting)	Against
Accelleron Industries AG	Switzerland	Director Election - Director Election	6.1.5. Reelect Gabriele Sons as Director	Against
Accelleron Industries AG	Switzerland	Director Related - Committee Election	6.2.3. Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Against
Accelleron Industries AG	Switzerland	Capitalization - Capital Issuance	8.1. Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Against
Accelleron Industries AG	Switzerland	Routine Business - Routine Business	9. Transact Other Business (Voting)	Against
Acea SpA	Italy	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
Acea SpA	Italy	Routine Business - Routine Business	1.1. Amend Articles Re: Article 13	Against
Ackermans & van Haaren NV	Belgium	Director Election - Director Election	6.1. Reelect Jacques Delen as Director	Against
Ackermans & van Haaren NV	Belgium	Director Election - Director Election	6.2. Reelect Pierre Willaert as Director	Against
Ackermans & van Haaren NV	Belgium	Director Election - Director Election	6.3. Reelect Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Director	Against
Ackermans & van Haaren NV	Belgium	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Report	Against
ACS Actividades de Construccion y Servicios SA	Spain	Company Articles - Article Amendments	6. Amend Article 12	Against
ACS Actividades de Construccion y Servicios SA	Spain	Routine Business - Routine Business	7. Amend Article 7 of General Meeting Regulations	Against



ACS Actividades de Construccion y Servicios SA	Spain	Capitalization - Capital Issuance	10. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Addtech AB	Sweden	Director Election - Director Election	13.1. Reelect Henrik Hedelius as Director	Against
Addtech AB	Sweden	Director Election - Director Election	13.2. Reelect Ulf Mattson as Director	Against
Addtech AB	Sweden	Director Election - Director Election	13.3. Reelect Malin Nordesjo as Director	Against
Addtech AB	Sweden	Director Election - Director Election	13.6. Elect Fredrik Borjesson as New Director	Against
Addtech AB	Sweden	Director Related - Board Related	13.7. Elect Malin Nordesjo as Board Chair	Against
Addtech AB	Sweden	Compensation - Remuneration Policy & Implementation	15. Approve Remuneration Report	Against
AGC, Inc. (Japan)	Japan	Director Election - Director Election	2.1. Elect Director Shimamura, Takuya	Against
AGC, Inc. (Japan)	Japan	Director Election - Director Election	2.2. Elect Director Hirai, Yoshinori	Against
Air Liquide SA	France	Director Election - Director Election	6. Reelect Monica de Virgiliis as Director	Against
Air Products and Chemicals, Inc.	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Airbnb, Inc.	USA	Director Election - Director Election	1.2. Elect Director Angela Ahrendts	Withhold
Airbnb, Inc.	USA	Director Election - Director Election	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	USA	Director Related - Board Related	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Aisin Corp.	Japan	Director Election - Director Election	1.1. Elect Director Yoshida, Moritaka	Against
AIXTRON SE	Germany	Director Election - Director Election	6.1. Reelect Frits van Hout to the Supervisory Board	Against
AIXTRON SE	Germany	Director Election - Director Election	6.2. Reelect Anna Weber to the Supervisory Board	Against
Aker BP ASA	Norway	Audit Related - Auditor Related	6. Approve Remuneration of Auditors	Against
Aker BP ASA	Norway	Director Election - Director Election - Bundled	9. Reelect Oyvind Eriksen, Trond Brandsrud, Valborg Lundegaard and Charles Ashley Heppenstall as Directors; Elect Doris Reiter as New Director	Against
Aker BP ASA	Norway	Capitalization - Capital Issuance	11. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	Norway	Capitalization - Capital Structure - Repurchase	12. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Aker BP ASA	Norway	Miscellaneous - Miscellaneous	14. Discuss with Stakeholders Company's Position and Mutually Acceptable Solution	Against
Akzo Nobel NV	Netherlands	Director Election - Director Election	6d. Reelect B.E. Grote to Supervisory Board	Against
Alcon Inc.	Switzerland	Compensation - Remuneration Policy & Implementation	5.1. Approve Remuneration Report (Non-Binding)	Against
Alcon Inc.	Switzerland	Director Election - Director Election	6.7. Reelect Keith Grossman as Director	Against



Alcon Inc.	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Alexandria Real Estate Equities, Inc.	USA	Director Election - Director Election	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	USA	Director Election - Director Election	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	USA	Director Election - Director Election	1h. Elect Director Michael A. Woronoff	Against
Alfa Laval AB	Sweden	Director Election - Director Election	13.2. Reelect Finn Rausing as Director	Against
Alleima AB	Sweden	Director Election - Director Election	14.2. Reelect Claes Boustedt as Director	Against
Alleima AB	Sweden	Director Election - Director Election	14.4. Reelect Andreas Nordbrandt as Director	Against
Alleima AB	Sweden	Director Election - Director Election	14.7. Reelect Karl Aberg as Director	Against
Alleima AB	Sweden	Director Related - Board Related	15.1. Reelect Andreas Nordbrandt as Board Chairman	Against
Alleima AB	Sweden	Compensation - Equity Compensation Plan	19. Approve Performance Share Plan (LTI 2024) for Key Employees	Against
Alphabet Inc.	USA	Director Election - Director Election	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	USA	Director Election - Director Election	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	USA	Director Election - Director Election	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	USA	Director Election - Director Election	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	USA	Director Election - Director Election	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	USA	Compensation - Compensation	3. Amend Bylaw regarding Stockholder Approval of Director Compensation	Against
Alphabet Inc.	USA	E&S Blended - Counter	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Alphabet Inc.	USA	Social - Health & Safety	5. Report on Electromagnetic Radiation and Wireless Technologies Risks	Against
Alphabet Inc.	USA	E&S Blended - Counter	6. Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against
Amazon.com, Inc.	USA	Director Election - Director Election	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	USA	E&S Blended - Board Related	5. Establish a Board Committee on Corporate Financial Sustainability	Against
Amazon.com, Inc.	USA	E&S Blended - Counter	9. Report on Viewpoint Discrimination	Against
Amazon.com, Inc.	USA	E&S Blended - Counter	15. Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against
Ambu A/S	Denmark	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Report	Against



Ambu A/S	Denmark	Director Election - Director Election	6. Reelect Jorgen Jensen (Chair) as Director	Abstain
Ambu A/S	Denmark	Director Election - Director Election	8.c. Reelect Simon Hesse Hoffmann as Director	Abstain
Analog Devices, Inc.	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Andritz AG	Austria	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Report	Against
Andritz AG	Austria	Routine Business - Routine Business	10.1. New/Amended Proposals from Shareholders	Against
Andritz AG	Austria	Routine Business - Routine Business	10.2. New/Amended Proposals from Management and Supervisory Board	Against
Anglo American Plc	United Kingdom	Director Election - Director Election	8. Re-elect Ian Ashby as Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.a. Reelect Michele Burns as Independent Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.b. Reelect Paul Cornet de Ways Ruart as Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.c. Reelect Gregoire de Spoelberch as Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.d. Reelect Paulo Lemann as Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.e. Reelect Alexandre Van Damme as Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.f. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.g. Reelect Salvatore Mancuso as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Director Election - Director Election	A.7.h. Reelect Alejandro Santo Domingo as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	Belgium	Compensation - Remuneration Policy & Implementation	A.9. Approve Remuneration Report	Against
APA CORPORATION	USA	Compensation - Remuneration Policy & Implementation	12. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	USA	E&S Blended - Counter	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Apple Inc.	USA	Social - Human Rights	5. Report on Standards and Procedures to Curate App Content	Against
Apple Inc.	USA	Social - Human Rights	8. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
ArcelorMittal SA	Luxembourg	Director Election - Director Election	IX. Reelect Clarissa Lins as Director	Against
Arista Networks, Inc.	USA	Director Election - Director Election	1.1. Elect Director Kelly Battles	Withhold
Arista Networks, Inc.	USA	Director Election - Director Election	1.3. Elect Director Jayshree Ullal	Withhold



Arjo AB	Sweden	Director Election - Director Election	15.1a. Reelect Johan Malmquist as Director	Against
Arjo AB	Sweden	Director Election - Director Election	15.1b. Reelect Carl Bennet as Director	Against
Arjo AB	Sweden	Director Election - Director Election	15.1d. Reelect Dan Frohm as Director	Against
Arjo AB	Sweden	Director Election - Director Election	15.1e. Reelect Ulf Grunander as Director	Against
Arjo AB	Sweden	Director Election - Director Election	15.1h. Elect Ulrika Dellby as New Director	Against
Arjo AB	Sweden	Director Related - Board Related	15.2. Reelect Johan Malmquist as Board Chair	Against
Arjo AB	Sweden	Compensation - Remuneration Policy & Implementation	18. Approve Remuneration Report	Against
Arkema SA	France	Director Election - Director Election	5. Reelect Thierry Le Henaff as Director	Against
Arrow Electronics, Inc.	USA	Director Election - Director Election	1.1. Elect Director William F. Austen	Withhold
Asahi Kasei Corp.	Japan	Director Election - Director Election	1.1. Elect Director Kobori, Hideki	Against
Asahi Kasei Corp.	Japan	Director Election - Director Election	1.2. Elect Director Kudo, Koshiro	Against
Assa Abloy AB	Sweden	Director Election - Director Election - Bundled	12. Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Against
Assa Abloy AB	Sweden	Compensation - Equity Compensation Plan	16. Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Against
Atlas Copco AB	Sweden	Director Election - Director Election	10.a2. Reelect Johan Forssell as Director	Against
Atlas Copco AB	Sweden	Director Election - Director Election	10.a4. Reelect Anna Ohlsson-Leijon as Director	Against
Atlas Copco AB	Sweden	Director Election - Director Election	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	Sweden	Director Election - Director Election	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	Sweden	Director Related - Board Related	10.c. Reelect Hans Straberg as Board Chair	Against
Attendo AB	Sweden	Compensation - Equity Compensation Plan	18.a. Approve Performance Share Program 2024 for Key Employees	Against
Attendo AB	Sweden	Compensation - Equity Compensation Plan	18.b. Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Against
Attendo AB	Sweden	Compensation - Equity Compensation Plan	18.c. Approve Transfer of Shares to Participants	Against
Attendo AB	Sweden	Compensation - Equity Compensation Plan	18.d. Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Against
Attendo AB	Sweden	Capitalization - Capital Structure - Repurchase	24.a. Authorize Warrant Repurchase Program	Against
Attendo AB	Sweden	Capitalization - Capital Structure - Placement	24.b. Approve Issuance of 200,000 Shares for a Private Placement	Against
Balfour Beatty Plc	United Kingdom	Director Election - Director Election	4. Re-elect Charles Allen, Lord of Kensington as Director	Against



Banca Monte dei Paschi di Siena SpA	Italy	Director Related - Statutory Auditor	5.3. Appoint Further Alternate Internal Statutory Auditor if Necessary	Against
Banca Popolare di Sondrio SPA	Italy	Director Election - Director Election - Bundled	5.1. Slate 1 Submitted by Board of Directors	Against
Banca Popolare di Sondrio SPA	Italy	Audit Related - Auditor Related	7.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Banco Comercial Portugues SA	Portugal	Compensation - Remuneration Policy & Implementation	5. Amend Remuneration Policy	Against
Banco Comercial Portugues SA	Portugal	Audit Related - Auditor Related	8B. Appoint Ernst & Young Audit & Associados, SROC, S.A. as Auditor and Antonio Filipe Dias da Fonseca Bras as Alternate Auditor	Against
Banco Santander SA	Spain	Compensation - Remuneration Policy & Implementation	6.A. Approve Remuneration Policy	Against
Bank of America Corporation	USA	Director Election - Director Election	1j. Elect Director Clayton S. Rose	Against
Bank of America Corporation	USA	Compensation - Equity Compensation Plan	4. Amend Omnibus Stock Plan	Against
Bank of America Corporation	USA	E&S Blended - Other	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Bank of America Corporation	USA	Social - Human Capital Management	10. Improve Executive Compensation Program and Policy	Against
BASF SE	Germany	Director Election - Director Election	6.2. Reelect Kurt Bock to the Supervisory Board	Against
BASF SE	Germany	Director Election - Director Election	6.5. Reelect Alessandra Genco to the Supervisory Board	Against
BAWAG Group AG	Austria	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Report	Against
BAWAG Group AG	Austria	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Policy	Against
Bayer AG	Germany	Director Election - Director Election	4.2. Elect Ertharin Cousin to the Supervisory Board	Against
Bayer AG	Germany	Routine Business - Routine Business	10. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Bayerische Motoren Werke AG	Germany	Director Election - Director Election	6.1. Elect Susanne Klatten to the Supervisory Board	Against
Bayerische Motoren Werke AG	Germany	Director Election - Director Election	6.2. Elect Stefan Quandt to the Supervisory Board	Against
BE Semiconductor Industries NV	Netherlands	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Report	Against
BELIMO Holding AG	Switzerland	Director Election - Director Election	9.1.2. Reelect Patrick Burkhalter as Director	Against
BELIMO Holding AG	Switzerland	Director Election - Director Election	9.1.3. Reelect Sandra Emme as Director	Against



