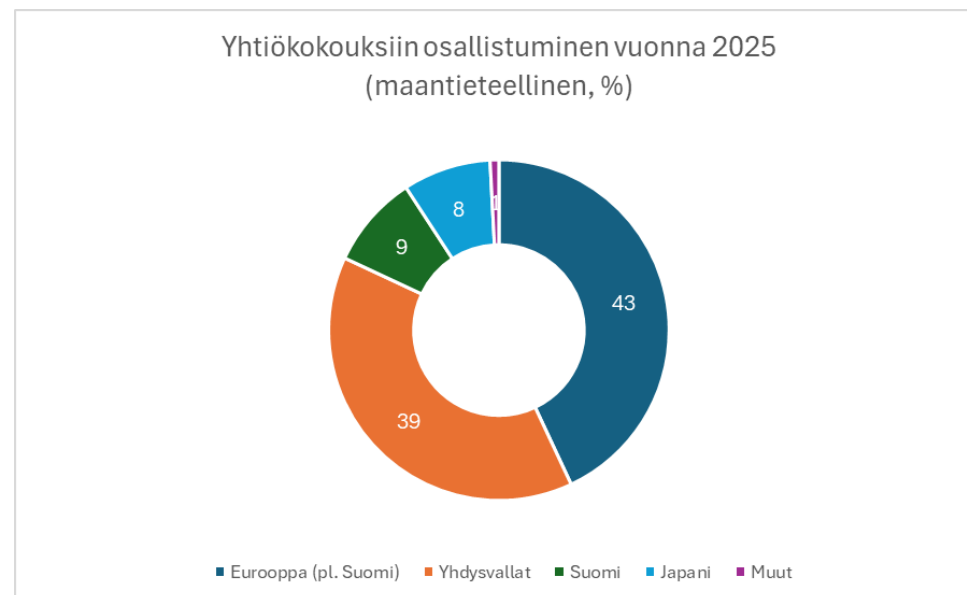


Elon osallistuminen ja äänestämisen yhtiökokouksissa 2025

Pitkäaikaisena omistajana Elo pyrkii edistämään sijoituskohteina olevien yhtiöiden vastuullista toimintaa ja valvomaan hyvän hallintotavan noudattamista. Toteutamme aktiivista omistajuutta pääosin kolmella tavalla:

1. osallistumalla omistamiemme yhtiöiden yhtiökokouksiin joko itse tai yhteistyötahon avulla,
2. osallistumalla yhtiöiden nimitystoimikuntiin sekä
3. käymällä säännöllisesti vuoropuhelua yhtiöiden johdon ja tarvittaessa hallituksen kanssa.

Vuonna 2025 Elo osallistui 1 197 yhtiökokoukseen. Kansainvälisissä yhtiökokouksissa käytämme proxy voting -palveluntarjoajaa. Elon osallistuminen ja äänestämisen suomalaisten yhtiöiden yhtiökokouksissa on kerrottu tarkemmin erillisessä raportissa (PDF).





Analysis of Votes: Against/Abstain/Withhold

Company Name	Meeting Date	Proposal Text	Vote Cast
A.G. BARR Plc	23.5.2025	4. Re-elect Mark Allen as Director	Against
AAK AB	8.5.2025	12.1. Reelect Marta Schorling Andreen as Director	Against
AAK AB	8.5.2025	12.3. Reelect Nils-Johan Andersson as Director	Against
AAK AB	8.5.2025	12.7. Ratify Ernst & Young AB as Auditors	Against
AAK AB	8.5.2025	16. Approve Performance Based Incentive Program (2025/2028) for Key Employees	Against
ABB Ltd.	27.3.2025	11. Transact Other Business (Voting)	Against
AcadeMedia AB	26.11.2025	10.b. Approve Omission of Dividends	Against
Accelleron Industries AG	6.5.2025	2. Approve Remuneration Report (Non-Binding)	Against
Accelleron Industries AG	6.5.2025	6.1.5. Reelect Gabriele Sons as Director	Against
Accelleron Industries AG	6.5.2025	6.2.3. Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Against
Accelleron Industries AG	6.5.2025	9. Transact Other Business (Voting)	Against
Acea SpA	28.4.2025	5.1. Slate 1 Submitted by Roma Capitale	Against
Acea SpA	28.4.2025	5.2. Slate 2 Submitted by Fincal SpA	Against
Acerinox SA	5.5.2025	7.2. Reelect Francisco Javier Garcia Sanz as Director	Against
ACS, Actividades de Construcción y Servicios SA	8.5.2025	3.2. Approve Remuneration Policy	Against
ACS, Actividades de Construcción y Servicios SA	8.5.2025	6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Addtech AB	27.8.2025	13.1. Reelect Henrik Hedelius as Director	Against
Addtech AB	27.8.2025	13.2. Reelect Ulf Mattsson as Director	Against
Addtech AB	27.8.2025	13.3. Reelect Malin Nordesjo as Director	Against
Addtech AB	27.8.2025	13.6. Reelect Fredrik Borjesson as New Director	Against
Addtech AB	27.8.2025	13.7. Reelect Malin Nordesjo as Board Chair	Against

Addtech AB	27.8.2025	15. Approve Remuneration Report	Against
adidas AG	15.5.2025	6. Elect Thomas Rabe to the Supervisory Board	Against
Advanced Micro Devices, Inc.	14.5.2025	6. Amend Right to Call Special Meeting	Against
AECOM	28.2.2025	1.1. Elect Director Bradley W. Buss	Against
AECOM	28.2.2025	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Aegon Ltd.	12.6.2025	4.1. Reelect William Connelly as Director	Against
AEON Co., Ltd.	28.5.2025	1.1. Elect Director Okada, Motoya	Against
AEON Co., Ltd.	28.5.2025	1.2. Elect Director Yoshida, Akio	Against
AEON Co., Ltd.	28.5.2025	1.5. Elect Director Tsukamoto, Takashi	Against
AIB Group plc	1.5.2025	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	1.5.2025	15. Elect Philip Hobbs, a Shareholder Nominee, as a Director	Against
Air Liquide SA	6.5.2025	6. Reelect Aiman Ezzat as Director	Against
Air Liquide SA	6.5.2025	7. Reelect Bertrand Dumazy as Director	Against
Air Products and Chemicals, Inc.	23.1.2025	1c. Elect Dissident Nominee Director Tracy McKibben	Withhold
Air Products and Chemicals, Inc.	23.1.2025	1e. Elect Management Nominee Director Charles "Casey" Cogut	Withhold
Air Products and Chemicals, Inc.	23.1.2025	1g. Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Withhold
Air Products and Chemicals, Inc.	23.1.2025	1h. Elect Management Nominee Director Edward L. Monser	Withhold
Airbnb, Inc.	4.6.2025	1.2. Elect Director Joseph Gebbia	Withhold
Airbnb, Inc.	4.6.2025	1.3. Elect Director Jeffrey Jordan	Withhold
Airbnb, Inc.	4.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Airbus SE	15.4.2025	11. Reelect Catherine Guillouard as Non-Executive Director	Against
Airbus SE	15.4.2025	12. Reelect Irene Rummelhoff as Non-Executive Director	Against
Aker BP ASA	13.5.2025	5. Approve Remuneration Statement	Against
Aker BP ASA	13.5.2025	7. Approve Remuneration of Auditors	Against
Aker BP ASA	13.5.2025	10. Reelect Anne Marie Cannon, Kjell Inge Rokke and Kate Thomson as Directors; Elect Niamh Staunton as Deputy Director for Kate Thomson	Against



Aker BP ASA	13.5.2025	12. Approve Creation of Up to NOK 31.6 Million Pool of Capital without Preemptive Rights	Against
Aker BP ASA	13.5.2025	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Aker Solutions ASA	28.4.2025	7. Approve Remuneration Statement (Advisory Vote)	Against
Aker Solutions ASA	28.4.2025	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker Solutions ASA	28.4.2025	11. Reelect Leif-Arne Langoy (Chair), Oyvind Eriksen (Vice Chair), Kjell Inge Rokke and Birgit Agaard-Svendsen as Directors	Against
Aker Solutions ASA	28.4.2025	14. Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Against
Aker Solutions ASA	28.4.2025	15. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Aker Solutions ASA	28.4.2025	16. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Alfa Financial Software Holdings Plc	30.4.2025	8. Re-elect Chris Sullivan as Director	Against
Alfa Laval AB	29.4.2025	13.5. Reelect Jorn Rausing as Director	Against
Alfa Laval AB	29.4.2025	13.9. Reelect Ulf Wiinberg as Director	Against
Align Technology, Inc.	21.5.2025	6. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
ALK-Abello A/S	13.3.2025	4. Approve Remuneration Report (Advisory Vote)	Against
ALK-Abello A/S	13.3.2025	6. Reelect Anders Hedegaard (Chair) as Director	Abstain
Alleima AB	28.4.2025	14.2. Reelect Claes Boustedt as Director	Against
Alleima AB	28.4.2025	14.4. Reelect Andreas Nordbrandt as Director	Against
Alleima AB	28.4.2025	14.7. Reelect Karl Aberg as Director	Against
Alleima AB	28.4.2025	15.1. Reelect Andreas Nordbrandt as Board Chair	Against
Alleima AB	28.4.2025	18. Approve Performance Share Plan (LTI 2025) for Key Employees	Against
Allianz SE	8.5.2025	7. Approve Remuneration Policy	Against
Alphabet Inc.	6.6.2025	1a. Elect Director Larry Page	Against
Alphabet Inc.	6.6.2025	1d. Elect Director John L. Hennessy	Against