BELIMO Holding AG	Switzerland	Director Election - Director Election	9.1.7. Reelect Martin Zwyszig as Director	Against
BELIMO Holding AG	Switzerland	Director Related - Board Related	9.2.1. Reelect Patrick Burkhalter as Board Chair	Against
BELIMO Holding AG	Switzerland	Director Election - Director Election	9.2.2. Reelect Martin Zwyszig as Deputy Chair	Against
BELIMO Holding AG	Switzerland	Director Related - Committee Election	9.3.1. Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Beneteau SA	France	Compensation - Remuneration Policy & Implementation	8. Approve Compensation of Bruno Thivoyon, CEO	Against
Beneteau SA	France	Compensation - Remuneration Policy & Implementation	9. Approve Compensation of Gianguido Girotti, Vice-CEO	Against
Beneteau SA	France	Director Election - Director Election	11. Reelect Annette Roux as Director	Against
Beneteau SA	France	Capitalization - Capital Structure - Repurchase	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Beneteau SA	France	Compensation - Equity Compensation Plan	15. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Berkshire Hathaway Inc.	USA	Director Election - Director Election	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	USA	Director Election - Director Election	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	USA	Director Election - Director Election	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	USA	Director Election - Director Election	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	USA	Director Election - Director Election	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	USA	Director Election - Director Election	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	USA	E&S Blended - Board Related	5. Establish a Railroad Safety Committee	Against
Berkshire Hathaway Inc.	USA	Environmental - Climate	6. Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	Against
Berkshire Hathaway Inc.	USA	Social - Human Rights	7. Report on Risks Related to Operations in China	Against
BFF Bank SpA	Italy	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
BFF Bank SpA	Italy	Compensation - Severance Agreement	4. Approve Severance Payments Policy	Against
BFF Bank SpA	Italy	Compensation - Remuneration Policy & Implementation	5. Approve Second Section of the Remuneration Report	Against
BFF Bank SpA	Italy	Director Election - Director Election - Bundled	7.3.1. Slate 1 Submitted by Management	Against
Bilia AB	Sweden	Director Election - Director Election	14.a. Reelect Gunnar Blomkvist as Director	Against
Bilia AB	Sweden	Director Election - Director Election	14.b. Reelect Anna Engebretsen as Director	Against
Bilia AB	Sweden	Director Election - Director Election	14.c. Reelect Ingrid Jonasson Blank as Director	Against



Bilia AB	Sweden	Director Election - Director Election	14.d. Reelect Nicklas Paulson as Director	Against
Bilia AB	Sweden	Director Election - Director Election	14.e. Reelect Jan Pettersson as Director	Against
Bilia AB	Sweden	Director Election - Director Election	14.f. Reelect Mats Qviberg as Director	Against
Bilia AB	Sweden	Director Election - Director Election	14.g. Reelect Jon Risfelt as Director	Against
Bilia AB	Sweden	Director Related - Board Related	14.i. Reelect Mats Qviberg as Board Chair	Against
Bilia AB	Sweden	Director Related - Board Related	14.j. Reelect Jan Pettersson as Vice Chair	Against
Bilia AB	Sweden	Compensation - Equity Compensation Plan	19.a. Approve Performance Share Matching Plan for Key Employees	Against
Bilia AB	Sweden	Compensation - Equity Compensation Plan	19.b. Approve Equity Plan Financing	Against
Bilia AB	Sweden	Compensation - Equity Compensation Plan	19.c. Approve Alternative Equity Plan Financing	Against
Bilia AB	Sweden	Compensation - Equity Compensation Plan	19.d. Approve Equity Plan Financing by Approving Transfer to Cover Social Security Contributions for the Plan	Against
Biotage AB	Sweden	Director Election - Director Election - Bundled	14. Reelect Kieran Murphy (Chair), Torben Jorgensen, Asa Hedin, Peter Ehrenheim, Mark Bradley, Karen Lykke Sorensen and Kugan Sathiyandarajah as Directors	Against
Biotage AB	Sweden	Audit Related - Auditor Related	15. Ratify PricewaterhouseCoopers as Auditors	Against
Biotage AB	Sweden	Compensation - Remuneration Policy & Implementation	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Biotage AB	Sweden	Capitalization - Capital Issuance	20.a. Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Against
BKW AG	Switzerland	Routine Business - Routine Business	6. Transact Other Business (Voting)	Against
BNP Paribas SA	France	Director Election - Director Election	A. Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	France	Director Election - Director Election	B. Elect Thierry Schwob as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	France	Director Election - Director Election	C. Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	Against
Bossard Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	4.3. Approve Remuneration Report	Against
Bossard Holding AG	Switzerland	Director Election - Director Election	5.2.1. Reelect Thomas Schmuckli as Director and Board Chair	Against
Bossard Holding AG	Switzerland	Company Articles - Article Amendments	8.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Bossard Holding AG	Switzerland	Routine Business - Routine Business	9. Transact Other Business (Voting)	Against
Bouygues SA	France	Non-Routine Business - Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against



Bouygues SA	France	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Bouygues SA	France	Capitalization - Capital Structure - Repurchase	18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	France	Takeover Related - Takeover - Restricting	22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
BPER Banca SpA	Italy	Director Election - Director Election - Bundled	2.2. Slate 2 Submitted by Unipol Gruppo SpA	Against
BPER Banca SpA	Italy	Director Election - Director Election - Bundled	2.3. Slate 3 Submitted by Fondazione di Sardegna	Against
BPER Banca SpA	Italy	Audit Related - Auditor Related	4.2. Slate 2 Submitted by Unipol Gruppo SpA	Against
BPER Banca SpA	Italy	Audit Related - Auditor Related	4.3. Slate 3 Submitted by Fondazione di Sardegna	Against
Brembo SpA	Italy	Compensation - Remuneration Policy & Implementation	5. Approve Remuneration Policy	Against
Brembo SpA	Italy	Compensation - Remuneration Policy & Implementation	6. Approve Second Section of the Remuneration Report	Against
Brembo SpA	Italy	Company Articles - Article Amendments	1.2. Amend Company Bylaws Re: Article 5	Against
Brembo SpA	Italy	Company Articles - Article Amendments	1.3. Amend Company Bylaws Re: New Article 45	Against
Broadcom Inc.	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bucher Industries AG	Switzerland	Director Election - Director Election	4.1.1. Reelect Anita Hauser as Director	Against
Bucher Industries AG	Switzerland	Director Election - Director Election	4.1.5. Reelect Stefan Scheiber as Director	Against
Bucher Industries AG	Switzerland	Director Related - Board Related	4.2. Elect Urs Kaufmann as Board Chair	Against
Bucher Industries AG	Switzerland	Director Related - Committee Election	4.3.1. Reappoint Anita Hauser as Member of the Compensation Committee	Against
Bucher Industries AG	Switzerland	Director Related - Committee Election	4.3.2. Appoint Stefan Scheiber as Member of the Compensation Committee	Against
Bucher Industries AG	Switzerland	Compensation - Remuneration Policy & Implementation	5.2. Approve Remuneration Report (Non-Binding)	Against
Bucher Industries AG	Switzerland	Routine Business - Routine Business	6. Transact Other Business (Voting)	Against
Bunge Global SA	Switzerland	Director Election - Director Election	5c. Elect Director Carol Browner	Against
Bunge Global SA	Switzerland	Routine Business - Routine Business	A. Other Business	Against
Burckhardt Compression Holding AG	Switzerland	Director Election - Director Election	5.1.2. Reelect Stephan Bross as Director	Against
Burckhardt Compression Holding AG	Switzerland	Director Election - Director Election	5.1.4. Reelect Maria Vacalli as Director	Against
Burckhardt Compression Holding AG	Switzerland	Director Related - Committee Election	5.3.1. Reappoint Stephan Bross as Member of the Nomination and Compensation Committee	Against



Burckhardt Compression Holding AG	Switzerland	Director Related - Committee Election	5.3.2. Reappoint Maria Vacalli as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	Switzerland	Routine Business - Routine Business	7. Transact Other Business (Voting)	Against
Burkhalter Holding AG	Switzerland	Director Election - Director Election	5.1. Reelect Gaudenz Domenig as Director and Board Chair	Against
Burkhalter Holding AG	Switzerland	Director Election - Director Election	5.2. Reelect Marco Syfrig as Director	Against
Burkhalter Holding AG	Switzerland	Director Election - Director Election	5.3. Reelect Willy Hueppi as Director	Against
Burkhalter Holding AG	Switzerland	Director Election - Director Election	5.4. Reelect Michele Novak-Moser as Director	Against
Burkhalter Holding AG	Switzerland	Director Election - Director Election	5.5. Reelect Nina Remmers as Director	Against
Burkhalter Holding AG	Switzerland	Director Election - Director Election	5.6. Reelect Diego Brueesch as Director	Against
Burkhalter Holding AG	Switzerland	Director Related - Committee Election	6.1. Reappoint Gaudenz Domenig as Member of the Compensation Committee	Against
Burkhalter Holding AG	Switzerland	Director Related - Committee Election	6.2. Reappoint Willy Hueppi as Member of the Compensation Committee	Against
Burkhalter Holding AG	Switzerland	Director Related - Committee Election	6.3. Reappoint Michele Novak-Moser as Member of the Compensation Committee	Against
Burkhalter Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Against
Burkhalter Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Against
Burkhalter Holding AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Buzzi SpA	Italy	Compensation - Remuneration Policy & Implementation	4.1. Approve Remuneration Policy	Against
Buzzi SpA	Italy	Compensation - Remuneration Policy & Implementation	4.2. Approve Second Section of the Remuneration Report	Against
Buzzi SpA	Italy	Takeover Related - Takeover - Restricting	1. Amend Company Bylaws Re: Article 5	Against
Buzzi SpA	Italy	Routine Business - Routine Business	2. Amend Company Bylaws Re: Article 9	Against
BW LPG Ltd.	Bermuda	Director Election - Director Election	4.a. Reelect Andreas Sohmen-Pao as Director	Against
BW LPG Ltd.	Bermuda	Director Related - Board Related	5. Reelect Andreas Sohmen-Pao as Board Chair	Against
BW LPG Ltd.	Bermuda	Capitalization - Capital Issuance	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Cardinal Health, Inc.	USA	Company Articles - Board Related Amendments	4. Adopt Policy on Improved Majority Voting for Election of Directors	Against
Carmila SA	France	Director Election - Director Election	5. Reelect Marie Cheval as Director	Against
Carmila SA	France	Compensation - Remuneration Policy & Implementation	11. Approve Compensation of Marie Cheval, Chairman and CEO	Against
Carmila SA	France	Compensation - Remuneration Policy & Implementation	12. Approve Compensation of Sebastien Vanhoove, Vice-CEO	Against



Carmila SA	France	Compensation - Remuneration Policy & Implementation	13. Approve Remuneration Policy of Chairman and CEO	Against
Carmila SA	France	Compensation - Remuneration Policy & Implementation	14. Approve Remuneration Policy of Vice-CEO	Against
Carmila SA	France	Non-Routine Business - Related-Party Transactions	16. Approve Auditors' Special Report on Related-Party Transactions	Against
Carmila SA	France	Compensation - Equity Compensation Plan	19. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Caterpillar, Inc.	USA	Director Election - Director Election	1.4. Elect Director David W. MacLennan	Against
Caterpillar, Inc.	USA	Director Related - Board Related	6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	Against
Cementir Holding NV	Netherlands	Compensation - Remuneration Policy & Implementation	2.b. Approve Remuneration Report	Against
Cementir Holding NV	Netherlands	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
Cencora, Inc.	USA	Company Articles - Board Related Amendments	6. Enhance Majority Vote for the Election of Directors	Against
Central Asia Metals Plc	United Kingdom	Director Election - Director Election	3. Re-elect Mike Prentis as Director	Against
Central Asia Metals Plc	United Kingdom	Director Election - Director Election	4. Elect David Swan as Director	Against
ChemoMetec A/S	Denmark	Compensation - Remuneration Policy & Implementation	7.b. Amend Remuneration Policy	Against
Chesapeake Energy Corporation	USA	Compensation - Severance Agreement	2. Advisory Vote on Golden Parachutes	Against
Chevron Corporation	USA	Director Election - Director Election	1d. Elect Director Enrique Hernandez, Jr.	Against
Chevron Corporation	USA	Environmental - Climate	4. Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Compensation - Remuneration Policy & Implementation	2. Approve Remuneration Report (Non-Binding)	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Election - Director Election	7.1.1. Reelect Ernst Tanner as Director and Board Chair	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Election - Director Election	7.1.2. Reelect Dieter Weisskopf as Director	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Election - Director Election	7.1.3. Reelect Rudolf Spruengli as Director	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Election - Director Election	7.1.4. Reelect Elisabeth Guertler as Director	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Election - Director Election	7.1.7. Reelect Monique Bourquin as Director	Against



Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Related - Committee Election	7.2.1. Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Director Related - Committee Election	7.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Compensation - Employee Stock Ownership/Purchase Plan	9. Approve Creation of CHF 3.1 Million Pool of Conditional Capital for Employee Equity Participation	Against
Chocoladefabriken Lindt & Spruengli AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.1. Reelect Antonio Maria Pradera Jauregui as Director	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.3. Reelect Fermin del Rio Sanz de Acedo as Director	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.4. Reelect Francisco Jose Riberas Mera as Director	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.5. Reelect Juan Maria Riberas Mera as Director	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.6. Reelect Maria Teresa Salegui Arbizu as Director	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.7. Reelect Shriprakash Shukla as Director	Against
CIE Automotive SA	Spain	Director Election - Director Election	6.8. Reelect Arantza Estefania Larranaga as Director	Against
CIE Automotive SA	Spain	Director Related - Board Related	6.9. Fix Number of Directors at 13	Against
CIE Automotive SA	Spain	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Policy	Against
CIE Automotive SA	Spain	Compensation - Remuneration Policy & Implementation	10. Advisory Vote on Remuneration Report	Against
Citigroup Inc.	USA	Compensation - Equity Compensation Plan	4. Amend Omnibus Stock Plan	Against
Citigroup Inc.	USA	E&S Blended - Counter	8. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Citigroup Inc.	USA	E&S Blended - Other	9. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Citigroup Inc.	USA	Social - Animal Welfare	10. Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	Against
Clarkson Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	2. Approve Remuneration Report	Against
Clarkson Plc	United Kingdom	Director Election - Director Election	9. Re-elect Tim Miller as Director	Against
CNH Industrial NV	Netherlands	Director Election - Director Election	1.a. Reelect Suzanne Heywood as Executive Director	Against
CNH Industrial NV	Netherlands	Director Election - Director Election	1.g. Reelect Alessandro Nasi as Non-Executive Director	Against
CNH Industrial NV	Netherlands	Director Election - Director Election	1.h. Reelect Vagn Sorensen as Non-Executive Director	Against



CNH Industrial NV	Netherlands	Compensation - Remuneration Policy & Implementation	2.a. Approve Remuneration Policy	Against
Colruyt Group NV	Belgium	Compensation - Remuneration Policy & Implementation	2. Approve Remuneration Report	Against
Colruyt Group NV	Belgium	Compensation - Severance Agreement	4. Approve Severance Payment Clause	Against
Colruyt Group NV	Belgium	Director Election - Director Election	10.b. Approve Co-optation of Kriya One BV, Permanently Represented by Jef Colruyt, as Director	Against
Colruyt Group NV	Belgium	Director Election - Director Election	10.c. Reelect Korys NV, Permanently Represented by Griet Aerts, as Director	Against
Colruyt Group NV	Belgium	Capitalization - Capital Issuance	II.2. Approve Increase in Capital up to EUR 378.9 Million with Preemptive Rights	Against
Colruyt Group NV	Belgium	Takeover Related - Takeover - Restricting	II.3. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Colruyt Group NV	Belgium	Company Articles - Article Amendments	II.4. Amend Article 7 to Reflect Changes in Capital	Against
Colruyt Group NV	Belgium	Capitalization - Capital Structure - Repurchase	III. Authorize Repurchase of Treasury Shares	Against
Coltene Holding AG	Switzerland	Director Election - Director Election	4.1.1. Reelect Nick Huber as Director and Board Chair	Against
Coltene Holding AG	Switzerland	Director Election - Director Election	4.1.2. Reelect Juergen Rauch as Director	Against
Coltene Holding AG	Switzerland	Director Election - Director Election	4.1.3. Reelect Astrid Waser as Director	Against
Coltene Holding AG	Switzerland	Director Election - Director Election	4.1.4. Reelect Allison Zwingenberger as Director	Against
Coltene Holding AG	Switzerland	Director Related - Committee Election	4.2.1. Reappoint Juergen Rauch as Member of the Nomination and Compensation Committee	Against
Coltene Holding AG	Switzerland	Director Related - Committee Election	4.2.2. Reappoint Allison Zwingenberger as Member of the Nomination and Compensation Committee	Against
Coltene Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	7.1. Approve Remuneration Report	Against
Coltene Holding AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Compagnie Financiere Richemont SA	Switzerland	Director Election - Director Election	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	Switzerland	Director Election - Director Election	5.13. Reelect Anton Rupert as Director	Against
Compagnie Financiere Richemont SA	Switzerland	Director Election - Director Election	5.17. Elect Gary Saage as Director	Against
Compagnie Financiere Richemont SA	Switzerland	Compensation - Remuneration Policy & Implementation	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Against



Compagnie Financiere Richemont SA	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Conagra Brands, Inc.	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ConocoPhillips	USA	Director Election - Director Election	1h. Elect Director Eric D. Mullins	Against
ConocoPhillips	USA	Environmental - Climate	5. Revisit Pay Incentives for GHG Emission Reductions	Against
Constellation Energy Corporation	USA	Director Election - Director Election	1.2. Elect Director Charles L. Harrington	Withhold
Construcciones y Auxiliar de Ferrocarriles SA	Spain	Director Election - Director Election	6.1. Reelect Idoia Zenarrutzabeitia Beldarrain as Director	Against
Construcciones y Auxiliar de Ferrocarriles SA	Spain	Director Election - Director Election	6.2. Reelect Marta Baztarrica Lizarbe as Director	Against
Construcciones y Auxiliar de Ferrocarriles SA	Spain	Director Election - Director Election	6.4. Reelect Manuel Dominguez de la Maza as Director	Against
Continental AG	Germany	Director Election - Director Election	9.1. Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Against
Continental AG	Germany	Director Election - Director Election	9.4. Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Against
Continental AG	Germany	Director Election - Director Election	9.5. Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Against
Continental AG	Germany	Director Election - Director Election	9.10. Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Against
Costco Wholesale Corporation	USA	Environmental - Climate	4. Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against
Credit Agricole SA	France	Director Election - Director Election	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	France	Director Election - Director Election	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	France	Director Election - Director Election	10. Relect Nicole Gourmelon as Director	Against
Credit Agricole SA	France	Director Election - Director Election	12. Reelect Louis Tercinier as Director	Against
Credit Agricole SA	France	Director Election - Director Election	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
CSX Corporation	USA	Director Related - Board Related	4. Establish Railroad Safety Committee	Against
CVS Health Corporation	USA	Company Articles - Board Related Amendments	6. Adopt Director Election Resignation Bylaw	Against
CVS Health Corporation	USA	Compensation - Severance Agreement	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
CVS Health Corporation	USA	Director Related - Board Related	8. Adopt Policy to Require Director Allocation of Hours Disclosure	Against
Dai Nippon Printing Co., Ltd.	Japan	Director Election - Director Election	2.1. Elect Director Kitajima, Yoshinari	Against
Danske Bank A/S	Denmark	Director Election - Director Election	6.a. Reelect Martin Blessing as Director	Abstain
Danske Bank A/S	Denmark	Director Election - Director Election	6.f. Reelect Helle Valentin as Director	Abstain



Danske Bank A/S	Denmark	Miscellaneous - Miscellaneous	12.a. Approve Banking Benefits for Shareholders	Against
Danske Bank A/S	Denmark	Environmental - Climate	12.b1. Streamlining Climate Policy and Approach to Fossil Companies	Against
Danske Bank A/S	Denmark	Environmental - Climate	12.b2. Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	Against
Deere & Company	USA	Environmental - Climate	4. Report on GHG Reduction Policies and Their Impact on Revenue Generation	Against
Deere & Company	USA	E&S Blended - Counter	5. Civil Rights and Non-Discrimination Audit Proposal	Against
Dell Technologies Inc.	USA	Director Election - Director Election	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	USA	Director Election - Director Election	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	USA	Director Election - Director Election	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	USA	Social - Charitable Spending	4. Report on Charitable Contributions	Against
De'Longhi SpA	Italy	Compensation - Remuneration Policy & Implementation	3.1. Approve Remuneration Policy	Against
De'Longhi SpA	Italy	Compensation - Remuneration Policy & Implementation	3.2. Approve Second Section of the Remuneration Report	Against
De'Longhi SpA	Italy	Company Articles - Article Amendments	1. Amend Company Bylaws Re: Articles 5-bis and 7	Against
Delta Air Lines, Inc.	USA	Social - Political Spending	4. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Demant A/S	Denmark	Compensation - Remuneration Policy & Implementation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	Denmark	Director Election - Director Election	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	Denmark	Director Election - Director Election	6.b. Reelect Niels Jacobsen as Director	Abstain
Devon Energy Corporation.	USA	Compensation - Compensation	4. Amend Bylaw regarding Stockholder Approval of Director Compensation	Against
D'leteren Group	Belgium	Capitalization - Capital Issuance	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
D'leteren Group	Belgium	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Report	Against
D'leteren Group	Belgium	Company Articles - Article Amendments	1.3. Amend Article 8bis of the Articles of Association	Against
D'leteren Group	Belgium	Routine Business - Formalities	2. Approve Coordination of Articles of Association	Against
D'leteren Group	Belgium	Routine Business - Formalities	3. Authorize Implementation of Approved Resolutions	Against
D'leteren Group	Belgium	Director Election - Director Election	5. Reelect Nicolas D'leteren as Director	Against
D'leteren Group	Belgium	Routine Business - Routine Business	1. Approve Dividends	Against
D'leteren Group	Belgium	Capitalization - Capital Structure Related	3.1. Approve Change-of-Control Clause Re: Senior Facilities Agreement	Against



D'leteren Group	Belgium	Capitalization - Capital Structure Related	3.2. Approve Change-of-Control Clause Re: Potential Transfer of Pledged Assets	Against
D'leteren Group	Belgium	Routine Business - Formalities	4. Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Against
Diploma Plc	United Kingdom	Director Election - Director Election	3. Re-elect David Lowden as Director	Against
Dominion Energy, Inc.	USA	Director Election - Director Election	1J. Elect Director Susan N. Story	Against
Dominion Energy, Inc.	USA	Miscellaneous - Miscellaneous	6. Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against
DoorDash, Inc.	USA	Director Election - Director Election	1a. Elect Director Elinor Mertz	Against
DoorDash, Inc.	USA	Director Election - Director Election	1c. Elect Director Tony Xu	Against
Dottikon ES Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Report	Against
Dottikon ES Holding AG	Switzerland	Director Election - Director Election	6.1. Reelect Markus Blocher as Director and Board Chair	Against
Dottikon ES Holding AG	Switzerland	Director Related - Committee Election	7.1. Reappoint Markus Blocher as Member of the Compensation Committee	Against
Dottikon ES Holding AG	Switzerland	Director Related - Committee Election	7.2. Appoint Pierre-Alain Ruffieux as Member of the Compensation Committee	Against
Dottikon ES Holding AG	Switzerland	Routine Business - Routine Business	12. Transact Other Business (Voting)	Against
Dow Inc.	USA	Director Election - Director Election	1i. Elect Director Jacqueline C. Hinman	Against
DSM-Firmenich AG	Switzerland	Director Election - Director Election	4.1.b. Reelect Patrick Firmenich as Director	Against
DSM-Firmenich AG	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
DSV A/S	Denmark	Compensation - Remuneration Policy & Implementation	5. Approve Remuneration Report	Against
DSV A/S	Denmark	Director Election - Director Election	6.7. Reelect Benedikte Leroy as Director	Abstain
DuPont de Nemours, Inc.	USA	Compensation - Compensation	5. Amend Clawback Policy	Against
EDP-Energias de Portugal SA	Portugal	Director Election - Director Election - Bundled	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
Elekta AB	Sweden	Director Election - Director Election	13.1. Reelect Laurent Leksell as Director	Against
Elekta AB	Sweden	Director Election - Director Election	13.3. Reelect Caroline Leksell as Director	Against
Elekta AB	Sweden	Director Election - Director Election	13.4. Reelect Wolfgang Reim as Director	Against
Elekta AB	Sweden	Director Election - Director Election	13.5. Reelect Jan Secher as Director	Against
Elekta AB	Sweden	Director Related - Board Related	13.10. Reelect Laurent Leksell as Board Chair	Against
Elmos Semiconductor SE	Germany	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Report	Against



Emmi AG	Switzerland	Compensation - Remuneration Policy & Implementation	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Against
Emmi AG	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
EMS-Chemie Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	3.3.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Against
EMS-Chemie Holding AG	Switzerland	Director Election - Director Election	6.1.1. Reelect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	Switzerland	Routine Business - Routine Business	7. Transact Other Business (Voting)	Against
ENEOS Holdings, Inc.	Japan	Director Election - Director Election	4.2. Elect Director and Audit Committee Member Tochinoki, Mayumi	Against
ENEOS Holdings, Inc.	Japan	Director Election - Director Election	4.3. Elect Director and Audit Committee Member Toyoda, Akiko	Against
EOG Resources, Inc.	USA	Director Election - Director Election	1a. Elect Director Janet F. Clark	Against
Epiroc AB	Sweden	Director Election - Director Election	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	Sweden	Director Election - Director Election	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	Sweden	Director Related - Board Related	10.b. Reelect Ronnie Leten as Board Chair	Against
Epiroc AB	Sweden	Compensation - Remuneration Policy & Implementation	12.a. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
EQT Corporation	USA	Director Election - Director Election	1e. Elect Director Kathryn J. Jackson	Against
Equinor ASA	Norway	Environmental - Miscellaneous	8. Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	Against
Equinor ASA	Norway	Environmental - Miscellaneous	9. Approve Divestment from All International Operations	Against
Equinor ASA	Norway	Environmental - Miscellaneous	10. Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	Against
Equinor ASA	Norway	Environmental - Miscellaneous	11. Adopt Future Strategy taking into Consideration the Suffering and Death Caused by Global Warming; Strengthen and Implement the Energy Transition Plan	Against
Equinor ASA	Norway	Environmental - Climate	12. Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	Against



Equinor ASA	Norway	Miscellaneous - Miscellaneous	13. Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	Against
Euronav NV	Belgium	Director Election - Director Election	2.5. Approve Co-optation of Debemar BV, Permanently Represented by Patrick De Brabandere, as Member of the Supervisory Board	Against
EVN AG	Austria	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Report	Against
EVN AG	Austria	Routine Business - Routine Business	9.1. New/Amended Proposals from Management and Supervisory Board	Against
EVN AG	Austria	Routine Business - Routine Business	9.2. New/Amended Proposals from Shareholders	Against
Evonik Industries AG	Germany	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Report	Against
Exelon Corporation	USA	Director Election - Director Election	1i. Elect Director John Young	Against
Expedia Group, Inc.	USA	Director Election - Director Election	1d. Elect Director Barry Diller	Withhold
Expedia Group, Inc.	USA	Director Election - Director Election	1i. Elect Director Dara Khosrowshahi	Withhold
Exxon Mobil Corporation	USA	Director Election - Director Election	1.2. Elect Director Angela F. Braly	Against
Exxon Mobil Corporation	USA	Director Election - Director Election	1.8. Elect Director Alexander A. Karsner	Against
Exxon Mobil Corporation	USA	Director Election - Director Election	1.9. Elect Director Lawrence W. Kellner	Against
Exxon Mobil Corporation	USA	Director Election - Director Election	1.11. Elect Director Jeffrey W. Ubben	Against
Exxon Mobil Corporation	USA	Director Election - Director Election	1.12. Elect Director Darren W. Woods	Against
Exxon Mobil Corporation	USA	Environmental - Climate	4. Revisit Executive Pay Incentives for GHG Emission Reductions	Against
FedEx Corporation	USA	Company Articles - Board Related Amendments	7. Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	Against
Ferguson Plc	Jersey	Takeover Related - Takeover - Enhancing	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	Jersey	Capitalization - Capital Structure Related	2.G. Authorize New Class of Preferred Stock	Against
Ferrari NV	Netherlands	Director Election - Director Election	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	Netherlands	Director Election - Director Election	3.c. Reelect Piero Ferrari as Non-Executive Director	Against
First Citizens BancShares, Inc.	USA	Director Election - Director Election	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	USA	Director Election - Director Election	1.7. Elect Director H. Lee Durham, Jr.	Withhold
First Citizens BancShares, Inc.	USA	Director Election - Director Election	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	USA	Director Election - Director Election	1.13. Elect Director Robert T. Newcomb	Withhold