Alphabet Inc.	6.6.2025	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	6.6.2025	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	6.6.2025	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	6.6.2025	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	6.6.2025	3. Provide Right to Act by Written Consent	Against
Alphabet Inc.	6.6.2025	4. Adjust Executive Compensation Metrics for Share Buybacks	Against
Alphabet Inc.	6.6.2025	5. Report on Discrimination in Charitable Contributions	Against
Alphabet Inc.	6.6.2025	6. Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	Against
Alphabet Inc.	6.6.2025	10. Report on Risks of Discrimination in GenAI	Against
ALSO Holding AG	19.3.2025	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	19.3.2025	5.1. Approve Remuneration of Directors in the Amount of CHF 4 Million	Against
ALSO Holding AG	19.3.2025	5.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Against
ALSO Holding AG	19.3.2025	6.1.a. Reelect Peter Athanas as Director	Against
ALSO Holding AG	19.3.2025	6.3.a. Reappoint Peter Athanas as Member of the Compensation Committee	Against
ALSO Holding AG	19.3.2025	6.3.b. Reappoint Walter Droege as Member of the Compensation Committee	Against
ALSO Holding AG	19.3.2025	6.3.c. Reappoint Frank Tanski as Member of the Compensation Committee	Against
ALSO Holding AG	19.3.2025	7. Transact Other Business (Voting)	Against
Amazon.com, Inc.	21.5.2025	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	21.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	21.5.2025	5. Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Ambea AB	14.5.2025	14b. Reelect Yrjo Narhinen as Director	Against
Ambea AB	14.5.2025	15. Reelect Yrjo Narhinen as Board Chair	Against
Ameren Corporation	8.5.2025	1f. Elect Director Rafael Flores	Against
American Express Company	29.4.2025	4. Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	Against



American Express Company	29.4.2025	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
American International Group, Inc.	14.5.2025	1c. Elect Director James (Jimmy) Dunne, III	Against
American International Group, Inc.	14.5.2025	1f. Elect Director Linda A. Mills	Against
American International Group, Inc.	14.5.2025	1g. Elect Director Diana M. Murphy	Against
American International Group, Inc.	14.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amphenol Corporation	15.5.2025	5. Amend Right to Call Special Meeting	Against
Amundi SA	27.5.2025	19. Approve Report on Progress of Company's Climate Transition Plan (Advisory)	Against
Anglo American Plc	30.4.2025	4. Re-elect Stuart Chambers as Director	Against
Anglo American Plc	30.4.2025	9. Re-elect Ian Ashby as Director	Against
Anglo American Plc	30.4.2025	16. Approve Remuneration Report	Against
Anglo American Plc	9.12.2025	2. Amend Long-Term Incentive Plan	Against
Anheuser-Busch InBev SA/NV	30.4.2025	7a. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	30.4.2025	7b. Reelect Salvatore Mancuso as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	30.4.2025	7c. Reelect Alejandro Santo Domingo as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	30.4.2025	9. Approve Remuneration Report	Against
Apollo Global Management, Inc.	6.6.2025	1.1. Elect Director Marc Beilinson	Against
Apollo Global Management, Inc.	6.6.2025	1.6. Elect Director Mitra Hormozi	Against
Apollo Global Management, Inc.	6.6.2025	1.13. Elect Director Lynn Swann	Against
Apple Inc.	25.2.2025	5. Report on Child Safety Online	Against
Apple Inc.	25.2.2025	6. Consider Abolishing DEI Policies, Programs, Departments, and Goals	Against
Apple Inc.	25.2.2025	7. Report on Discrimination in Charitable Contributions	Against
AppLovin Corporation	4.6.2025	1a. Elect Director Adam Foroughi	Withhold
AppLovin Corporation	4.6.2025	1c. Elect Director Herald Chen	Withhold
AppLovin Corporation	4.6.2025	1d. Elect Director Margaret Georgiadis	Withhold
AppLovin Corporation	4.6.2025	1e. Elect Director Alyssa Harvey Dawson	Withhold

AppLovin Corporation	4.6.2025	1f. Elect Director Barbara Messing	Withhold
AQ Group AB	23.4.2025	12.1. Reelect Per Olof Andersson as Director	Against
AQ Group AB	23.4.2025	12.4. Reelect Claes Mellgren as Director	Against
AQ Group AB	23.4.2025	12.7. Elect Claes Mellgren as Chair of Board	Against
Archer-Daniels-Midland Company	8.5.2025	4. Amend Right to Call Special Meeting	Against
Ares Management Corporation	6.6.2025	1a. Elect Director Michael J Arougheti	Against
Ares Management Corporation	6.6.2025	1c. Elect Director Antoinette Bush	Against
Ares Management Corporation	6.6.2025	1d. Elect Director R. Kipp deVeer	Against
Ares Management Corporation	6.6.2025	1f. Elect Director David B. Kaplan	Against
Ares Management Corporation	6.6.2025	1i. Elect Director Judy D. Olian	Against
Ares Management Corporation	6.6.2025	1j. Elect Director Antony P. Ressler	Against
Ares Management Corporation	6.6.2025	1k. Elect Director Bennett Rosenthal	Against
Ares Management Corporation	6.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
argenx SE	27.5.2025	3. Approve Remuneration Report	Against
argenx SE	27.5.2025	5. Approve Remuneration Policy	Against
argenx SE	27.5.2025	6.. Reelect Anthony Rosenberg as Non-Executive Director	Against
Arista Networks, Inc.	30.5.2025	1.2. Elect Director Daniel Scheinman	Withhold
Arista Networks, Inc.	30.5.2025	1.3. Elect Director Yvonne Wassenaar	Withhold
Arista Networks, Inc.	30.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ascopiave SpA	16.4.2025	2.1. Approve Remuneration Policy	Against
Ascopiave SpA	16.4.2025	2.2. Approve Second Section of the Remuneration Report	Against
Ascopiave SpA	16.4.2025	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
ASICS Corp.	28.3.2025	7. Approve Donation of Treasury Shares to ASICS Foundation	Against
Assa Abloy AB	23.4.2025	12. Reelect Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Against

Assa Abloy AB	23.4.2025	16. Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	Against
Assicurazioni Generali SpA	23.4.2025	2b.2. Slate 2 Submitted by VM 2006 Srl	Against
Assicurazioni Generali SpA	23.4.2025	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Assicurazioni Generali SpA	23.4.2025	2c.2. Approve Fees Proposed by VM 2006 Srl	Against
Assicurazioni Generali SpA	23.4.2025	4b. Approve Second Section of the Remuneration Report	Against
Atea ASA	29.4.2025	11. Approve Remuneration Statement (Advisory Vote)	Against
Atlas Copco AB	29.4.2025	10.a2. Reelect Johan Forssell as Director	Against
Atlas Copco AB	29.4.2025	10.a8. Reelect Hans Straberg as Director	Against
Atlas Copco AB	29.4.2025	10.a9. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	29.4.2025	10.b. Reelect Hans Straberg as Board Chair	Against
Atlassian Corporation	2.12.2025	1b. Elect Director Shona L. Brown	Against
Atlassian Corporation	2.12.2025	1c. Elect Director Michael Cannon-Brookes	Against
Atlassian Corporation	2.12.2025	1e. Elect Director Scott Farquhar	Against
Atlassian Corporation	2.12.2025	1j. Elect Director Richard P. Wong	Against
Atlassian Corporation	2.12.2025	4. Amend Omnibus Stock Plan	Against
Atlassian Corporation	2.12.2025	5. Amend Qualified Employee Stock Purchase Plan	Against
ATOSS Software SE	30.4.2025	6. Approve Remuneration Report	Against
ATOSS Software SE	30.4.2025	7. Approve Remuneration Policy	Against
ATOSS Software SE	30.4.2025	10.1. Elect Moritz Zimmermann to the Supervisory Board	Against
ATOSS Software SE	30.4.2025	10.2. Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	Against
ATOSS Software SE	30.4.2025	10.3. Elect Klaus Bauer to the Supervisory Board	Against
ATRESMEDIA Corporacion de Medios de Comunicacion SA	29.4.2025	4.1. Amend Articles Re: Board Composition and Board Committees	Against
ATRESMEDIA Corporacion de Medios de Comunicacion SA	29.4.2025	7. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 300 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against