First Citizens BancShares, Inc.	USA	E&S Blended - Other	4. Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	Against
FLSmidth & Co. A/S	Denmark	Compensation - Remuneration Policy & Implementation	5. Approve Remuneration Report (Advisory Vote)	Against
FLSmidth & Co. A/S	Denmark	Director Election - Director Election	6.a. Reelect Tom Knutzen as New Director	Abstain
Fluidra SA	Spain	Director Election - Director Election	8.1. Reelect Esther Berrozpe Galindo as Director	Against
Forbo Holding AG	Switzerland	Capitalization - Capital Issuance	4.1. Approve Creation of Capital Band within the Upper Limit of CHF 163,350 and the Lower Limit of CHF 133,650 with or without Exclusion of Preemptive Rights	Against
Forbo Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	5.1. Approve Remuneration Report	Against
Forbo Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	5.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 390,000 for Fiscal Year 2023	Against
Forbo Holding AG	Switzerland	Director Election - Director Election	6.2. Reelect Michael Pieper as Director	Against
Forbo Holding AG	Switzerland	Director Election - Director Election	6.3. Reelect Claudia Coninx-Kaczynski as Director	Against
Forbo Holding AG	Switzerland	Director Election - Director Election	6.5. Reelect Vincent Studer as Director	Against
Forbo Holding AG	Switzerland	Director Related - Committee Election	7.1. Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Against
Forbo Holding AG	Switzerland	Director Related - Committee Election	7.2. Reappoint Michael Pieper as Member of the Compensation Committee	Against
Forbo Holding AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Ford Motor Company	USA	Director Election - Director Election	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	USA	Director Election - Director Election	1h. Elect Director William E. Kennard	Against
Fortive Corporation	USA	Compensation - Compensation	5. Amend Bylaw Regarding Stockholder Approval of Director Compensation	Against
Fortune Brands Innovations, Inc.	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Frasers Group Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
Fugro NV	Netherlands	Director Election - Director Election	9a. Reelect Sjoerd S. Vollebregt to Supervisory Board	Against
Gamma Communications Plc	United Kingdom	Director Election - Director Election	11. Re-elect Charlotta Ginman as Director	Against
Gamma Communications Plc	United Kingdom	Director Election - Director Election	13. Re-elect Xavier Robert as Director	Against
Gaztransport & Technigaz SA	France	Director Election - Director Election	5. Reelect Carolle Foissaud as Director	Against
Geberit AG	Switzerland	Director Election - Director Election	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against



Geberit AG	Switzerland	Director Related - Committee Election	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	Switzerland	Compensation - Remuneration Policy & Implementation	8.1. Approve Remuneration Report	Against
Geberit AG	Switzerland	Routine Business - Routine Business	9. Transact Other Business (Voting)	Against
General Motors Company	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Motors Company	USA	Environmental - Climate	5. Eliminate EV Targets from Incentive Compensation Programs	Against
Georg Fischer AG	Switzerland	Director Election - Director Election	4.8. Elect Stefan Raebtsamen as Director	Against
Georg Fischer AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Gestamp Automocion SA	Spain	Director Election - Director Election	5.1. Ratify Appointment of and Elect Makoto Takasugi as Director	Against
Gestamp Automocion SA	Spain	Director Election - Director Election	5.2. Reelect Concepcion Rivero Bermejo as Director	Against
Gestamp Automocion SA	Spain	Environmental - Climate	8. Advisory Vote on the ESG 2025 Strategic Plan	Against
Gilead Sciences, Inc.	USA	Director Related - Board Related	5. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Gilead Sciences, Inc.	USA	Social - Other	6. Report on Risks of Supporting Abortion	Against
Givaudan SA	Switzerland	Director Election - Director Election	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	Switzerland	Director Election - Director Election	6.1.7. Reelect Tom Knutzen as Director	Against
Givaudan SA	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
Glanbia Plc	Ireland	Director Election - Director Election	3a. Re-elect Donard Gaynor as Director	Against
Glanbia Plc	Ireland	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Policy	Against
Glencore Plc	Jersey	Director Election - Director Election	3. Re-elect Kalidas Madhavpeddi as Director	Against
Glencore Plc	Jersey	Environmental - Climate	12. Approve 2024-2026 Climate Action Transition Plan	Against
Glenveagh Properties Plc	Ireland	Compensation - Remuneration Policy & Implementation	2. Approve Remuneration Report	Against
Glenveagh Properties Plc	Ireland	Director Election - Director Election	3a. Re-elect John Mulcahy as Director	Against
Granges AB	Sweden	Director Election - Director Election	11.A. Reelect Fredrik Arp (Chair) as Director	Against
Granges AB	Sweden	Director Related - Board Related	11.I. Reelect Fredrik Arp as Board Chair	Against
Hafnia Ltd.	Bermuda	Company Articles - Article Amendments	2. Adopt New By-Laws	Against
Hafnia Ltd.	Bermuda	Director Election - Director Election	4.a. Reelect Andreas Sohmen-Pao as Director	Against
Hafnia Ltd.	Bermuda	Director Related - Board Related	5. Appoint Andreas Sohmen-Pao as Company Chair	Against
Hafnia Ltd.	Bermuda	Miscellaneous - Capital Structure Related	10. Approve Issuance of Shares and/or Instruments in the Company	Against



Hamamatsu Photonics KK	Japan	Director Related - Statutory Auditor	3.3. Appoint Statutory Auditor Nakano, Shoji	Against
Hankyu Hanshin Holdings, Inc.	Japan	Director Election - Director Election	2.1. Elect Director Sumi, Kazuo	Against
HEICO Corporation	USA	Director Election - Director Election	1.4. Elect Director Mark H. Hildebrandt	Against
HEICO Corporation	USA	Director Election - Director Election	1.9. Elect Director Alan Schriesheim	Against
HEICO Corporation	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Heidelberg Materials AG	Germany	Director Election - Director Election	8.1. Reelect Bernd Scheifele to the Supervisory Board	Against
Heidelberg Materials AG	Germany	Director Election - Director Election	8.2. Reelect Ludwig Merckle to the Supervisory Board	Against
Heineken Holding NV	Netherlands	Director Election - Director Election	9. Reelect J.F.M.L. van Boxmeer as Director	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	7.1. Elect Simone Bagel-Trah to the Supervisory Board	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	7.2. Elect Lutz Bunnenberg to the Supervisory Board	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	7.4. Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	7.6. Elect Anja Langenbacher to the Supervisory Board	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	8.1. Elect Paul Achleitner to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	8.2. Elect Simone Bagel-Trah to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	8.4. Elect Kaspar von Braun to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	8.5. Elect Christoph Kneip to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	8.6. Elect Thomas Manchot to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	Germany	Director Election - Director Election	8.8. Elect Konstantin von Unger to the Shareholders' Committee	Against
Hera SpA	Italy	Director Election - Director Election	5. Elect Director	Against
Hera SpA	Italy	Director Related - Board Related	6. Elect Board Vice-Chairman	Against
Hermes International SCA	France	Non-Routine Business - Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	France	Capitalization - Capital Structure - Repurchase	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	France	Compensation - Directors' Compensation	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	France	Compensation - Remuneration Policy & Implementation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	France	Compensation - Remuneration Policy & Implementation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	France	Compensation - Remuneration Policy & Implementation	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	France	Director Election - Director Election	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	France	Director Election - Director Election	14. Reelect Blaise Guerrand as Supervisory Board Member	Against



Hermes International SCA	France	Director Election - Director Election	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	France	Compensation - Equity Compensation Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Hess Corporation	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hess Corporation	USA	Strategic Transactions - Mergers & Acquisitions	1. Approve Merger Agreement	Abstain
Hess Corporation	USA	Compensation - Severance Agreement	2. Advisory Vote on Golden Parachutes	Against
Hexagon AB	Sweden	Director Election - Director Election	12.1. Reelect Ola Rollen as Director	Against
Hexagon AB	Sweden	Director Election - Director Election	12.2. Reelect Marta Schorling Andreen as Director	Against
Hexagon AB	Sweden	Director Election - Director Election	12.4. Reelect Sofia Schorling Hogberg as Director	Against
Hexagon AB	Sweden	Director Election - Director Election	12.5. Reelect Gun Nilsson as Director	Against
Hexagon AB	Sweden	Director Related - Board Related	12.10. Reelect Ola Rollen as Board Chair	Against
HEXPOL AB	Sweden	Director Election - Director Election - Bundled	12.1. Reelect Alf Goransson, Kerstin Lindell, Jan-Anders E. Manson, Malin Persson, Marta Schorling Andreen, Nils-Johan Andersson and Henrik Elmin as Directors	Against
HEXPOL AB	Sweden	Director Related - Board Related	12.2. Reelect Alf Goransson as Board Chairman	Against
HEXPOL AB	Sweden	Compensation - Remuneration Policy & Implementation	15. Approve Remuneration Report	Against
HF Sinclair Corporation	USA	Corporate Governance - Shareholder Rights	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Hitachi Construction Machinery Co., Ltd.	Japan	Director Election - Director Election	1.6. Elect Director Fujisawa, Takeshi	Against
Hitachi Construction Machinery Co., Ltd.	Japan	Director Election - Director Election	1.7. Elect Director Moe, Hidemi	Against
Holcim Ltd.	Switzerland	Routine Business - Routine Business	6. Transact Other Business (Voting)	Against
Howden Joinery Group Plc	United Kingdom	Director Election - Director Election	10. Re-elect Peter Ventress as Director	Against
Howmet Aerospace Inc.	USA	Compensation - Severance Agreement	5. Submit Severance Agreement to Shareholder Vote	Against
Idemitsu Kosan Co., Ltd.	Japan	Director Related - Statutory Auditor	2. Appoint Statutory Auditor Tezuka, Masahiko	Against
Imerys SA	France	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Policy of CEO	Against
Indutrade AB	Sweden	Director Election - Director Election	14.1c. Reelect Anders Jernhall as Director	Against
Indutrade AB	Sweden	Director Election - Director Election	14.1e. Reelect Ulf Lundahl as Director	Against
Indutrade AB	Sweden	Director Election - Director Election	14.1f. Reelect Katarina Martinson as Director	Against
Indutrade AB	Sweden	Director Election - Director Election	14.1g. Reelect Lars Pettersson as Director	Against
Indutrade AB	Sweden	Director Related - Board Related	14.2. Reelect Katarina Martinson as Board Chairman	Against



Indutrade AB	Sweden	Compensation - Remuneration Policy & Implementation	17. Approve Remuneration Report	Against
Inficon Holding AG	Switzerland	Director Election - Director Election	5.2. Reelect Vanessa Frey as Director	Against
Inficon Holding AG	Switzerland	Director Election - Director Election	5.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	Switzerland	Director Election - Director Election	5.5. Reelect Lukas Winkler as Director	Against
Inficon Holding AG	Switzerland	Director Related - Committee Election	6.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	Switzerland	Director Related - Committee Election	6.3. Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Against
Inficon Holding AG	Switzerland	Routine Business - Routine Business	14. Transact Other Business (Voting)	Against
Intel Corporation	USA	E&S Blended - Counter	4. Establish Board Committee on Corporate Financial Sustainability	Against
Intel Corporation	USA	Social - Other	5. Report on Opposing State Abortion Regulation	Against
Intel Corporation	USA	Compensation - Severance Agreement	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
International Business Machines Corporation	USA	Social - Human Rights	5. Report on Risks Related to Operations in China	Against
International Paper Company	USA	Director Election - Director Election	1g. Elect Director Kathryn D. Sullivan	Against
Iren SpA	Italy	Audit Related - Auditor Related	7.1. Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding Spa Socio Unico Comune di Torino, and Comune di Reggio Emilia	Against
Jet2 Plc	United Kingdom	Director Election - Director Election	3. Re-elect Steve Heapy as Director	Against
Jet2 Plc	United Kingdom	Director Election - Director Election	4. Re-elect Richard Green as Director	Against
JFE Holdings, Inc.	Japan	Director Election - Proxy Contest	3. Remove Incumbent Director Kakigi, Koji	Against
Johnson & Johnson	USA	E&S Blended - Counter	4. Report on Gender-Based Compensation and Benefits Inequities	Against
JPMorgan Chase & Co.	USA	Environmental - Climate	6. Report on Impacts of JPMC's Climate Transition Policies	Against
JPMorgan Chase & Co.	USA	Social - Human Rights	9. Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against
JPMorgan Chase & Co.	USA	E&S Blended - Counter	11. Report on Civil Rights and Non-Discrimination Audit	Against
Jyske Bank A/S	Denmark	Social - Political Spending	f.6. Company Refrains from Making Political Donations, Provide Financial Support to Political Parties or Support to Individual Political Candidates	Against
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1. Elect Members of Committee of Representatives (Vote for All Candidates)	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.1. Reelect Annette Bache as Member of Committee of Representatives	Abstain

Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.2. Reelect Asger Fredslund Pedersen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.3. Reelect Dorte Brix Nagell as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.4. Reelect Frank Buch-Andersen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.5. Reelect Hans Bonde Hansen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.6. Reelect Jan Poul Crilles Tonnesen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.7. Reelect Jens Kramer Mikkelsen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.8. Reelect Jens-Christian Bay as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.9. Reelect Jesper Brockner Nielsen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.10. Reelect Jorgen Hellesoe Mathiesen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.11. Reelect Kim Elfving as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.12. Reelect Marie Louise Pind as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.13. Reelect Philip Baruch as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.14. Reelect Steen Jensen as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.15. Reelect Soren Elmann Ingerslev as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.16. Reelect Soren Lynggaard as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.17. Reelect Soren Tscherning as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.18. Reelect Thomas Moberg as Member of Committee of Representatives	Abstain
Jyske Bank A/S	Denmark	Director Election - Director Election	g.1.19. Reelect Tina Rasmussen as Member of Committee of Representatives	Abstain
Kajima Corp.	Japan	Director Election - Director Election	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	Japan	Director Election - Director Election	2.2. Elect Director Amano, Hiromasa	Against
Kardex Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	1.2. Approve Remuneration Report (Non-Binding)	Against



Kardex Holding AG	Switzerland	Director Election - Director Election	4.1.2. Reelect Eugen Elmiger as Director	Against
Kardex Holding AG	Switzerland	Director Related - Committee Election	4.3.3. Appoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	Switzerland	Routine Business - Routine Business	6. Transact Other Business (Voting)	Against
Keisei Electric Railway Co., Ltd.	Japan	Director Related - Statutory Auditor	3.1. Appoint Statutory Auditor Teshima, Tsuneaki	Against
Kering SA	France	Non-Routine Business - Related-Party Transactions	11. Approve Transaction with Maureen Chiquet, Director	Against
Kering SA	France	Compensation - Equity Compensation Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Against
Kingspan Group Plc	Ireland	Director Election - Director Election	3a. Re-elect Jost Massenberg as Director	Against
Koito Manufacturing Co., Ltd.	Japan	Director Related - Statutory Auditor	3.3. Appoint Statutory Auditor Yamaguchi, Hidemi	Against
Koninklijke BAM Groep NV	Netherlands	Director Election - Director Election	7.a. Elect H.Th.E.M. Rottinghuis to Supervisory Board	Against
Koninklijke Philips NV	Netherlands	Director Election - Director Election	4.a. Reelect F. Sijbesma to Supervisory Board	Against
Kuehne + Nagel International AG	Switzerland	Director Election - Director Election	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	Switzerland	Director Related - Committee Election	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	Switzerland	Director Related - Committee Election	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	Switzerland	Audit Related - Auditor Related	4.6. Ratify KPMG AG as Auditors	Against
Kuehne + Nagel International AG	Switzerland	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	Switzerland	Compensation - Remuneration Policy & Implementation	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Landis+Gyr Group AG	Switzerland	Director Election - Director Election	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	Switzerland	Director Related - Board Related	5.2. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	Switzerland	Routine Business - Routine Business	6.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Landis+Gyr Group AG	Switzerland	Routine Business - Routine Business	6.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Landis+Gyr Group AG	Switzerland	Routine Business - Routine Business	2.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against



Landis+Gyr Group AG	Switzerland	Routine Business - Routine Business	2.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Las Vegas Sands Corp.	USA	Director Election - Director Election	1.1. Elect Director Robert G. Goldstein	Withhold
Las Vegas Sands Corp.	USA	Director Election - Director Election	1.2. Elect Director Patrick Dumont	Withhold
Las Vegas Sands Corp.	USA	Director Election - Director Election	1.3. Elect Director Irwin Chafetz	Withhold
Las Vegas Sands Corp.	USA	Director Election - Director Election	1.4. Elect Director Micheline Chau	Withhold
Las Vegas Sands Corp.	USA	Director Election - Director Election	1.5. Elect Director Charles D. Forman	Withhold
Las Vegas Sands Corp.	USA	Director Election - Director Election	1.6. Elect Director Lewis Kramer	Withhold
Las Vegas Sands Corp.	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lennar Corporation	USA	Director Election - Director Election	1g. Elect Director Stuart Miller	Against
Lennar Corporation	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lifco AB	Sweden	Director Election - Director Election	15.a. Reelect Carl Bennet as Director	Against
Lifco AB	Sweden	Director Election - Director Election	15.b. Reelect Ulrika Dellby as Director	Against
Lifco AB	Sweden	Director Election - Director Election	15.d. Reelect Erik Gabrielson as Director	Against
Lifco AB	Sweden	Director Election - Director Election	15.g. Reelect Axel Wachtmeister as Director	Against
Lifco AB	Sweden	Director Related - Board Related	15.j. Reelect Carl Bennet as Board Chair	Against
Linde Plc	Ireland	Director Election - Director Election	1f. Elect Director Joe Kaeser	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Non-Routine Business - Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Director Election - Director Election	5. Reelect Antoine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Director Election - Director Election	7. Elect Alexandre Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Director Election - Director Election	8. Elect Frederic Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Compensation - Directors' Compensation	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Compensation - Remuneration Policy & Implementation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Compensation - Remuneration Policy & Implementation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Compensation - Remuneration Policy & Implementation	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	France	Compensation - Remuneration Policy & Implementation	15. Approve Remuneration Policy of Vice-CEO	Against



LVMH Moët Hennessy Louis Vuitton SE	France	Compensation - Equity Compensation Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LyondellBasell Industries N.V.	Netherlands	Director Election - Director Election	1g. Elect Director Rita Griffin	Against
MAIRE SpA	Italy	Takeover Related - Takeover - Restricting	1. Amend Company Bylaws Re: Article 6-bis	Against
Maire Tecnimont SpA	Italy	Compensation - Remuneration Policy & Implementation	2.1. Approve Remuneration Policy	Against
Maire Tecnimont SpA	Italy	Compensation - Remuneration Policy & Implementation	2.2. Approve Second Section of the Remuneration Report	Against
Maire Tecnimont SpA	Italy	Director Election - Director Election	3. Elect Isabella Nova as Director and Approve Director's Remuneration	Against
Maire Tecnimont SpA	Italy	Compensation - Equity Compensation Plan	4.1. Approve Long-Term Incentive Plan 2024-2026	Against
Maire Tecnimont SpA	Italy	Compensation - Employee Stock Ownership/Purchase Plan	4.2. Approve Restricted and Matching Shares Plan	Against
Maire Tecnimont SpA	Italy	Company Articles - Article Amendments	1. Amend Company Bylaws Re: Articles 1, 9, and 10	Against
Marathon Oil Corporation	USA	Compensation - Severance Agreement	2. Advisory Vote on Golden Parachutes	Against
Marathon Petroleum Corporation	USA	Director Election - Director Election	1a. Elect Director Abdulaziz F. Alkhayyal	Against
Marathon Petroleum Corporation	USA	Director Election - Director Election	1c. Elect Director Michael J. Hennigan	Against
Martin Marietta Materials, Inc.	USA	Director Election - Director Election	1.1. Elect Director Dorothy M. Ables	Against
Marvell Technology, Inc.	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Masimo Corporation	USA	Director Election - Proxy Contest	1a. Elect Management Nominee Director Christopher G. Chavez	Withhold
Masimo Corporation	USA	Director Election - Proxy Contest	1b. Elect Management Nominee Director Joe Kiani	Withhold
McDonald's Corporation	USA	Social - Human Rights	9. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
McDonald's Corporation	USA	Social - Charitable Spending	10. Report on Corporate Contributions	Against
Medacta Group SA	Switzerland	Director Election - Director Election	4.1. Reelect Alberto Siccardi as Director	Against
Medacta Group SA	Switzerland	Director Related - Board Related	5. Reelect Alberto Siccardi as Board Chair	Against
Medacta Group SA	Switzerland	Compensation - Directors' Compensation	9.1.2. Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Against
Medacta Group SA	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Merck & Co., Inc.	USA	Social - Miscellaneous	5. Disclose a Government Censorship Transparency Report	Against
Merck & Co., Inc.	USA	E&S Blended - Counter	6. Report on Civil Rights and Non-Discrimination Audit	Against
Meta Platforms, Inc.	USA	Director Election - Director Election	1.1. Elect Director Peggy Alford	Withhold



Meta Platforms, Inc.	USA	Director Election - Director Election	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	USA	Director Election - Director Election	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	USA	Director Election - Director Election	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	USA	Director Election - Director Election	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	USA	Director Related - Board Related	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	USA	Compensation - Equity Compensation Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	USA	Social - Miscellaneous	12. Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against
Micron Technology, Inc.	USA	Compensation - Severance Agreement	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
MITIE Group Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	3a. Approve Remuneration Policy	Abstain
MITIE Group Plc	United Kingdom	Compensation - Equity Compensation Plan	3b. Approve Amendments to the Long Term Incentive Plan 2015 for the One-Off Award to be Granted to Phil Bentley	Abstain
Mitsubishi Electric Corp.	Japan	Director Election - Director Election	2.6. Elect Director Peter D. Pedersen	Against
Mitsubishi UFJ Financial Group, Inc.	Japan	Director Election - Director Election	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	Japan	Director Election - Director Election	2.7. Elect Director Shimizu, Hiroshi	Against
Mitsubishi UFJ Financial Group, Inc.	Japan	Director Election - Director Election	2.12. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	Japan	Director Election - Director Election	2.13. Elect Director Kamezawa, Hironori	Against
Mondelez International, Inc.	USA	Social - Miscellaneous	5. Establish Subcommittee Study on Company Affiliations	Against
MPC Container Ships ASA	Norway	Compensation - Remuneration Policy & Implementation	5. Advisory Vote on the Remuneration Report	Against
MPC Container Ships ASA	Norway	Capitalization - Capital Issuance	9. Approve Creation of NOK 44 Million Pool of Capital without Preemptive Rights	Against
NCC AB	Sweden	Compensation - Remuneration Policy & Implementation	12. Approve Remuneration Report	Against
NCC AB	Sweden	Director Election - Director Election - Bundled	16. Reelect Alf Goransson (Chair), Simon de Chateau, Mats Jonsson, Birgit Norgaard, Daniel Kjorberg Siraj and Cecilia Fasth as Directors; Elect Ida Aall Gram as New Director	Against
NCC AB	Sweden	Compensation - Equity Compensation Plan	21.A. Approve Performance Share Incentive Plan LTI 2024	Against
NCC AB	Sweden	Compensation - Equity Compensation Plan	21.B. Approve Transfer of Class B Shares to Participants of LTI 2024 Program	Against



NCC AB	Sweden	Compensation - Equity Compensation Plan	21.C. Approve Alternative Equity Plan Financing of LTI 2024, if Item 21.B is Not Approved	Against
Neinor Homes SA	Spain	Compensation - Remuneration Policy & Implementation	9. Amend Remuneration Policy	Against
Nestle SA	Switzerland	Director Election - Director Election	4.1.d. Reelect Pablo Isla as Director	Against
Nestle SA	Switzerland	Director Related - Committee Election	4.3.3. Reappoint Pablo Isla as Member of the Compensation Committee	Against
Nestle SA	Switzerland	E&S Blended - Sustainability	7. Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	Against
Nestle SA	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
NetApp, Inc.	USA	Compensation - Equity Compensation Plan	4. Amend Omnibus Stock Plan	Against
New Wave Group AB	Sweden	Audit Related - Auditor Related	13. Ratify Deloitte as Auditors	Against
NextEra Energy, Inc.	USA	Director Election - Director Election	1c. Elect Director Naren K. Gursahaney	Against
NIKE, Inc.	USA	Director Election - Director Election	1b. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	USA	E&S Blended - Counter	8. Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	Against
Nippon Express Holdings, Inc.	Japan	Director Election - Director Election	3.2. Elect Director and Audit Committee Member Aoki, Yoshio	Against
Nippon Sanso Holdings Corp.	Japan	Director Related - Statutory Auditor	3.1. Appoint Statutory Auditor Akashi, Kentaro	Against
Nippon Sanso Holdings Corp.	Japan	Director Related - Statutory Auditor	3.2. Appoint Statutory Auditor Ichiya, Kohei	Against
NIPPON STEEL CORP.	Japan	Director Election - Director Election	2.1. Elect Director Hashimoto, Eiji	Against
NIPPON STEEL CORP.	Japan	Director Election - Director Election	2.2. Elect Director Imai, Tadashi	Against
NiSource Inc.	USA	Compensation - Compensation	5. Amend Bylaw regarding Stockholder Approval of Director Compensation	Against
Nissin Foods Holdings Co., Ltd.	Japan	Director Related - Statutory Auditor	3. Appoint Statutory Auditor Nishikawa, Kyo	Against
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1h. Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Withhold
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1i. Elect Management Nominee Director John C. Huffard, Jr.	Withhold
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1j. Elect Management Nominee Director Claude Mongeau	Withhold
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1k. Elect Management Nominee Director Amy E. Miles	Withhold
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1l. Elect Management Nominee Director Jennifer F. Scanlon	Withhold



Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1m. Elect Management Nominee Director Alan H. Shaw	Withhold
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1n. Elect Management Nominee Director John R. Thompson	Withhold
Norfolk Southern Corporation	USA	Director Election - Proxy Contest	1t. Elect Management Nominee Director Thomas C. Kelleher	Withhold
Norfolk Southern Corporation	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Norsk Hydro ASA	Norway	Compensation - Remuneration Policy & Implementation	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	Norway	Compensation - Remuneration Policy & Implementation	11. Approve Remuneration Statement	Against
Novonesis AS Novozymes AS	Denmark	Compensation - Remuneration Policy & Implementation	4. Approve Remuneration Report (Advisory Vote)	Against
Novonesis AS Novozymes AS	Denmark	Director Election - Director Election	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonesis AS Novozymes AS	Denmark	Director Election - Director Election	8.a. Reelect Heine Dalsgaard as Director	Abstain
Novonesis AS Novozymes AS	Denmark	Director Election - Director Election	8.c. Reelect Kasim Kutay as Director	Abstain
Novozymes A/S	Denmark	Director Election - Director Election	3.c. Elect Kim Stratton as Director	Abstain
NP3 Fastigheter AB	Sweden	Director Election - Director Election	10.2. Reelect Nils Styf (Chair) as Director	Against
NP3 Fastigheter AB	Sweden	Director Related - Board Related	10.7. Reelect Nils Styf as Board Chairman	Against
NP3 Fastigheter AB	Sweden	Capitalization - Capital Issuance	14. Approve Issuance of Up To 5.4 Million Ordinary Shares without Preemptive Rights; Approve Issuance of Up To 15 Million Preference Shares without Preemptive Rights	Against
NRG Energy, Inc.	USA	Director Election - Director Election	1e. Elect Director Heather Cox	Against
NRG Energy, Inc.	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NV BEKAERT SA	Belgium	Capitalization - Capital Structure - Repurchase	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
NV BEKAERT SA	Belgium	Capitalization - Capital Issuance	3. Authorize Reissuance of Repurchased Shares	Against
NV BEKAERT SA	Belgium	Capitalization - Capital Issuance	4. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
NV BEKAERT SA	Belgium	Director Election - Director Election	6.1. Reelect Christophe Jacobs van Merlen as Director	Against
NV BEKAERT SA	Belgium	Director Election - Director Election	6.3. Reelect Emilie van de Walle de Ghelcke as Director	Against
NV BEKAERT SA	Belgium	Director Election - Director Election	6.4. Reelect Henri Jean Velge as Director	Against
Obayashi Corp.	Japan	Director Election - Director Election	2.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	Japan	Director Election - Director Election	2.2. Elect Director Hasuwa, Kenji	Against