ATRESMEDIA Corporacion de Medios de Comunicacion SA	29.4.2025	8. Amend Remuneration Policy	Against
Attendo AB	7.5.2025	14.a. Reelect Ulf Mattsson (Chair) as Director	Against
Attendo AB	7.5.2025	17.a. Approve Long-Term Performance Based Incentive Program LTI 2025 for Key Employees	Against
Attendo AB	7.5.2025	17.b. Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Against
Attendo AB	7.5.2025	17.c. Approve Transfer of Shares to Participants	Against
Attendo AB	7.5.2025	17.d. Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Against
Aubay SA	6.5.2025	30. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Austevoll Seafood ASA	28.5.2025	11. Approve Remuneration Statement	Against
Austevoll Seafood ASA	28.5.2025	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Avanza Bank Holding AB	24.4.2025	14.4. Reelect Sven Hagstromer as Director	Against
Avanza Bank Holding AB	24.4.2025	14.5. Reelect John Hedberg as Director	Against
Avanza Bank Holding AB	24.4.2025	15.1. Reelect Sven Hagstromer as Board Chair	Against
Avanza Bank Holding AB	24.4.2025	15.2. Reelect John Hedberg as Vice Chair	Against
Avery Dennison Corporation	24.4.2025	4. Submit Severance Agreement to Shareholder Vote	Against
Azimut Holding SpA	30.4.2025	3.3.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Azimut Holding SpA	30.4.2025	4.1.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Azimut Holding SpA	30.4.2025	6.1. Approve Remuneration Policy	Against
Balfour Beatty Plc	8.5.2025	2. Approve Remuneration Report	Against
Baloise Holding AG	25.4.2025	4.1.a. Reelect Thomas von Planta as Director and Board Chair	Against
Baloise Holding AG	25.4.2025	6.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Baloise Holding AG	25.4.2025	6.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against



Baloise Holding AG	23.5.2025	2.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Baloise Holding AG	23.5.2025	2.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Banca Monte dei Paschi di Siena SpA	17.4.2025	1. Approve Capital Increase without Preemptive Rights in Connection with the Acquisition of Mediobanca - Banca di Credito Finanziario SpA	Against
Banca Monte dei Paschi di Siena SpA	17.4.2025	2.i. Amend Company Bylaws Re: Article 14	Against
Bank of America Corporation	22.4.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	22.4.2025	4. Amend Omnibus Stock Plan	Against
Bank of America Corporation	22.4.2025	5. Require More Director Nominations Than Open Seats	Against
Bank of America Corporation	22.4.2025	6. Report on Board Oversight of Material Risks Related to Animal Welfare	Against
BAWAG Group AG	4.4.2025	6.1. Elect Kim Fennebresque as Supervisory Board Member	Against
BAWAG Group AG	4.4.2025	6.2. Elect Tamara Kapeller as Supervisory Board Member	Against
BAWAG Group AG	4.4.2025	8. Approve Remuneration Report	Against
BAWAG Group AG	4.4.2025	9. Approve Remuneration Policy	Against
BE Semiconductor Industries NV	23.4.2025	6. Approve Remuneration Report	Against
BELIMO Holding AG	24.3.2025	7.1.3. Reelect Sandra Emme as Director	Against
BELIMO Holding AG	24.3.2025	7.1.7. Reelect Martin Zwyssig as Director	Against
BELIMO Holding AG	24.3.2025	7.3.2. Reelect Martin Zwyssig as Deputy Chair	Against
BELIMO Holding AG	24.3.2025	7.4.1. Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	24.3.2025	8. Transact Other Business (Voting)	Against
Berkeley Group Holdings Plc	5.9.2025	3. Approve Remuneration Policy	Against
Berkeley Group Holdings Plc	5.9.2025	4. Approve Performance Share Plan	Against
Berkeley Group Holdings Plc	5.9.2025	6. Re-elect Rob Perrins as Director	Against
Berkshire Hathaway Inc.	3.5.2025	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	3.5.2025	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	3.5.2025	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	3.5.2025	1.8. Elect Director Susan L. Decker	Withhold

Berkshire Hathaway Inc.	3.5.2025	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	3.5.2025	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	3.5.2025	2. Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	Against
Berkshire Hathaway Inc.	3.5.2025	3. Report on Pay Disparity	Against
Berkshire Hathaway Inc.	3.5.2025	4. Report on Civil Rights and Non-Discrimination Audit	Against
Berkshire Hathaway Inc.	3.5.2025	5. Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	Against
Berkshire Hathaway Inc.	3.5.2025	6. Designate Board Committee to Oversee DEI Strategy	Against
Best Buy Co., Inc.	13.6.2025	5. Provide Right to Act by Written Consent	Against
Best Buy Co., Inc.	13.6.2025	6. Consider Ending Participation in Human Rights Campaign Corporate Equality Index	Against
BioGaia AB	7.5.2025	12d. Reelect Peter Rothschild as Director	Against
BioGaia AB	7.5.2025	13. Reelect Peter Rothschild as Board Chair; Reelect David Dangoor as Vice Chair	Against
BioGaia AB	7.5.2025	16. Approve Remuneration Report	Against
Biogen Inc.	17.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
bioMerieux SA	15.5.2025	3. Approve Discharge of Directors	Against
bioMerieux SA	15.5.2025	8. Approve Remuneration Policy of Corporate Officers	Against
bioMerieux SA	15.5.2025	9. Approve Remuneration Policy of Chairman of the Board	Against
bioMerieux SA	15.5.2025	10. Approve Remuneration Policy of CEO	Against
bioMerieux SA	15.5.2025	12. Approve Compensation Report of Corporate Officers	Against
bioMerieux SA	15.5.2025	13. Approve Compensation of Alexandre Merieux, Chairman of the Board	Against
bioMerieux SA	15.5.2025	14. Approve Compensation of Pierre Boulud, CEO	Against
bioMerieux SA	15.5.2025	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 4,210,280	Against



bioMerieux SA	15.5.2025	19. Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital for Private Placements	Against
bioMerieux SA	15.5.2025	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	15.5.2025	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	15.5.2025	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Against
bioMerieux SA	15.5.2025	23. Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	15.5.2025	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	15.5.2025	27. Amend Articles of Bylaws	Against
BlackRock, Inc.	15.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BlackRock, Inc.	15.5.2025	4. Report on Risks of Stakeholder Capitalism	Against
BlackRock, Inc.	15.5.2025	5. Require More Director Nominations Than Open Seats	Against
Block, Inc.	17.6.2025	1.3. Elect Director Neha Narula	Withhold
Block, Inc.	17.6.2025	4. Approve Omnibus Stock Plan	Against
Blue Owl Capital Inc.	9.6.2025	1a. Elect Director Jennifer Brouse	Against
Blue Owl Capital Inc.	9.6.2025	1b. Elect Director Craig W. Packer	Against
Blue Owl Capital Inc.	9.6.2025	1c. Elect Director Dana Weeks	Against
Blue Owl Capital Inc.	9.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bodycote Plc	21.5.2025	3. Re-elect Daniel Dayan as Director	Against
BONESUPPORT HOLDING AB	27.5.2025	12. Reelect Lennart Johansson (Chair), Mary I O'Connor, Bjorn Odlander and Christine Rankin as Directors; Elect Jens Viebke as New Director	Against
BONESUPPORT HOLDING AB	27.5.2025	13. Approve Remuneration Report	Against
BONESUPPORT HOLDING AB	27.5.2025	16.A. Approve Performance Based Share Plan LTI 2025	Against
BONESUPPORT HOLDING AB	27.5.2025	16.B. Approve Equity Plan Financing Through Transfer of Shares	Against



BONESUPPORT HOLDING AB	27.5.2025	16.C. Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Against
Bouygues SA	29.4.2025	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	29.4.2025	21. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	29.4.2025	23. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	29.4.2025	25. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	29.4.2025	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	29.4.2025	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	29.4.2025	28. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	29.4.2025	29. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	29.4.2025	30. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	Against
Bouygues SA	29.4.2025	32. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Bouygues SA	29.4.2025	35. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Against
Bouygues SA	29.4.2025	36. Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Against
BP Plc	17.4.2025	3. Re-elect Helge Lund as Director	Against
Bristol-Myers Squibb Company	6.5.2025	4. Establish a Board Committee on Corporate Financial Sustainability	Against
Bristol-Myers Squibb Company	6.5.2025	5. Consider Abolishing DEI Goals	Against
Bucher Industries AG	16.4.2025	4.1.e. Reelect Stefan Scheiber as Director	Against
Bucher Industries AG	16.4.2025	4.3.b. Reappoint Stefan Scheiber as Member of the Compensation Committee	Against

Bucher Industries AG	16.4.2025	5.2. Approve Remuneration Report (Non-Binding)	Against
Bucher Industries AG	16.4.2025	6. Transact Other Business (Voting)	Against
Builders FirstSource, Inc.	27.5.2025	5. Remove the Board Size Range	Against
Bunge Global SA	15.5.2025	5b. Elect Director Carol Browner	Against
Bunge Global SA	15.5.2025	A. Other Business	Against
Burckhardt Compression Holding AG	5.7.2025	5.1.4. Reelect Maria Vacalli as Director	Against
Burckhardt Compression Holding AG	5.7.2025	5.3.1. Reappoint Maria Vacalli as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	5.7.2025	8. Transact Other Business (Voting)	Against
Bureau Veritas SA	19.6.2025	5. Reelect Laurent Mignon as Director	Against
Bureau Veritas SA	19.6.2025	8. Reelect Jérôme Michiels as Director	Against
Burkhalter Holding AG	13.5.2025	5.1. Reelect Gaudenz Domenig as Director and Board Chair	Against
Burkhalter Holding AG	13.5.2025	5.2. Reelect Marco Syfrig as Director	Against
Burkhalter Holding AG	13.5.2025	5.3. Reelect Willy Hueppi as Director	Against
Burkhalter Holding AG	13.5.2025	5.4. Reelect Michele Novak-Moser as Director	Against
Burkhalter Holding AG	13.5.2025	5.5. Reelect Nina Remmers as Director	Against
Burkhalter Holding AG	13.5.2025	5.6. Reelect Diego Brueesch as Director	Against
Burkhalter Holding AG	13.5.2025	6.1. Reappoint Gaudenz Domenig as Member of the Compensation Committee	Against
Burkhalter Holding AG	13.5.2025	6.2. Reappoint Willy Hueppi as Member of the Compensation Committee	Against
Burkhalter Holding AG	13.5.2025	6.3. Reappoint Michele Novak-Moser as Member of the Compensation Committee	Against
Burkhalter Holding AG	13.5.2025	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against
Burkhalter Holding AG	13.5.2025	10. Transact Other Business (Voting)	Against