Occidental Petroleum Corporation	USA	Director Election - Director Election	1b. Elect Director Andrew F. Gould	Against
Odakyu Electric Railway Co., Ltd.	Japan	Director Election - Director Election	4.2. Elect Director and Audit Committee Member Hayashi, Takeshi	Against
Oesterreichische Post AG	Austria	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Report	Against
Oracle Corporation	USA	Director Election - Director Election	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	USA	Director Election - Director Election	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	USA	Director Election - Director Election	1.11. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	USA	Director Election - Director Election	1.12. Elect Director William G. Parrett	Withhold
Oracle Corporation	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Orange SA	France	Director Election - Director Election	5. Reelect Christel Heydemann as Director	Against
Orange SA	France	Director Election - Director Election	6. Reelect Frederic Sanchez as Director	Against
Orange SA	France	Director Election - Director Election	7. Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Against
Orange SA	France	Compensation - Compensation	A. Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against
Otis Worldwide Corporation	USA	Company Articles - Board Related Amendments	4. Adopt Policy on Improved Majority Voting for Election of Directors	Against
PACCAR Inc	USA	Director Election - Director Election	1.11. Elect Director Mark A. Schulz	Against
Packaging Corporation of America	USA	Company Articles - Board Related Amendments	5. Amend Director Election Resignation Bylaw	Against
Pan African Resources Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	11. Approve Remuneration Implementation Report	Against
PepsiCo, Inc.	USA	Compensation - Severance Agreement	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
PepsiCo, Inc.	USA	E&S Blended - Counter	6. Report on Gender-Based Compensation and Benefits Inequities	Against
PepsiCo, Inc.	USA	Director Related - Board Related	7. Amend Bylaws to Adopt a Director Election Resignation	Against
PepsiCo, Inc.	USA	E&S Blended - Counter	11. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Per Aarsleff Holding A/S	Denmark	Capitalization - Capital Issuance	5.5. Approve Creation of DKK 7,830,000 Pool of Capital without Preemptive Rights	Against
Per Aarsleff Holding A/S	Denmark	Director Election - Director Election	6.1. Reelect Ebbe Malte Iversen as Director	Abstain
Pernod Ricard SA	France	Director Election - Director Election	5. Reelect Alexandre Ricard as Director	Against



Pernod Ricard SA	France	Compensation - Remuneration Policy & Implementation	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	2.1. Approve Discharge of Management Board Member Britta Giesen for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	3.1. Approve Discharge of Supervisory Board Member Ayla Busch for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	3.2. Approve Discharge of Supervisory Board Member Goetz Timmerbeil for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	3.3. Approve Discharge of Supervisory Board Member Minja Lohrer for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	3.4. Approve Discharge of Supervisory Board Member Henrik Newerla for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	3.5. Approve Discharge of Supervisory Board Member Timo Birkenstock for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Director Related - Discharge	3.6. Approve Discharge of Supervisory Board Member Stefan Roeser for Fiscal Year 2023	Against
Pfeiffer Vacuum Technology AG	Germany	Compensation - Remuneration Policy & Implementation	5. Approve Remuneration Report	Against
Phillips 66	USA	Director Election - Director Election	1a. Elect Director Julie L. Bushman	Against
Phillips 66	USA	Director Election - Director Election	1b. Elect Director Lisa A. Davis	Against
Phillips 66	USA	Director Election - Director Election	1c. Elect Director Mark E. Lashier	Against
Phillips 66	USA	Director Election - Director Election	1d. Elect Director Douglas T. Terreson	Against
Pioneer Natural Resources Company	USA	Compensation - Severance Agreement	2. Advisory Vote on Golden Parachutes	Against
Pirelli & C. SpA	Italy	Audit Related - Auditor Related	2.1.1. Slate 1 Submitted by Marco Polo International Italy Srl, Camfin SpA, Camfin Alternative Assets Srl and Longmarch Holding Srl	Against
Pirelli & C. SpA	Italy	Compensation - Remuneration Policy & Implementation	4.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	Italy	Compensation - Remuneration Policy & Implementation	4.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	Italy	Compensation - Cash/Equity Bonus	5. Approve Three-year Monetary Incentive Plan 2024-2026	Against
Pirelli & C. SpA	Italy	Routine Business - Routine Business	1.a. Amend Company Bylaws Re: Articles 7 and 8	Against
Pirelli & C. SpA	Italy	Routine Business - Routine Business	1. Update Regulations on General Meetings	Against
Rational AG	Germany	Director Election - Director Election	8.1. Elect Erich Baumgaertner to the Supervisory Board	Against



Rational AG	Germany	Director Election - Director Election	8.2. Elect Johannes Wuerbser to the Supervisory Board	Against
Rational AG	Germany	Director Election - Director Election	8.3. Elect Werner Schwind to the Supervisory Board	Against
Rational AG	Germany	Director Election - Director Election	8.5. Elect Christoph Lintz to the Supervisory Board	Against
Renault SA	France	Compensation - Remuneration Policy & Implementation	17. Approve Remuneration Policy of CEO	Against
Repsol SA	Spain	Environmental - Climate	10. Advisory Vote on the Company's Energy Transition Strategy	Against
Resona Holdings, Inc.	Japan	Director Election - Director Election	2.1. Elect Director Minami, Masahiro	Against
ROCKWOOL A/S	Denmark	Compensation - Remuneration Policy & Implementation	4. Approve Remuneration Report (Advisory Vote)	Against
ROCKWOOL A/S	Denmark	Director Election - Director Election	7.4. Reelect Carsten Kahler as Director	Abstain
ROCKWOOL A/S	Denmark	Director Election - Director Election	7.5. Reelect Thomas Kahler (Chair) as Director	Abstain
ROCKWOOL A/S	Denmark	Compensation - Remuneration Policy & Implementation	9.b. Approve Remuneration Policy	Against
Royal Vopak NV	Netherlands	Director Election - Director Election	8. Reelect B.J. Noteboom to Supervisory Board	Against
Royal Vopak NV	Netherlands	Company Articles - Article Amendments	10. Amend Articles of Association	Against
Rubis SCA	France	Director Election - Proxy Contest	A. Dismiss Olivier Heckenroth as Supervisory Board Member	Against
Rubis SCA	France	Director Election - Proxy Contest	B. Dismiss Chantal Mazzacurati as Supervisory Board Member	Against
Rubis SCA	France	Director Election - Proxy Contest	C. Dismiss Alberto Pedrosa as Supervisory Board Member	Against
Rubis SCA	France	Director Election - Director Election	D. Elect Patrick Molis as Supervisory Board Member	Against
Rubis SCA	France	Director Election - Director Election	E. Elect Philippe Berterottiere as Supervisory Board Member	Against
Rubis SCA	France	Director Election - Director Election	F. Elect Pierre d Harcourt as Supervisory Board Member	Against
Rubis SCA	France	Director Election - Director Election	G. Elect Nathalie Laverne as Supervisory Board Member	Against
Sacyr SA	Spain	Director Election - Director Election	5.1. Reelect Francisco Javier Adroher Biosca as Director	Against
Sacyr SA	Spain	Director Election - Director Election	5.2. Reelect Luis Javier Cortes Dominguez as Director	Against
Sacyr SA	Spain	Director Election - Director Election	5.3. Elect Tomas Fuertes Fernandez as Director	Against
Sacyr SA	Spain	Compensation - Remuneration Policy & Implementation	6. Advisory Vote on Remuneration Report	Against
Salcef Group SpA	Italy	Compensation - Remuneration Policy & Implementation	3.1. Approve Remuneration Policy	Against
Sandvik Aktiebolag	Sweden	Director Election - Director Election	14.4. Reelect Johan Molin as Director	Against
Sandvik Aktiebolag	Sweden	Director Related - Board Related	15. Reelect Johan Molin as Board Chair	Against
Sandvik Aktiebolag	Sweden	Compensation - Equity Compensation Plan	19. Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Against
Sanlorenzo SpA	Italy	Compensation - Remuneration Policy & Implementation	2.1. Approve Remuneration Policy	Against



Sanlorenzo SpA	Italy	Compensation - Equity Compensation Plan	4. Approve 2024 Performance Share Plan	Against
Sanlorenzo SpA	Italy	Compensation - Equity Compensation Plan	5. Approve 2024-2028 Long-Term Incentive Plan	Against
Sanlorenzo SpA	Italy	Compensation - Cash/Equity Bonus	2. Approve Foreign Commercial Subsidiaries Plan	Against
Sanlorenzo SpA	Italy	Routine Business - Routine Business	2. Amend Company Bylaws Re: Articles 10 and 11	Against
Schindler Holding AG	Switzerland	Compensation - Directors' Compensation	5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Against
Schindler Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.1. Reelect Silvio Napoli as Director and Board Chair	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.2.1. Reelect Alfred Schindler as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.2.3. Reelect Luc Bonnard as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.2.5. Reelect Guenter Schaeuble as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.2.6. Reelect Tobias Staehelin as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.2.7. Reelect Carole Vischer as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.2.8. Reelect Petra Winkler as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.3. Elect Christoph Maeder as Director	Against
Schindler Holding AG	Switzerland	Director Election - Director Election	6.4. Elect Thomas Zurbuchen as Director	Against
Schindler Holding AG	Switzerland	Director Related - Committee Election	6.6. Appoint Petra Winkler as Member of the Compensation Committee	Against
Schindler Holding AG	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
SEB SA	France	Director Election - Director Election	4. Reelect Thierry de La Tour d'Artaise as Director	Against
SEB SA	France	Director Election - Director Election	6. Reelect Venelle Investissement as Director	Against
SEB SA	France	Director Election - Director Election	7. Elect Francois Mirallie as Director	Against
SEB SA	France	Compensation - Remuneration Policy & Implementation	9. Approve Compensation of Thierry de La Tour d'Artaise, Chairman of the Board	Against
SEB SA	France	Compensation - Remuneration Policy & Implementation	10. Approve Compensation of Stanislas De Gramont, CEO	Against
SEB SA	France	Compensation - Remuneration Policy & Implementation	12. Approve Remuneration Policy of CEO	Against
SEB SA	France	Capitalization - Capital Structure - Repurchase	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
SEB SA	France	Director Election - Director Election	A. Elect Pascal Girardot as Director	Against
SEB SA	France	Director Related - Board Related	B. Amend Article 17 of Bylaws Re: Age Limit of Directors	Against
SEB SA	France	Director Related - Board Related	C. Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Against

Securitas AB	Sweden	Director Election - Director Election - Bundled	13. Reelect Jan Svensson (Chair), Asa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors	Against
Sempra	USA	Compensation - Severance Agreement	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Serica Energy Plc	United Kingdom	Director Election - Director Election	6. Re-elect Katherine Coppinger as Director	Against
Serica Energy Plc	United Kingdom	Director Election - Director Election	9. Re-elect Robert Lawson as Director	Against
SFS Group AG	Switzerland	Compensation - Remuneration Policy & Implementation	3.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	Switzerland	Director Election - Director Election	6.3. Reelect Urs Kaufmann as Director	Against
SFS Group AG	Switzerland	Director Election - Director Election	6.4. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	Switzerland	Director Related - Committee Election	7.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	Switzerland	Director Related - Committee Election	7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Against
SFS Group AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Sharp Corp.	Japan	Director Election - Director Election	1.1. Elect Director Po-Hsuan Wu	Against
Shell Plc	United Kingdom	Director Election - Director Election	9. Re-elect Sir Andrew Mackenzie as Director	Against
Shimizu Corp.	Japan	Director Election - Director Election	2.1. Elect Director Miyamoto, Yoichi	Against
Shimizu Corp.	Japan	Director Election - Director Election	2.2. Elect Director Inoue, Kazuyuki	Against
Sika AG	Switzerland	Director Election - Director Election	4.1.3. Reelect Justin Howell as Director	Against
Sika AG	Switzerland	Director Related - Committee Election	4.4.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	Switzerland	Routine Business - Routine Business	7. Transact Other Business (Voting)	Against
Skandinaviska Enskilda Banken AB	Sweden	Director Election - Director Election	14a2. Reelect Signhild Arnegard Hansen as Director	Against
Skandinaviska Enskilda Banken AB	Sweden	Director Election - Director Election	14a9. Reelect Helena Saxon as Director	Against
Skandinaviska Enskilda Banken AB	Sweden	Director Election - Director Election	14a11. Reelect Marcus Wallenberg as Director	Against
Skandinaviska Enskilda Banken AB	Sweden	Director Related - Board Related	14b. Reelect Marcus Wallenberg as Board Chair	Against



Skandinaviska Enskilda Banken AB	Sweden	Miscellaneous - Miscellaneous	22. Change Bank Software	Against
Skandinaviska Enskilda Banken AB	Sweden	Environmental - Climate	23. Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	Against
Skanska AB	Sweden	Director Election - Director Election	14a. Reelect Hans Biorck as Director	Against
Skanska AB	Sweden	Director Election - Director Election	14b. Reelect Par Boman as Director	Against
Skanska AB	Sweden	Director Election - Director Election	14e. Reelect Fredrik Lundberg as Director	Against
Skanska AB	Sweden	Director Related - Board Related	14j. Reelect Hans Biorck as Board Chair	Against
SKF AB	Sweden	Director Election - Director Election	14.1. Reelect Hans Straberg as Director	Against
SKF AB	Sweden	Director Election - Director Election	14.4. Reelect Hakan Buskhe as Director	Against
SKF AB	Sweden	Director Election - Director Election	14.9. Reelect Richard Nilsson as Director	Against
SKF AB	Sweden	Director Related - Board Related	15. Reelect Hans Straberg as Board Chair	Against
SKF AB	Sweden	Compensation - Remuneration Policy & Implementation	16. Approve Remuneration Report	Against
Skyworks Solutions, Inc.	USA	Compensation - Severance Agreement	10. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Smith & Nephew plc	United Kingdom	Compensation - Remuneration Policy & Implementation	2. Approve Remuneration Policy	Against
Smith & Nephew plc	United Kingdom	Director Election - Director Election	8. Re-elect Rupert Soames as Director	Against
Smith & Nephew plc	United Kingdom	Compensation - Equity Compensation Plan	19. Approve Restricted Share Plan	Against
SOL SpA	Italy	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
SOL SpA	Italy	Compensation - Remuneration Policy & Implementation	4. Approve Second Section of the Remuneration Report	Against
SOL SpA	Italy	Company Articles - Article Amendments	1. Amend Company Bylaws Re: Articles 7, 10, and 17	Against
Solvay SA	Belgium	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Report	Against
Solvay SA	Belgium	Director Election - Director Election	9. Reelect Aude Thibaut de Maisieres as Director	Against
Sonova Holding AG	Switzerland	Compensation - Remuneration Policy & Implementation	1.3. Approve Remuneration Report (Non-Binding)	Against
Sonova Holding AG	Switzerland	Director Election - Director Election	4.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	Switzerland	Director Related - Committee Election	4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	Switzerland	Routine Business - Routine Business	6. Transact Other Business (Voting)	Against



Southwest Airlines Co.	USA	Director Related - Board Related	6. Adopt Majority Vote Cast to Remove Directors With or Without Cause	Against
SpareBank 1 Nord-Norge	Norway	Director Election - Director Election	1. Elect Svein Ove Haugland, Odd Reidar Oie, Ketil Arnesen and Solveig Klaebo Reitan as Members of Committee of Representatives; Elect Einar Frafjord and Vivi Ann Pedersen as Deputy Members of Committee of Representatives	Against
SpareBank 1 SR-Bank ASA	Norway	Director Election - Director Election - Bundled	10. Reelect Dag Mejdell (Chairman), Trine Saether Romuld, Kjetil Skaeveland and Camilla A.C. Teffers as Directors	Against
SpareBank 1 SR-Bank ASA	Norway	Director Election - Director Election - Bundled	4. Elect Finn Haugan (Chair), Dag Mejdell (Deputy Chair), Heine Wang, Maria Tho, Trine Saether Romuld, Jan Skogseth, Camilla AC Teffers and Kjetil Skjaeveland as Directors	Against
SSAB AB	Sweden	Director Election - Director Election	10.a. Reelect Petra Einarsson as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.1. Reelect Peter Spuhler as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.2. Reelect Hans-Peter Schwald as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.4. Reelect Christoph Franz as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.5. Reelect Wojciech Kostrzewa as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.7. Reelect Kurt Rueegg as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.9. Elect Danijela Karelse as Director	Against
Stadler Rail AG	Switzerland	Director Election - Director Election	4.10. Elect Niko Warbanoff as Director	Against
Stadler Rail AG	Switzerland	Director Related - Board Related	5. Reelect Peter Spuhler as Board Chair	Against
Stadler Rail AG	Switzerland	Director Related - Committee Election	6.2. Reappoint Christoph Franz as Member of the Compensation Committee	Against
Stadler Rail AG	Switzerland	Director Related - Committee Election	6.3. Reappoint Peter Spuhler as Member of the Compensation Committee	Against
Stadler Rail AG	Switzerland	Director Related - Committee Election	6.4. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Stadler Rail AG	Switzerland	Compensation - Remuneration Policy & Implementation	9. Approve Remuneration Report (Non-Binding)	Against
Stadler Rail AG	Switzerland	Compensation - Remuneration Policy & Implementation	10.2. Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	Against
Stadler Rail AG	Switzerland	Routine Business - Routine Business	11. Transact Other Business (Voting)	Against
Starbucks Corporation	USA	Director Election - Director Election	1d. Elect Director Melody Hobson	Withhold
Starbucks Corporation	USA	Environmental - Other	4. Report on Plant-Based Milk Pricing	Against
Starbucks Corporation	USA	E&S Blended - Counter	5. Conduct Audit and Report on Systemic Discrimination	Against



Starbucks Corporation	USA	Social - Human Rights	6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Stellantis NV	Netherlands	Compensation - Remuneration Policy & Implementation	2.d. Approve Remuneration Report	Against
Stolt-Nielsen Ltd.	Bermuda	Director Election - Director Election	4.a. Elect Niels G. Stolt-Nielsen as Director	Against
Stolt-Nielsen Ltd.	Bermuda	Director Election - Director Election	4.c. Elect Samuel Cooperman as Director	Against
Stolt-Nielsen Ltd.	Bermuda	Director Election - Director Election	4.d. Elect Jan Chr. Engelhardtson as Director	Against
Stolt-Nielsen Ltd.	Bermuda	Director Related - Board Related	5. Authorize Board to Fill Vacancies	Against
Stolt-Nielsen Ltd.	Bermuda	Director Related - Board Related	6. Elect Niels G. Stolt-Nielsen as Board Chair	Against
Straumann Holding AG	Switzerland	Director Election - Director Election	6.3. Reelect Marco Gadola as Director	Against
Straumann Holding AG	Switzerland	Director Related - Committee Election	7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Suedzucker AG	Germany	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Report	Against
Sulzer AG	Switzerland	Director Election - Director Election	6.1. Reelect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	Switzerland	Director Election - Director Election	6.2.6. Reelect Per Utnegaard as Director	Against
Sulzer AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Sumitomo Metal Mining Co. Ltd.	Japan	Director Related - Statutory Auditor	3. Appoint Statutory Auditor Ieda, Tsuguya	Against
Sumitomo Mitsui Financial Group, Inc.	Japan	Director Election - Director Election	3.1. Elect Director Kunibe, Takeshi	Against
Suzuki Motor Corp.	Japan	Director Election - Director Election	2.1. Elect Director Suzuki, Toshihiro	Against
Svenska Cellulosa AB SCA	Sweden	Director Election - Director Election	12.8. Reelect Barbara M. Thoralfsson as Director	Against
Svenska Cellulosa AB SCA	Sweden	Director Election - Director Election	12.9. Elect Helena Stjernholm as New Director	Against
Svenska Cellulosa AB SCA	Sweden	Director Related - Board Related	13. Elect Helena Stjernholm as Board Chair	Against
Svenska Handelsbanken AB	Sweden	Director Election - Director Election	19.1. Reelect Jon Fredrik Baksaas as Director	Against
Svenska Handelsbanken AB	Sweden	Director Election - Director Election	19.5. Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	Sweden	Director Election - Director Election	19.8. Reelect Fredrik Lundberg as Director	Against
Svenska Handelsbanken AB	Sweden	Director Election - Director Election	19.9. Reelect Ulf Riese as Director	Against
Svenska Handelsbanken AB	Sweden	Director Related - Board Related	20. Reelect Par Boman as Board Chairman	Against
Svenska Handelsbanken AB	Sweden	Miscellaneous - Miscellaneous	24. Amend Bank's Mainframe Computers Software	Against
Swedbank AB	Sweden	Miscellaneous - Miscellaneous	23. Change Bank Software	Against



Swedbank AB	Sweden	Environmental - Climate	24. Adopt Company Strategy Aligned with the Paris Agreement Goal	Against
TAISEI Corp.	Japan	Director Election - Director Election	3.1. Elect Director Tanaka, Shigeyoshi	Against
TAISEI Corp.	Japan	Director Election - Director Election	3.2. Elect Director Aikawa, Yoshiro	Against
TAISEI Corp.	Japan	Director Related - Statutory Auditor	4.1. Appoint Statutory Auditor Sato, Yasuhiro	Against
Takeda Pharmaceutical Co., Ltd.	Japan	Director Election - Director Election	2.1. Elect Director Christophe Weber	Against
Takeda Pharmaceutical Co., Ltd.	Japan	Compensation - Director/Statutory Auditor Bonus	4. Approve Annual Bonus	Against
TAKKT AG	Germany	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Report	Against
TAKKT AG	Germany	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Policy	Against
Tecan Group AG	Switzerland	Routine Business - Routine Business	13. Transact Other Business (Voting)	Against
Technogym SpA	Italy	Compensation - Remuneration Policy & Implementation	3.1. Approve Remuneration Policy	Against
Technogym SpA	Italy	Compensation - Remuneration Policy & Implementation	3.2. Approve Second Section of the Remuneration Report	Against
Technogym SpA	Italy	Director Election - Director Election - Bundled	4.3.1. Slate 1 Submitted by TGH Srl	Against
Technogym SpA	Italy	Director Election - Director Election	4.4. Elect Nerio Alessandri as Board Chair	Against
Technogym SpA	Italy	Director Related - Board Related	4.5. Approve Remuneration of Directors	Against
Technogym SpA	Italy	Compensation - Equity Compensation Plan	6. Approve 2024-2026 Performance Shares Plan	Against
Technogym SpA	Italy	Compensation - Equity Compensation Plan	1. Authorize Board to Increase Capital to Service 2024-2026 Performance Shares Plan	Against
Technogym SpA	Italy	Takeover Related - Takeover - Restricting	2. Amend Company Bylaws Re: Article 7	Against
Technogym SpA	Italy	Routine Business - Routine Business	3. Amend Company Bylaws Re: Article 14	Against
Technoprobe SpA	Italy	Compensation - Remuneration Policy & Implementation	2.1. Approve Remuneration Policy	Against
Technoprobe SpA	Italy	Director Election - Director Election - Bundled	3.3.1. Slate 1 Submitted by T-Plus SpA	Against
Technoprobe SpA	Italy	Audit Related - Auditor Related	4.1.1. Slate 1 Submitted by T-Plus SpA	Against
Technoprobe SpA	Italy	Compensation - Equity Compensation Plan	5. Approve Restricted Shares Incentive Plan 2024-2026	Against
Technoprobe SpA	Italy	Capitalization - Capital Issuance	1. Approve Capital Increase and Convertible Bonds Issuance with or without Preemptive Rights	Against
Technoprobe SpA	Italy	Company Articles - Article Amendments	2. Amend Company Bylaws Re: Article 16 and 19	Against



Telefonaktiebolaget LM Ericsson	Sweden	Compensation - Directors' Compensation	10. Approve Remuneration of Directors SEK 4.6 Million for Chairman and SEK 1.2 Million for Other Directors, Approve Remuneration for Committee Work	Against
Telefonaktiebolaget LM Ericsson	Sweden	Director Election - Director Election	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	Sweden	Director Election - Director Election	11.8. Reelect Jacob Wallenberg as Director	Against
Telefonaktiebolaget LM Ericsson	Sweden	Director Election - Director Election	11.10. Elect Karl Aberg as New Director	Against
Telefonaktiebolaget LM Ericsson	Sweden	Director Related - Board Related	12. Reelect Jan Carlson as Board Chairman	Against
Telefonaktiebolaget LM Ericsson	Sweden	Compensation - Equity Compensation Plan	16.1. Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Against
Telefonaktiebolaget LM Ericsson	Sweden	Compensation - Equity Compensation Plan	16.2. Approve Equity Plan Financing LTV 2024	Against
Telefonaktiebolaget LM Ericsson	Sweden	Compensation - Equity Compensation Plan	16.3. Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Against
Tenaris SA	Luxembourg	Director Election - Director Election - Bundled	6. Elect Directors (Bundled)	Against
Tenaris SA	Luxembourg	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Report	Against
Tenaris SA	Luxembourg	Compensation - Remuneration Policy & Implementation	9. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	Italy	Compensation - Remuneration Policy & Implementation	5.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	Italy	Compensation - Remuneration Policy & Implementation	5.2. Approve Second Section of the Remuneration Report	Against
Tesla, Inc.	USA	Director Election - Director Election	1a. Elect Director James Murdoch	Against
Tesla, Inc.	USA	Director Election - Director Election	1b. Elect Director Kimbal Musk	Against
Tesla, Inc.	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	USA	Compensation - Equity Compensation Plan	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	USA	E&S Blended - Health & Safety	10. Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against
Tesla, Inc.	USA	Environmental - Other	12. Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	Against
Texas Pacific Land Corporation	USA	Director Related - Board Related	7. Require a Majority Vote for the Election of Directors	Against
The Chiba Bank, Ltd.	Japan	Director Election - Director Election	3.1. Elect Director Yonemoto, Tsutomu	Against



The Cigna Group	USA	E&S Blended - Counter	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
The Coca-Cola Company	USA	Director Election - Director Election	1.8. Elect Director Thomas S. Gayner	Against
The Coca-Cola Company	USA	E&S Blended - Counter	6. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
The Goldman Sachs Group, Inc.	USA	Environmental - Climate	10. Restrict spending on climate change-related analysis or actions	Against
The Hershey Company	USA	Director Election - Director Election	1.3. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	USA	Director Election - Director Election	1.5. Elect Director M. Diane Koken	Withhold
The Hershey Company	USA	Director Election - Director Election	1.7. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	USA	Director Election - Director Election	1.9. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	USA	Director Election - Director Election	1.10. Elect Director Juan R. Perez	Withhold
The Kansai Electric Power Co., Inc.	Japan	Director Election - Director Election	3.5. Elect Director Manabe, Seiji	Against
The Kansai Electric Power Co., Inc.	Japan	Director Election - Director Election	3.7. Elect Director Sono, Kiyoshi	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Pollution	4. Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Nuclear Power Generation Business)	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Climate	5. Amend Articles to Add Provisions Concerning Management Based on CSR (Decarbonization Plan)	Against
The Kansai Electric Power Co., Inc.	Japan	Routine Business - Routine Business	6. Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	Against
The Kansai Electric Power Co., Inc.	Japan	Routine Business - Routine Business	7. Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	Against
The Kansai Electric Power Co., Inc.	Japan	Social - Diversity, Equity, & Inclusion	8. Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	Against
The Kansai Electric Power Co., Inc.	Japan	Routine Business - Routine Business	9. Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	Against
The Kansai Electric Power Co., Inc.	Japan	Director Election - Proxy Contest	10. Remove Incumbent Director Sakakibara, Sadayuki	Against
The Kansai Electric Power Co., Inc.	Japan	Director Election - Proxy Contest	11. Remove Incumbent Director Mori, Nozomu	Against
The Kansai Electric Power Co., Inc.	Japan	Director Election - Proxy Contest	12. Remove Incumbent Director Tanaka, Motoko	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Pollution	14. Amend Articles to Realize Zero Carbon Emissions without Nuclear Power Generation	Against