Buzzi SpA	13.5.2025	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Buzzi SpA	13.5.2025	4.1. Approve Remuneration Policy	Against
BW LPG Ltd.	15.5.2025	2.(a). Reelect Andreas Sohmen-Pao as Director	Against
BW LPG Ltd.	15.5.2025	3. Reelect Andreas Sohmen-Pao as Board Chair	Against
BW LPG Ltd.	15.5.2025	9. Approve Creation of Pool of Capital without Preemptive Rights	Against
C.H. Robinson Worldwide, Inc.	8.5.2025	4. Amend Omnibus Stock Plan	Against
Cairn Homes Plc	8.5.2025	4h. Re-elect Julie Sinnamon as Director	Against
Capgemini SE	7.5.2025	11. Reelect Patrick Pouyanné as Director	Against
Carlsberg A/S	17.3.2025	6.b. Reelect Majken Schultz as Director	Abstain
Carlsberg A/S	17.3.2025	6.g. Elect Jens Hjorth as New Director	Abstain
Carrefour SA	28.5.2025	10. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
Carrefour SA	28.5.2025	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Against
Carrefour SA	28.5.2025	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Against
Carrefour SA	28.5.2025	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 17	Against
Carvana Co.	5.5.2025	1.1. Elect Director Dan Quayle	Withhold
Carvana Co.	5.5.2025	1.2. Elect Director Gregory Sullivan	Withhold
Carvana Co.	5.5.2025	4. Amend Certificate of Incorporation to Eliminate the Personal Liability of Certain Officers	Against
Castellum AB	7.5.2025	16. Approve Remuneration Report	Against
Castellum AB	18.7.2025	8.1a. Elect Ralf Spann as New Director	Against
Castellum AB	18.7.2025	8.1b. Elect Marita Loft as New Director	Against
Castellum AB	18.7.2025	8.1c. Elect Leif Norburg as New Director	Against



Castellum AB	18.7.2025	8.1d. Elect Knut Rost as New Director	Against
Castellum AB	18.7.2025	8.1e. Elect Stefan Wallander as New Director	Against
Castellum AB	18.7.2025	8.2. Elect Ralf Spann as Board Chair	Against
Catena AB	28.4.2025	15.a. Reelect Gustaf Hermelin as Director	Against
Catena AB	28.4.2025	15.b. Reelect Katarina Wallin as Director	Against
Catena AB	28.4.2025	15.d. Reelect Lennart Mauritzson as Director	Against
Catena AB	28.4.2025	15.g. Reelect Joost Uwents as Director	Against
Catena AB	28.4.2025	15.h. Elect Lennart Mauritzson as Board Chair	Against
Catena AB	28.4.2025	19. Approve Remuneration Report	Against
Caterpillar, Inc.	11.6.2025	1.2. Elect Director James C. Fish, Jr.	Against
Caterpillar, Inc.	11.6.2025	5. Report on Religious Discrimination in Charitable Contributions	Against
Caterpillar, Inc.	11.6.2025	6. Consider Abolishing DEI Policies, Departments, and Goals	Against
Cembre SpA	29.4.2025	4. Approve Second Section of the Remuneration Report	Against
Cembre SpA	29.4.2025	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Cembre SpA	29.4.2025	6. Approve Long-Term Incentive Plan	Against
Cementir Holding NV	28.4.2025	2.b. Approve Remuneration Report	Against
Cementir Holding NV	28.4.2025	3. Approve Remuneration Policy	Against
Centrica Plc	8.5.2025	2. Approve Remuneration Report	Against
CEWE Stiftung & Co. KGaA	4.6.2025	6. Approve Remuneration Report	Against
ChemoMetec A/S	9.10.2025	5.b6. Elect Torben Jorgensen as New Director	Abstain
Chevron Corporation	28.5.2025	1d. Elect Director Enrique Hernandez, Jr.	Against
Chevron Corporation	28.5.2025	6. Report on Risk of Reverse Stranded Assets of Investing in Renewables	Against
Chipotle Mexican Grill, Inc.	11.6.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chubb Limited	15.5.2025	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	15.5.2025	A. Transact Other Business	Against
Church & Dwight Co., Inc.	1.5.2025	4. Amend Right to Call Special Meeting	Against

Cisco Systems, Inc.	16.12.2025	5. Assess and Report on Positive Financial Value of Company's Inclusion Programs	Against
Citigroup Inc.	29.4.2025	4. Amend Omnibus Stock Plan	Against
Citigroup Inc.	29.4.2025	7. Issue Audited Report on Financial Statement Assumptions and Climate Change	Against
Citigroup Inc.	29.4.2025	8. Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	Against
Clarkson Plc	1.5.2025	2. Approve Remuneration Report	Against
Clarkson Plc	1.5.2025	4. Re-elect Laurence Hollingworth as Director	Against
Clarkson Plc	1.5.2025	10. Re-elect Tim Miller as Director	Against
Clas Ohlson AB	12.9.2025	16.1a. Reelect Kenneth Bengtsson as Director	Against
Clas Ohlson AB	12.9.2025	16.2a. Reelect Kenneth Bengtsson as Board Chair	Against
Clas Ohlson AB	12.9.2025	17. Approve Remuneration Report	Against
Clas Ohlson AB	12.9.2025	19.A. Approve New LTI 2025	Against
Clas Ohlson AB	12.9.2025	19.B. Approve Equity Plan Financing Through Repurchase and Transfer of Shares	Against
Clas Ohlson AB	12.9.2025	19.C. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Cloetta AB	10.4.2025	20.A. Approve Performance Share Incentive Plan LTI 2025 for Key Employees	Against
Cloetta AB	10.4.2025	20.B. Approve Equity Plan Financing of LTI 2025	Against
CMC Markets Plc	24.7.2025	2. Approve Remuneration Report	Against
CMC Markets Plc	24.7.2025	11. Re-elect Paul Wainscott as Director	Against
CME Group Inc.	8.5.2025	1i. Elect Director Phyllis M. Lockett	Against
Coca-Cola Europacific Partners plc	22.5.2025	5. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22.5.2025	8. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22.5.2025	12. Re-elect Mary Harris as Director	Against
Coca-Cola Europacific Partners plc	22.5.2025	13. Re-elect Thomas Johnson as Director	Against

Coca-Cola Europacific Partners plc	22.5.2025	24. Approve Waiver of Rule 9 of the Takeover Code	Against
Coca-Cola HBC AG	23.5.2025	5.1.e. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
Cognizant Technology Solutions Corporation	3.6.2025	4. Amend Right to Call Special Meeting	Against
Coinbase Global, Inc.	18.6.2025	1.1. Elect Director Brian Armstrong	Withhold
Coinbase Global, Inc.	18.6.2025	1.2. Elect Director Marc L. Andreessen	Withhold
Coinbase Global, Inc.	18.6.2025	1.5. Elect Director Frederick Ernest Ehrsam, III	Withhold
Coinbase Global, Inc.	18.6.2025	1.9. Elect Director Gokul Rajaram	Withhold
Coinbase Global, Inc.	18.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Colgate-Palmolive Company	9.5.2025	5. Revisit Plastic Packaging Policies	Against
Coloplast A/S	4.12.2025	7.2. Reelect Niels Peter Louis-Hansen as Director	Abstain
Colruyt Group NV	24.9.2025	2. Approve Remuneration Report	Against
Colruyt Group NV	24.9.2025	9a. Reelect Korys Business Services I NV, Permanently Represented by Senne Hermans, as Director	Against
Colruyt Group NV	24.9.2025	9b. Reelect Korys Business Services II NV, Permanently Represented by Hilde Cerstelotte, as Director	Against
Comcast Corporation	18.6.2025	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	18.6.2025	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	18.6.2025	1.6. Elect Director Jeffrey A. Honickman	Withhold
Comcast Corporation	18.6.2025	5. Improve Executive Compensation Program and Policy	Against
Commerzbank AG	15.5.2025	14. 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
Compagnie de Saint-Gobain SA	5.6.2025	5. Reelect Benoit Bazin as Director	Against
Compagnie Financiere Richemont SA	10.9.2025	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	10.9.2025	5.12. Reelect Anton Rupert as Director	Against
Compagnie Financiere Richemont SA	10.9.2025	5.13. Reelect Gary Saage as Director	Against

Compagnie Financiere Richemont SA	10.9.2025	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Against
Compagnie Financiere Richemont SA	10.9.2025	10. Transact Other Business (Voting)	Against
Computacenter Plc	15.5.2025	3. Approve Remuneration Policy	Against
Computacenter Plc	15.5.2025	5a. Re-elect Pauline Campbell as Director	Against
Constellation Energy Corporation	29.4.2025	1.1. Elect Director Yves C. de Balmann	Withhold
Constellation Energy Corporation	29.4.2025	1.2. Elect Director Robert J. Lawless	Withhold
Constellation Energy Corporation	29.4.2025	1.5. Elect Director John M. Richardson	Withhold
Convatec Group Plc	22.5.2025	3. Approve Remuneration Policy	Against
Convatec Group Plc	22.5.2025	16. Approve Omnibus Incentive Plan	Against
Corbion NV	14.5.2025	14.. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Against
Cosmo Pharmaceuticals NV	30.5.2025	7.. Approve Grant Options to Subscribe for Ordinary Shares and/or Rights to Acquire Ordinary Shares to the Board of Directors	Against
Cosmo Pharmaceuticals NV	30.5.2025	8.ii. Elect Niall Donnelly as Executive Director (CFO)	Against
Cosmo Pharmaceuticals NV	30.5.2025	9.i. Reelect Alessandro Della Cha as Non-Executive Director (Chairman)	Against
Cosmo Pharmaceuticals NV	30.5.2025	9.ii. Reelect Mauro Severino Ajani as Non-Executive Director	Against
Cosmo Pharmaceuticals NV	30.5.2025	9.iii. Reelect Maria Grazia Roncarolo as Non-Executive Director	Against
Cosmo Pharmaceuticals NV	30.5.2025	9.iv. Reelect John O'Dea as Non-Executive Director	Against
Cosmo Pharmaceuticals NV	30.5.2025	9.v. Reelect Silvana Perretta as Non-Executive Director	Against
Cosmo Pharmaceuticals NV	30.5.2025	10.i. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger	Against
Cosmo Pharmaceuticals NV	30.5.2025	10.ii. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for the Employee Stock Ownership Plan	Against
Cosmo Pharmaceuticals NV	30.5.2025	10iii. Grant Board Authority to Issue Preference Shares and/or Grant Right to Subscribe for Preferred Shares	Against



Cosmo Pharmaceuticals NV	30.5.2025	11.. Authorize Board to Exclude Preemptive Rights from Share Issuances Under the Authorizations Mentioned in Proposal 10	Against
CoStar Group, Inc.	26.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Costco Wholesale Corporation	23.1.2025	4. Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	Against
Cranswick Plc	28.7.2025	2. Approve Remuneration Committee Report	Against
Cranswick Plc	28.7.2025	11. Re-elect Tim Smith as Director	Against
Credit Agricole SA	14.5.2025	9. Elect Olivier Desportes as Director	Against
Credit Agricole SA	14.5.2025	10. Reelect Dominique Lefebvre as Director	Against
Credit Agricole SA	14.5.2025	11. Reelect Pierre Cambefort as Director	Against
Credit Agricole SA	14.5.2025	12. Reelect Jean-Pierre Gaillard as Director	Against
Credit Agricole SA	14.5.2025	13. Reelect Christine Gandon as Director	Against
Credit Agricole SA	14.5.2025	14. Ratify Appointment of Gaëlle Regnard as Director	Against
Credit Agricole SA	14.5.2025	19. Approve Remuneration Policy of Jérôme Grivet, Vice-CEO	Against
Credit Agricole SA	14.5.2025	A. Amending Items 31 and 32 of Current Meeting to Apply a Discount on Shares	Against
CrowdStrike Holdings, Inc.	18.6.2025	1.1. Elect Director Cary J. Davis	Withhold
CrowdStrike Holdings, Inc.	18.6.2025	1.3. Elect Director Laura J. Schumacher	Withhold
CTS Eventim AG & Co. KGaA	21.5.2025	8.1. Elect Cornelius Baur to the Supervisory Board	Against
CTS Eventim AG & Co. KGaA	21.5.2025	8.2. Elect Philipp Westermeyer to the Supervisory Board	Against
CTS Eventim AG & Co. KGaA	21.5.2025	9. Approve Remuneration Report	Against
CTS Eventim AG & Co. KGaA	21.5.2025	10. Approve Remuneration Policy	Against
CVS Health Corporation	15.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Danaher Corporation	6.5.2025	1e. Elect Director Teri List	Against
Danaher Corporation	6.5.2025	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	6.5.2025	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	6.5.2025	1l. Elect Director Raymond C. Stevens	Against
Danske Bank A/S	20.3.2025	5. Approve Remuneration Policy	Against



Danske Bank A/S	20.3.2025	7.b. Reelect Martin Norkjaer Larsen as Director	Abstain
Danske Bank A/S	20.3.2025	11.a. Change Dividend Policy	Against
Dassault Systemes SE	22.5.2025	8. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22.5.2025	10. Elect Marie-Hélène Habert-Dassault as Director	Against
Datadog, Inc.	3.6.2025	1a. Elect Director Titi Cole	Withhold
Datadog, Inc.	3.6.2025	1b. Elect Director Matthew Jacobson	Withhold
Datadog, Inc.	3.6.2025	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Deere & Company	26.2.2025	4. Report on Statistical Differences in Hiring Across Race and Gender	Against
Deere & Company	26.2.2025	6. Establish a Board Committee on Corporate Financial Sustainability	Against
Deere & Company	26.2.2025	8. Report on Discrimination in Charitable Contributions	Against
Dell Technologies Inc.	26.6.2025	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	26.6.2025	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	26.6.2025	1.6. Elect Director Ellen J. Kullman	Withhold
DEME Group NV	21.5.2025	9. Approve Remuneration Report	Against
DEME Group NV	21.5.2025	1. 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
DEME Group NV	21.5.2025	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
DEME Group NV	21.5.2025	3. Approve Coordination of the Articles of Association	Against
Devon Energy Corporation.	4.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Devon Energy Corporation.	4.6.2025	4. Amend Right to Call Special Meeting	Against
Diploma Plc	15.1.2025	3. Re-elect David Lowden as Director	Against
DKSH Holding Ltd.	27.3.2025	6.1.7. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding Ltd.	27.3.2025	6.2.3. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding Ltd.	27.3.2025	9. Transact Other Business (Voting)	Against



DocuSign, Inc.	29.5.2025	1b. Elect Director Blake J. Irving	Against
DocuSign, Inc.	29.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dominion Energy, Inc.	7.5.2025	1A. Elect Director James A. Bennett	Against
Dominion Energy, Inc.	7.5.2025	4. Consider Eliminating Non-Carbon Emitting Generation Goals in Executive Pay Incentives	Against
DoorDash, Inc.	24.6.2025	1b. Elect Director L. John Doerr	Against
DoorDash, Inc.	24.6.2025	1c. Elect Director Andy Fang	Against
DoorDash, Inc.	24.6.2025	1d. Elect Director Diego Piacentini	Against
DoorDash, Inc.	24.6.2025	4. Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	Against
dormakaba Holding AG	21.10.2025	4.1. Reelect Svein Brandtzaeg as Director and Board Chair	Against
dormakaba Holding AG	21.10.2025	5.1. Reappoint Svein Brandtzaeg as Member of the Nomination and Compensation Committee	Against
dormakaba Holding AG	21.10.2025	10. Transact Other Business (Voting)	Against
Dow Inc.	10.4.2025	1i. Elect Director Jacqueline C. Hinman	Against
DSV A/S	20.3.2025	6.4. Reelect Tarek Sultan Al-Essa as Director	Abstain
DSV A/S	20.3.2025	8.1. Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Against
DTE Energy Company	8.5.2025	5. Amend Right to Call Special Meeting	Against
Duke Energy Corporation	1.5.2025	5. Report on Net Zero Activities	Against
Dynatrace, Inc.	20.8.2025	1b. Elect Director Amol Kulkarni	Against
Dynavox Group AB	5.5.2025	14. Approve Remuneration Report	Against
Dynavox Group AB	5.5.2025	16a. Approve Long Term Incentive Program (Executive LTI 2025)	Against
Dynavox Group AB	5.5.2025	16b. Approve Equity Plan Financing	Against
Dynavox Group AB	5.5.2025	16c. Approve Alternative Equity Plan Financing	Against
E.ON SE	15.5.2025	9.a. Elect Deborah Wilkens to the Supervisory Board	Against

E.ON SE	15.5.2025	9.b. Elect Rolf Schmitz to the Supervisory Board	Against
E.ON SE	15.5.2025	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against
eBay Inc.	25.6.2025	4. Amend Omnibus Stock Plan	Against
eBay Inc.	25.6.2025	6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against
Edison International	24.4.2025	5. Submit Severance Agreement to Shareholder Vote	Against
El.En. SpA	29.4.2025	2.1. Approve Remuneration Policy	Against
El.En. SpA	29.4.2025	2.2. Approve Second Section of the Remuneration Report	Against
El.En. SpA	29.4.2025	3.1.1. Slate 1 Submitted by Andrea Cangilioli	Against
El.En. SpA	29.4.2025	5. Approve Stock Grant Plan 2025-2028 for Employees and Collaborators	Against
El.En. SpA	29.4.2025	6. Approve Stock Grant Plan 2025-2028 for the General Manager	Against
Elmos Semiconductor SE	15.5.2025	7. Approve Remuneration Report	Against
Elmos Semiconductor SE	15.5.2025	8. Approve Remuneration Policy	Against
Elmos Semiconductor SE	15.5.2025	10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 7.1 Million Pool of Capital to Guarantee Conversion Rights	Against
EMS-Chemie Holding AG	9.8.2025	3.3.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against
EMS-Chemie Holding AG	9.8.2025	6.1.1. Reelect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	9.8.2025	6.1.3. Reelect Rainer Roten as Director and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	9.8.2025	7. Transact Other Business (Voting)	Against
ENAV SpA	28.5.2025	7.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Enel SpA	22.5.2025	4.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
ENEOS Holdings, Inc.	26.6.2025	2.1. Elect Director Miyata, Tomohide	Against
ENGIE SA	24.4.2025	6. Reelect Catherine MacGregor as Director	Against