The Kansai Electric Power Co., Inc.	Japan	Environmental - Pollution	15. Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Pollution	16. Amend Articles to Ban Operation of Nuclear Power Generation Until Effectiveness of Nuclear Accident Evacuation Plan is Confirmed	Against
The Kansai Electric Power Co., Inc.	Japan	Routine Business - Routine Business	17. Amend Articles to Dissolve The Federation of Electric Power Companies of Japan and Establish New Electric Industry Organization	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Pollution	18. Amend Articles to Halt Operation of Nuclear Power Generation Until Appropriate Nuclear Damage Compensation System is Established	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Climate	19. Amend Articles to Contribute to Realization of Zero Carbon Society	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Pollution	20. Amend Articles to Establish Stable Electricity Supply System without Nuclear Power Generation	Against
The Kansai Electric Power Co., Inc.	Japan	Environmental - Climate	21. Amend Articles to Realize Zero Carbon Emissions by 2050	Against
The Kraft Heinz Company	USA	Environmental - Climate	6. Report on Risks Arising From Voluntary Carbon-Reduction Commitments	Against
The Kroger Co.	USA	Social - Health & Safety	4. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against
The Kroger Co.	USA	Social - Charitable Spending	5. Report on Charitable Contributions	Against
The Navigator Co. SA	Portugal	Director Election - Director Election	3. Ratify Co-option of Antonio Quirino Vaz Duarte Soares as Director	Against
The Swatch Group AG	Switzerland	Compensation - Directors' Compensation	4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million	Against
The Swatch Group AG	Switzerland	Compensation - Remuneration Policy & Implementation	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 Million	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.1. Reelect Nayla Hayek as Director	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.2. Reelect Ernst Tanner as Director	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.3. Reelect Daniela Aeschlimann as Director	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.4. Reelect Georges Hayek as Director	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.5. Reelect Claude Nicollier as Director	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.6. Reelect Jean-Pierre Roth as Director	Against
The Swatch Group AG	Switzerland	Director Election - Director Election	5.7. Elect Marc Hayek as Director	Against
The Swatch Group AG	Switzerland	Director Related - Board Related	5.8. Reelect Nayla Hayek as Board Chair	Against



The Swatch Group AG	Switzerland	Director Related - Committee Election	6.1. Reappoint Nayla Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Director Related - Committee Election	6.2. Reappoint Ernst Tanner as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Director Related - Committee Election	6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Director Related - Committee Election	6.4. Reappoint Georges Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Director Related - Committee Election	6.5. Reappoint Claude Nicollier as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Director Related - Committee Election	6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Director Related - Committee Election	6.7. Appoint Marc Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	Switzerland	Company Articles - Article Amendments	9. Amend Articles of Association	Against
The Swatch Group AG	Switzerland	Routine Business - Routine Business	10. Transact Other Business (Voting)	Against
Thermo Fisher Scientific Inc.	USA	Corporate Governance - Shareholder Rights	4. Adopt Simple Majority Vote Requirement	Against
T-Mobile US, Inc.	USA	Director Election - Director Election	1.1. Elect Director Andre Almeida	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.2. Elect Director Marcelo Claure	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.4. Elect Director Srinivasan Gopalan	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.5. Elect Director Timotheus Hottges	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.6. Elect Director Christian P. Illek	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.8. Elect Director Raphael Kubler	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.9. Elect Director Thorsten Langheim	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.10. Elect Director Dominique Leroy	Withhold
T-Mobile US, Inc.	USA	Director Election - Director Election	1.12. Elect Director G. Michael (Mike) Sievert	Withhold
Tobu Railway Co., Ltd.	Japan	Director Related - Statutory Auditor	3.5. Appoint Statutory Auditor Hayashi, Nobuhide	Against
Tokyu Corp.	Japan	Director Related - Statutory Auditor	3.3. Appoint Statutory Auditor Watanabe, Hajime	Against
Tokyu Corp.	Japan	Director Related - Statutory Auditor	3.4. Appoint Statutory Auditor Inagaki, Seiji	Against
Toray Industries, Inc.	Japan	Director Election - Director Election	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	Japan	Director Election - Director Election	2.2. Elect Director Oya, Mitsuo	Against
TORM Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	2. Approve Remuneration Report	Against
TORM Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
TORM Plc	United Kingdom	Director Election - Director Election	7. Re-elect Christopher Boehringer as Director	Against



TORM Plc	United Kingdom	Capitalization - Capital Issuance	11. Authorise Issue of Equity	Against
TORM Plc	United Kingdom	Capitalization - Capital Issuance	12. Authorise Issue of Equity without Pre-emptive Rights	Against
TORM Plc	United Kingdom	Capitalization - Capital Structure - Repurchase	13. Authorise Market Purchase of A-shares	Against
TotalEnergies SE	France	Director Election - Director Election	6. Reelect Patrick Pouyanne as Director	Against
TotalEnergies SE	France	Environmental - Climate	14. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against
TOTO Ltd.	Japan	Director Election - Director Election	2.2. Elect Director and Audit Committee Member Marumori, Yasushi	Against
Toyota Industries Corp.	Japan	Director Election - Director Election	1.1. Elect Director Onishi, Akira	Against
Toyota Industries Corp.	Japan	Director Election - Director Election	1.2. Elect Director Ito, Koichi	Against
Toyota Motor Corp.	Japan	Director Election - Director Election	1.1. Elect Director Toyoda, Akio	Against
Trainline Plc	United Kingdom	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
TransDigm Group Incorporated	USA	Compensation - Remuneration Policy & Implementation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Trelleborg AB	Sweden	Director Election - Director Election	13a. Reelect Gunilla Fransson as Director	Against
Trelleborg AB	Sweden	Director Related - Board Related	13h. Reelect Johan Malmquist as Board Chair	Against
Trelleborg AB	Sweden	Compensation - Remuneration Policy & Implementation	15. Approve Remuneration Report	Against
Trelleborg AB	Sweden	Compensation - Remuneration Policy & Implementation	16. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Trigano SA	France	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	France	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	France	Compensation - Remuneration Policy & Implementation	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	France	Compensation - Remuneration Policy & Implementation	12. Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Against
Trigano SA	France	Compensation - Remuneration Policy & Implementation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	France	Compensation - Remuneration Policy & Implementation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	France	Capitalization - Capital Structure - Repurchase	15. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against



Tyman Plc	United Kingdom	Director Election - Director Election	7. Re-elect Nicky Hartery as Director	Against
Tyson Foods, Inc.	USA	Director Election - Director Election	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	USA	Director Election - Director Election	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	USA	Director Election - Director Election	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	USA	Director Election - Director Election	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	USA	Director Election - Director Election	1m. Elect Director Barbara A. Tyson	Against
Uber Technologies, Inc.	USA	Director Election - Director Election	1j. Elect Director David I. Trujillo	Against
UBS Group AG	Switzerland	Routine Business - Routine Business	11. Transact Other Business (Voting)	Against
UniCredit SpA	Italy	Director Election - Director Election - Bundled	6.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Union Pacific Corporation	USA	Compensation - Severance Agreement	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Union Pacific Corporation	USA	Director Related - Board Related	5. Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	Against
United Parcel Service, Inc.	USA	Director Election - Director Election	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	USA	Director Election - Director Election	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	USA	Director Election - Director Election	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	USA	Director Election - Director Election	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	USA	Director Election - Director Election	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	USA	Environmental - Climate	5. Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against
Universal Health Services, Inc.	USA	Compensation - Equity Compensation Plan	1. Amend Omnibus Stock Plan	Against
Universal Music Group NV	Netherlands	Compensation - Remuneration Policy & Implementation	4. Approve Remuneration Report	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	8. Reelect Vincent Vallejo as Executive Director	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	9.a. Reelect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	9.b. Reelect Cathia Lawson-Hall as Non-Executive Director	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	9.c. Reelect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	9.d. Reelect James Mitchell as Non-Executive Director	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	9.e. Reelect Manning Doherty as Non-Executive Director	Against
Universal Music Group NV	Netherlands	Director Election - Director Election	9.f. Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Against
Valero Energy Corporation	USA	Director Election - Director Election	1f. Elect Director Deborah P. Majoras	Against



Valiant Holding AG	Switzerland	Director Election - Director Election	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	Switzerland	Director Related - Committee Election	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	Switzerland	Routine Business - Routine Business	11. Transact Other Business (Voting)	Against
Vallourec SA	France	Compensation - Remuneration Policy & Implementation	12. Approve Compensation and Policy Adjustment of Philippe Guillemot, Chairman and CEO	Against
Vallourec SA	France	Company Articles - Article Amendments	29. Amend Article 1 of Bylaws Re: Terms and Conditions of the Preference Shares	Against
VAT Group AG	Switzerland	Director Election - Director Election	4.1.5. Reelect Libo Zhang as Director	Against
VAT Group AG	Switzerland	Director Related - Committee Election	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
VERBUND AG	Austria	Director Election - Director Election	7.2. Elect Ingrid Hengster as Supervisory Board Member	Against
VERBUND AG	Austria	Director Election - Director Election	7.3. Elect Eva Eberhartinger as Supervisory Board Member	Against
Viatrix Inc.	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vicat SA	France	Capitalization - Capital Structure - Repurchase	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Vicat SA	France	Director Election - Director Election	7. Reelect Bruno Salmon as Director	Against
Vicat SA	France	Director Election - Director Election	8. Reelect Eleonore Sidos as Director	Against
Vicat SA	France	Compensation - Remuneration Policy & Implementation	10. Approve Remuneration Policy of Corporate Officers	Against
Vicat SA	France	Compensation - Directors' Compensation	11. Approve Compensation Report of Corporate Officers	Against
Vicat SA	France	Compensation - Remuneration Policy & Implementation	14. Approve Compensation of Lukas Epple, Vice-CEO	Against
Victrex Plc	United Kingdom	Director Election - Director Election	4. Re-elect Vivienne Cox as Director	Against
Vidrala SA	Spain	Director Election - Director Election	8. Reelect Virginia Uriguen Villalba as Director	Against
Vidrala SA	Spain	Director Election - Director Election	9. Ratify Appointment of and Elect Inigo Errandonea Delclaux as Director	Against
Vidrala SA	Spain	Compensation - Remuneration Policy & Implementation	10. Approve Remuneration Policy	Against
Vistra Corp.	USA	Director Election - Director Election	1.2. Elect Director Hilary E. Ackermann	Against
Volkswagen AG	Germany	Director Election - Director Election	5.1. Elect Hessa Al Jaber to the Supervisory Board	Against
Volkswagen AG	Germany	Director Election - Director Election	5.2. Elect Hans Piech to the Supervisory Board	Against
Volkswagen AG	Germany	Director Election - Director Election	5.3. Elect Ferdinand Porsche to the Supervisory Board	Against



Volkswagen AG	Germany	Compensation - Remuneration Policy & Implementation	8. Approve Remuneration Report	Against
Volvo AB	Sweden	Director Election - Director Election	14.1. Reelect Matti Alahuhta as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.3. Elect Par Boman as New Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.4. Reelect Jan Carlson as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.5. Reelect Eric Elzvik as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.6. Reelect Martha Finn Brooks as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.7. Reelect Kurt Jofs as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.8. Reelect Martin Lundstedt as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.9. Reelect Kathryn V. Marinello as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.10. Reelect Martina Merz as Director	Against
Volvo AB	Sweden	Director Election - Director Election	14.11. Reelect Helena Stjernholm as Director	Against
Volvo AB	Sweden	Director Related - Board Related	15. Elect Par Boman as Board Chair	Against
Vonovia SE	Germany	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Report	Against
Vonovia SE	Germany	Compensation - Remuneration Policy & Implementation	7. Approve Remuneration Policy	Against
WALLENIOUS WILHELMSEN ASA	Norway	Compensation - Remuneration Policy & Implementation	6. Approve Remuneration Statement	Against
WALLENIOUS WILHELMSEN ASA	Norway	Director Related - Board Related	13. Approve Nomination Committee Procedures	Against
Walmart Inc.	USA	Director Election - Director Election	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	USA	E&S Blended - Counter	8. Report on a Civil Rights and Non-Discrimination Audit	Against
Walmart Inc.	USA	E&S Blended - Counter	10. Establish a Board Committee on Corporate Financial Sustainability	Against
Wells Fargo & Company	USA	Environmental - Climate	9. Issue Audited Report on Climate Transition Policies	Against
Wells Fargo & Company	USA	E&S Blended - Other	13. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
West Japan Railway Co.	Japan	Director Election - Director Election	3.1. Elect Director and Audit Committee Member Ogura, Maki	Against
Westlake Corporation	USA	Director Election - Director Election	1.1. Elect Director James Y. Chao	Withhold
Westlake Corporation	USA	Director Election - Director Election	1.2. Elect Director John T. Chao	Withhold
Yakult Honsha Co., Ltd.	Japan	Director Related - Statutory Auditor	2.2. Appoint Statutory Auditor Machida, Emi	Against
Yamato Holdings Co., Ltd.	Japan	Director Related - Statutory Auditor	2.2. Appoint Statutory Auditor Ino, Setsuko	Against
Yara International ASA	Norway	Environmental - Climate	13. Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	Against



Zebra Technologies Corporation	USA	Compensation - Remuneration Policy & Implementation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zehnder Group AG	Switzerland	Director Election - Director Election	7.1.1. Reelect Hans-Peter Zehnder as Director and Board Chair	Against
Zehnder Group AG	Switzerland	Director Election - Director Election	7.1.. Reelect Riet Cadonau as Director	Against
Zehnder Group AG	Switzerland	Director Election - Director Election	7.1.5. Reelect Milva Inderbitzin-Zehnder as Director	Against
Zehnder Group AG	Switzerland	Director Related - Committee Election	7.2.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	Switzerland	Director Related - Committee Election	7.2.3. Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	Switzerland	Routine Business - Routine Business	8. Transact Other Business (Voting)	Against
Zignago Vetro SpA	Italy	Compensation - Remuneration Policy & Implementation	3. Approve Remuneration Policy	Against
Zignago Vetro SpA	Italy	Capitalization - Capital Structure - Repurchase	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Zignago Vetro SpA	Italy	Routine Business - Routine Business	1. Amend Company Bylaws Re: Article 13.2	Against