ENGIE SA	24.4.2025	A. Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Against
EOG Resources, Inc.	21.5.2025	1a. Elect Director Janet F. Clark	Against
EOG Resources, Inc.	21.5.2025	1b. Elect Director Charles R. Crisp	Against
EOG Resources, Inc.	21.5.2025	1c. Elect Director Robert P. Daniels	Against
EOG Resources, Inc.	21.5.2025	1d. Elect Director Lynn A. Dugle	Against
EOG Resources, Inc.	21.5.2025	1e. Elect Director C. Christopher Gaut	Against
EOG Resources, Inc.	21.5.2025	1f. Elect Director Michael T. Kerr	Against
EOG Resources, Inc.	21.5.2025	1g. Elect Director Julie J. Robertson	Against
Epiroc AB	8.5.2025	10a.2. Reelect Johan Forssell as Director	Against
Epiroc AB	8.5.2025	10a.5. Reelect Ronnie Leten as Director	Against
Epiroc AB	8.5.2025	10b. Reelect Ronnie Leten as Board Chair	Against
EQT Corporation	16.4.2025	1c. Elect Director Frank C. Hu	Against
Equinix, Inc.	21.5.2025	3. Amend Omnibus Stock Plan	Against
Equinor ASA	14.5.2025	8. Approve Energy Transition Plan 2025	Against
Equinor ASA	14.5.2025	9. Discontinue the Wind Power Business; Decommission All Wind Power Plants	Against
Equinor ASA	14.5.2025	10. Withdrawal from All Offshore Wind Globally; Eliminate Management Bonuses	Against
Equinor ASA	14.5.2025	11. Review Work Locations and Work Operations to Ensure that any Potentially Hazardous Conditions are Identified	Against
Equinor ASA	14.5.2025	12. Present a Plan for How the Company will Reach the Paris Agreement Goals and Net-zero Emissions by 2050 and Terminate All Overseas Oil and Gas Projects	Against
Equinor ASA	14.5.2025	13. Separate the Renewable Energy Part of the Company and Invest NOK 5 Billion Annually in the Repair and Renewal of Ukraine's Energy Infrastructure	Against

Equinor ASA	14.5.2025	14. Renew Green Aims, Avoid Further International Investment in Oil and Gas and Donate Billions to Ukraine	Against
Equinor ASA	14.5.2025	15. Gradual Divestment From All International Operations	Against
Equinor ASA	14.5.2025	20. Approve Remuneration Statement	Against
Equinor ASA	14.5.2025	26. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
Essex Property Trust, Inc.	13.5.2025	1b. Elect Director Keith R. Guericke	Against
EssilorLuxottica SA	30.4.2025	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30.4.2025	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30.4.2025	10. Approve Remuneration Policy of Vice-CEO	Against
Essity AB	27.3.2025	12.h. Reelect Karl Aberg as Director	Against
Essity AB	27.3.2025	12.j. Elect Katarina Martinson as New Director	Against
Etablissements Maurel & Prom SA	27.5.2025	5. Ratify Appointment of Awang Lazuardi as Director	Against
Etablissements Maurel & Prom SA	27.5.2025	6. Ratify Appointment of Bagus Rahadiansyah as Director	Against
Etablissements Maurel & Prom SA	27.5.2025	7. Ratify Appointment of Jaffee Suardin as Director	Against
Etablissements Maurel & Prom SA	27.5.2025	9. Reelect Bagus Rahadiansyah as Director	Against
Etablissements Maurel & Prom SA	27.5.2025	10. Reelect Jaffee Suardin as Director	Against
Etablissements Maurel & Prom SA	27.5.2025	14. Approve Compensation of Olivier de Langavant, CEO	Against
Etablissements Maurel & Prom SA	27.5.2025	17. Approve Remuneration Policy of CEO	Against
Etablissements Maurel & Prom SA	27.5.2025	19. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against
Etablissements Maurel & Prom SA	27.5.2025	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Against
Etablissements Maurel & Prom SA	27.5.2025	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Private Placements, up to Aggregate Nominal Amount of EUR 30 Million	Against
Etablissements Maurel & Prom SA	27.5.2025	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Against

Etablissements Maurel & Prom SA	27.5.2025	23. Authorize Capital Increase of Up to EUR 30 Million for Future Exchange Offers	Against
Etablissements Maurel & Prom SA	27.5.2025	24. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Etablissements Maurel & Prom SA	27.5.2025	26. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Etsy, Inc.	17.6.2025	1a. Elect Director C. Andrew Ballard	Against
Etsy, Inc.	17.6.2025	1b. Elect Director Margaret M. Smyth	Against
Etsy, Inc.	17.6.2025	1c. Elect Director Marc Steinberg	Against
Euronext NV	15.5.2025	3.b.. Approve Remuneration Report	Against
Everest Group, Ltd.	14.5.2025	1.1. Elect Director John J. Amore	Against
Eversource Energy	1.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Evolution AB	9.5.2025	9. Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	Against
Evolution AB	9.5.2025	10.2. Reelect Joel Citron as Director	Against
Evolution AB	9.5.2025	10.4. Reelect Ian Livingstone as Director	Against
Evolution AB	9.5.2025	10.7. Elect Gabor Szabo as Director	Against
Evolution AB	9.5.2025	20.a. Investigate and Initiate the Process of Relocation of Company's Corporate Domicile to the USA	Against
Evolution AB	9.5.2025	20.b. Evaluate the Possibility and Consequences of Primary Listing on NASDAQ in the USA	Against
Evolution AB	9.5.2025	20.c. Approve Engaging US Institutional Investors Through Strategic Actions	Against
Evolution AB	9.5.2025	20.d. Donate SEK 1 Billion to Donald Trump's Administration to Facilitate Lobbying and Create Conditions for Establishing Operations in the USA	Against
Evolution AB	9.5.2025	20.e. Initiate Share Repurchase Program	Against
Evolution AB	9.5.2025	20.f. Evaluate Borrowing Options to Finance Share Buyback Program	Against
Exelon Corporation	29.4.2025	1e. Elect Director Linda Jojo	Against

EXOR NV	22.5.2025	2.b.. Approve Remuneration Report	Against
EXOR NV	22.5.2025	3.c.. Amend Remuneration Policy	Against
EXOR NV	22.5.2025	5.b.. Reelect Ginevra Elkann as Non-Executive Director	Against
EXOR NV	22.5.2025	5.c.. Reelect Alessandro Nasi as Non-Executive Director	Against
Expedia Group, Inc.	3.6.2025	1d. Elect Director Barry Diller	Withhold
Expedia Group, Inc.	3.6.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Expeditors International of Washington, Inc.	6.5.2025	1.3. Elect Director James "Jim" M. DuBois	Against
Expeditors International of Washington, Inc.	6.5.2025	1.6. Elect Director Brandon S. Pedersen	Against
Expeditors International of Washington, Inc.	6.5.2025	1.8. Elect Director Olivia D. Polius	Against
Exxon Mobil Corporation	28.5.2025	1.9. Elect Director Lawrence W. Kellner	Against
Exxon Mobil Corporation	28.5.2025	1.12. Elect Director Darren W. Woods	Against
Fabege AB	23.4.2025	11.c. Elect Tomas Eriksson as New Director	Against
Fabege AB	23.4.2025	11.d. Reelect Jan Litborn as Director	Against
Fabege AB	23.4.2025	11.e. Reelect Lennart Mauritzson as Director	Against
Fabege AB	23.4.2025	11.h. Reelect Jan Litborn as Board Chair	Against
Fagron NV	12.5.2025	12. Ratify PwC as Auditors and Approve Auditors' Remuneration	Against
Fagron NV	12.5.2025	15. Elect Ann Desender BV, Permanently Represented by Ann Desender, as Independent Director	Against
Fastighets AB Balder	8.5.2025	11a. Reelect Sten Duner (Chair) as Director	Against
Fastighets AB Balder	8.5.2025	11c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	8.5.2025	11e. Reelect Anders Wennergren as Director	Against
FedEx Corporation	29.9.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ferrari NV	16.4.2025	3a. Reelect John Elkann as Executive Director	Against
Ferrari NV	16.4.2025	3c. Reelect Piero Ferrari as Non-Executive Director	Against
Ferretti SpA	13.5.2025	2.(a). Approve Remuneration Policy	Against



Ferretti SpA	13.5.2025	2.(b). Approve Second Section of the Remuneration Report	Against
Ferretti SpA	13.5.2025	3.(a). Elect Tan Ning as Director and Approve Director's Remuneration	Against
Ferretti SpA	13.5.2025	3.(b). Elect Hao Qinggui as Director and Approve Director's Remuneration	Against
Fidelity National Financial, Inc.	11.6.2025	2. Change State of Incorporation from Delaware to Nevada	Against
First Solar, Inc.	14.5.2025	4. Amend Right to Call Special Meeting	Against
FirstEnergy Corp.	21.5.2025	1.5. Elect Director Paul Kaleta	Against
Fiserv, Inc.	14.5.2025	4. Amend Clawback Policy	Against
FLSmith & Co. A/S	2.4.2025	6.a. Reelect Mads Nipper as Director	Abstain
FLSmith & Co. A/S	2.4.2025	6.c. Reelect Thrasyvoulos Moraitis as Director	Abstain
Flutter Entertainment plc	5.6.2025	1a. Elect Director John A. Bryant	Against
FMC Corporation	29.4.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ford Motor Company	8.5.2025	1f. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	8.5.2025	1i. Elect Director William E. Kennard	Against
Foresight Group Holdings Ltd.	31.7.2025	7. Re-elect Michael Liston as Director	Against
Foresight Group Holdings Ltd.	31.7.2025	15. Approve Waiver of Rule 9 of the Takeover Code	Against
Fortive Corporation	3.6.2025	3. Amend Omnibus Stock Plan	Against
Fox Corporation	14.11.2025	1a. Elect Director Lachlan K. Murdoch	Against
Fox Corporation	14.11.2025	1c. Elect Director William A. Burck	Against
Fox Corporation	14.11.2025	1d. Elect Director Chase Carey	Against
Fox Corporation	14.11.2025	1f. Elect Director Margaret "Peggy" L. Johnson	Against
Fox Corporation	14.11.2025	1g. Elect Director Paul D. Ryan	Against
Fox Corporation	14.11.2025	5. Improve Executive Compensation Program	Against
Fresenius SE & Co. KGaA	23.5.2025	8.3. Elect Wolfgang Kirsch to the Supervisory Board	Against
Galderma Group AG	23.4.2025	1.3. Approve Remuneration Report (Non-Binding)	Against

Galderma Group AG	23.4.2025	4.1.1. Reelect Thomas Ebeling as Director and Board Chair	Against
Galderma Group AG	23.4.2025	4.3.2. Reappoint Thomas Ebeling as Member of the Compensation Committee	Against
Galderma Group AG	23.4.2025	5.2. Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Against
Galderma Group AG	23.4.2025	8. Transact Other Business (Voting)	Against
Galenica AG	10.4.2025	6. Transact Other Business (Voting)	Against
Games Workshop Group Plc	15.5.2025	1. Approve Remuneration Policy	Against
Games Workshop Group Plc	15.5.2025	2. Approve Share Awards Plan	Against
Games Workshop Group Plc	17.9.2025	4. Re-elect Mark Lam as Director	Against
GE Aerospace	6.5.2025	1i. Elect Director Catherine Lesjak	Against
GE Aerospace	6.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
GE Aerospace	6.5.2025	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
GE Healthcare Technologies, Inc.	28.5.2025	4. Submit Severance Agreement to Shareholder Vote	Against
GEA Group AG	30.4.2025	8.2. Elect Annette Koehler to the Supervisory Board	Against
GEA Group AG	30.4.2025	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Geberit AG	16.4.2025	5.1.3. Reelect Felix Ehrat as Director	Against
Geberit AG	16.4.2025	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	16.4.2025	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	16.4.2025	9. Transact Other Business (Voting)	Against
Genmab A/S	12.3.2025	7.a. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against

Genmab A/S	12.3.2025	7.b. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against
Gilead Sciences, Inc.	7.5.2025	4. Report on Pay Disparity	Against
Gilead Sciences, Inc.	7.5.2025	7. Report on the Risks of DEI Practices for Contractors	Against
Givaudan SA	20.3.2025	6.1.4. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	20.3.2025	8. Transact Other Business (Voting)	Against
Gjensidige Forsikring ASA	20.3.2025	8. Approve Remuneration Statement	Against
Gjensidige Forsikring ASA	20.3.2025	11.a. Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Against
Glencore Plc	28.5.2025	3. Re-elect Kalidas Madhavpeddi as Director	Against
Grafton Group Plc	8.5.2025	3a. Re-elect Ian Tyler as Director	Against
H&M Hennes & Mauritz AB	7.5.2025	12.1. Reelect Anders Dahlvig as Director	Against
H&M Hennes & Mauritz AB	7.5.2025	12.4. Reelect Karl-Johan Persson as Director	Against
H&M Hennes & Mauritz AB	7.5.2025	12.6. Reelect Christian Sievert as Director	Against
H&M Hennes & Mauritz AB	7.5.2025	12.9. Reelect Karl-Johan Persson as Board Chair	Against
H&M Hennes & Mauritz AB	7.5.2025	14. Approve Remuneration Report	Against
H&M Hennes & Mauritz AB	7.5.2025	20. Proposal to Transition to a Fully Circular Business Model and Cease Production of New Clothes by 2026	Against
H. Lundbeck A/S	26.3.2025	5.2. Reelect Lene Skole-Sorensen as Director	Abstain
H. Lundbeck A/S	26.3.2025	5.4. Reelect Jeffrey Berkowitz as Director	Abstain
Hannover Rueck SE	7.5.2025	7. Approve Management Board Remuneration Policy	Against
Hannover Rueck SE	7.5.2025	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against
HEICO Corporation	14.3.2025	1.4. Elect Director Mark H. Hildebrandt	Against
HEICO Corporation	14.3.2025	1.9. Elect Director Alan Schriesheim	Against

Helvetia Holding AG	25.4.2025	4.2.6. Reelect Gabriela Payer as Director	Against
Helvetia Holding AG	25.4.2025	4.3.2. Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Against
Helvetia Holding AG	25.4.2025	8. Transact Other Business (Voting)	Against
Helvetia Holding AG	23.5.2025	8. Transact Other Business (Voting)	Against
Hemnet Group AB	6.5.2025	14.A. Reelect Anders Nilsson as Director	Against
Hemnet Group AB	6.5.2025	15. Reelect Anders Nilsson as Board Chair	Against
Hermes International SCA	30.4.2025	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	30.4.2025	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	30.4.2025	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30.4.2025	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	30.4.2025	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	30.4.2025	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30.4.2025	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	30.4.2025	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	30.4.2025	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	30.4.2025	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	30.4.2025	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Against
Hermes International SCA	30.4.2025	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	30.4.2025	26. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Against
Hermes International SCA	30.4.2025	27. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against

Hermes International SCA	30.4.2025	28. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Against
Hewlett Packard Enterprise Company	2.4.2025	3. Amend Omnibus Stock Plan	Against
HEXPOL AB	25.4.2025	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	25.4.2025	12.2. Reelect Alf Goransson as Board Chair	Against
Hill & Smith Plc	22.5.2025	6. Re-elect Alan Giddins as Director	Against
Hilton Food Group Plc	20.5.2025	7. Re-elect Angus Porter as Director	Against
Hilton Food Group Plc	20.5.2025	8. Re-elect Rebecca Shelley as Director	Against
Hilton Food Group Plc	20.5.2025	9. Re-elect Patricia Dimond as Director	Against
Hilton Food Group Plc	20.5.2025	10. Re-elect Sarah Perry as Director	Against
Hiscox Ltd.	15.5.2025	16. Re-elect Colin Keogh as Director	Against
Hoegh Autoliners ASA	27.5.2025	6. Approve Remuneration Statement	Against
Hoegh Autoliners ASA	27.5.2025	9.4. Reelect Gyrid Skalleberg Ingero as Director	Against
Hoegh Autoliners ASA	27.5.2025	15. Approve Creation of NOK 38.2 Million Pool of Capital without Preemptive Rights	Against
Holcim Ltd.	14.5.2025	7. Transact Other Business (Voting)	Against
Howden Joinery Group Plc	1.5.2025	2. Approve Remuneration Report	Against
HSBC Holdings Plc	2.5.2025	20. To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	Against
HUBER+SUHNER AG	2.4.2025	5.4. Reelect Monika Buetler as Director	Against
HUBER+SUHNER AG	2.4.2025	6.1. Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Against
HUBER+SUHNER AG	2.4.2025	7. Approve Remuneration Report (Non-Binding)	Against
HUBER+SUHNER AG	2.4.2025	11. Transact Other Business (Voting)	Against
IG Group Holdings plc	17.9.2025	5. Re-elect Mike McTighe as Director	Against
Inchcape Plc	15.5.2025	2. Approve Remuneration Report	Against

Inchcape Plc	15.5.2025	4. Re-elect Nayantara Bali as Director	Against
Inchcape Plc	15.5.2025	5. Re-elect Jerry Buhlmann as Director	Against
Inchcape Plc	15.5.2025	6. Re-elect Juan Pablo Del Rio Goudie as Director	Against
Inchcape Plc	15.5.2025	7. Re-elect Byron Grote as Director	Against
Inchcape Plc	15.5.2025	8. Re-elect Alex Jensen as Director	Against
Inchcape Plc	15.5.2025	10. Re-elect Alison Platt as Director	Against
Inchcape Plc	15.5.2025	11. Re-elect Stuart Rowley as Director	Against
Incyte Corporation	10.6.2025	3. Amend Omnibus Stock Plan	Against
Indra Sistemas SA	25.6.2025	7.4. Reelect Jokin Aperribay Bedialauneta as Director	Against
Indra Sistemas SA	25.6.2025	7.5. Reelect Antonio Cuevas Delgado as Director	Against
Indra Sistemas SA	27.11.2025	2.3. Reelect Bernardo Jose Villazan Gil as Director	Against
Industrivarden AB	10.4.2025	12.a. Reelect Par Boman as Director	Against
Industrivarden AB	10.4.2025	12.b. Reelect Christian Caspar as Director	Against
Industrivarden AB	10.4.2025	12.e. Reelect Fredrik Lundberg as Director	Against
Industrivarden AB	10.4.2025	12.f. Reelect Katarina Martinson as Director	Against
Industrivarden AB	10.4.2025	12.h. Reelect Lars Pettersson as Director	Against
Industrivarden AB	10.4.2025	12.j. Reelect Fredrik Lundberg as Board Chair	Against
Industrivarden AB	10.4.2025	16. Approve Remuneration Report	Against
Inficon Holding AG	8.4.2025	5.1. Reelect Beat Luethi as Director and Board Chair	Against
Inficon Holding AG	8.4.2025	5.2. Reelect Vanessa Frey as Director	Against
Inficon Holding AG	8.4.2025	5.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	8.4.2025	5.5. Reelect Lukas Winkler as Director	Against
Inficon Holding AG	8.4.2025	6.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	8.4.2025	6.3. Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Against
Inficon Holding AG	8.4.2025	13. Transact Other Business (Voting)	Against

Infineon Technologies AG	20.2.2025	7.3. Elect Ulrich Spiesshofer to the Supervisory Board	Against
Infineon Technologies AG	20.2.2025	7.4. Elect Margret Suckale to the Supervisory Board	Against
Infineon Technologies AG	20.2.2025	10. Approve Remuneration Policy	Against
ING Groep NV	22.4.2025	7A. Reelect Margarete Haase to Supervisory Board	Against
ING Groep NV	22.4.2025	7B. Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Against
Intel Corporation	6.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intel Corporation	6.5.2025	4. Amend Omnibus Stock Plan	Against
Intel Corporation	6.5.2025	6. Report on Discrimination in Charitable Contributions	Against
Interactive Brokers Group, Inc.	17.4.2025	1a. Elect Director Thomas Peterffy	Against
Interactive Brokers Group, Inc.	17.4.2025	1b. Elect Director Earl H. Nemser	Against
Interactive Brokers Group, Inc.	17.4.2025	1c. Elect Director Milan Galik	Against
Interactive Brokers Group, Inc.	17.4.2025	1d. Elect Director Paul J. Brody	Against
Interactive Brokers Group, Inc.	17.4.2025	1f. Elect Director William Peterffy	Against
InterContinental Hotels Group Plc	8.5.2025	2. Approve Remuneration Policy	Against
InterContinental Hotels Group Plc	8.5.2025	3. Approve Remuneration Report	Against
International Business Machines Corporation	29.4.2025	5. Report on Risks of Discriminating Based on Religious and Political Views	Against
International Paper Company	12.5.2025	1i. Elect Director Kathryn D. Sullivan	Against
Intertek Group Plc	22.5.2025	2. Approve Remuneration Policy	Against
Intertek Group Plc	22.5.2025	8. Re-elect Andrew Martin as Director	Against
Intesa Sanpaolo SpA	29.4.2025	2b.1. Slate 1 Submitted by Banking Foundations	Against
Intesa Sanpaolo SpA	29.4.2025	3a. Approve Remuneration Policies in Respect of Board Members	Against
Intesa Sanpaolo SpA	29.4.2025	3c. Approve Remuneration Policy	Against
Intuitive Surgical, Inc.	1.5.2025	5. Improve Executive Compensation Program	Against

Investor AB	7.5.2025	9. Approve Remuneration Report	Against
Investor AB	7.5.2025	14.D. Reelect Tom Johnstone, CBE as Director	Against
Investor AB	7.5.2025	14.G. Reelect Mats Rahmstrom as Director	Against
Investor AB	7.5.2025	14.H. Reelect Grace Reksten Skaugen as Director	Against
Investor AB	7.5.2025	14.I. Reelect Hans Straberg as Director	Against
Investor AB	7.5.2025	14.J. Reelect Jacob Wallenberg as Director	Against
Investor AB	7.5.2025	14.K. Reelect Marcus Wallenberg as Director	Against
Investor AB	7.5.2025	14.M. Elect Fred Wallenberg as New Director	Against
Investor AB	7.5.2025	15. Reelect Jacob Wallenberg as Board Chair	Against
Ipsen SA	21.5.2025	6. Reelect Antoine Flochel as Director	Against
Ipsen SA	21.5.2025	12. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against
Ipsen SA	21.5.2025	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Against
Ipsen SA	21.5.2025	22. Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	Against
Ipsen SA	21.5.2025	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	Against
Ipsen SA	21.5.2025	26. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Iren SpA	24.4.2025	3. Approve Remuneration Policy	Against
Iren SpA	24.4.2025	5.1. Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding SpA, Municipality of Reggio Emilia and Municipality of La Spezia	Against
Italgas SpA	13.5.2025	4.2.1. Slate Submitted by CDP Reti SpA and Snam SpA	Against
Italgas SpA	13.5.2025	4.2.3. Slate Submitted by Institutional Investors (Assogestioni)	Against
Italgas SpA	13.5.2025	5.1.1. Slate Submitted by CDP Reti SpA	Against
Italgas SpA	13.5.2025	5.1.3. Slate Submitted by Institutional Investors (Assogestioni)	Against
Japan Post Bank Co., Ltd.	24.6.2025	1.1. Elect Director Kasama, Takayuki	Against

Jet2 Plc	4.9.2025	3. Re-elect Robin Terrell as Director	Against
Johnson & Johnson	24.4.2025	4. Submit Severance Agreement to Shareholder Vote	Against
Kao Corp.	21.3.2025	4.4. Appoint Shareholder Director Nominee Hugh G. Dineen	Against
Kao Corp.	21.3.2025	4.5. Appoint Shareholder Director Nominee Anja Lagodny	Against
Kardex Holding AG	24.4.2025	4.1.2. Reelect Eugen Elmiger as Director	Against
Kardex Holding AG	24.4.2025	4.3.2. Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	24.4.2025	6. Transact Other Business (Voting)	Against
KBC Group SA/NV	30.4.2025	12.1. Approve Co-optation of Bartel Puelinckx as Director	Against
KBC Group SA/NV	30.4.2025	12.4. Elect Michiel Allaerts as Director	Against
KBC Group SA/NV	30.4.2025	12.5. Reelect Philippe Vlerick as Director	Against
Keller Group Plc	14.5.2025	8. Re-elect Paula Bell as Director	Against
Keller Group Plc	14.5.2025	10. Re-elect Juan Hernandez Abrams as Director	Against
Keller Group Plc	14.5.2025	11. Re-elect Annette Kelleher as Director	Against
Keller Group Plc	14.5.2025	12. Re-elect Baroness Kate Rock as Director	Against
Kingfisher plc	23.6.2025	8. Re-elect Claudia Arney as Director	Against
Kitron ASA	24.4.2025	10.2. Approve Creation of NOK 4 Million Pool of Capital without Preemptive Rights	Against
Kitron ASA	24.4.2025	12. Elect Directors (Vote Collectively or Below)	Against
Kitron ASA	24.4.2025	12.5. Reelect Gyrid Skalleberg Ingero as Director	Against
Knorr-Bremse AG	30.4.2025	6. Approve Remuneration Report	Against
Knorr-Bremse AG	30.4.2025	8. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Kongsberg Gruppen ASA	7.5.2025	9. Approve Remuneration Statement	Against
Kongsberg Gruppen ASA	7.5.2025	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kongsberg Gruppen ASA	7.5.2025	11. Reelect Eivind Reiten, Per A. Sorlie, Morten Henriksen, Merete Hverven and Kristin Faerovik as Directors (Vote for All Candidates)	Against



Kongsberg Gruppen ASA	7.5.2025	11.3. Reelect Morten Henriksen as Director	Against
Kongsberg Gruppen ASA	7.5.2025	13. Approve Equity Plan Financing	Against
Koninklijke Philips NV	8.5.2025	5.b.. Reelect I.K. Nooyi to Supervisory Board	Against
Kyocera Corp.	26.6.2025	3.1. Elect Director Yamaguchi, Goro	Against
Kyocera Corp.	26.6.2025	3.2. Elect Director Tanimoto, Hideo	Against
Laboratorios Farmaceuticos Rovi SA	18.6.2025	5.1. Reelect Juan Lopez-Belmonte Encina as Director	Against
Laboratorios Farmaceuticos Rovi SA	18.6.2025	9. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Laboratorios Farmaceuticos Rovi SA	18.6.2025	10. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Landstar System, Inc.	16.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Las Vegas Sands Corp.	15.5.2025	1.1. Elect Director Robert G. Goldstein	Withhold
Las Vegas Sands Corp.	15.5.2025	1.2. Elect Director Patrick Dumont	Withhold
Las Vegas Sands Corp.	15.5.2025	1.4. Elect Director Irwin Chafetz	Withhold
Las Vegas Sands Corp.	15.5.2025	1.5. Elect Director Micheline Chau	Withhold
Las Vegas Sands Corp.	15.5.2025	1.6. Elect Director Charles D. Forman	Withhold
Las Vegas Sands Corp.	15.5.2025	1.7. Elect Director Lewis Kramer	Withhold
Las Vegas Sands Corp.	15.5.2025	1.8. Elect Director Alain Li	Withhold
Las Vegas Sands Corp.	15.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LEG Immobilien SE	28.5.2025	7.5. Elect Michael Zimmer to the Supervisory Board	Against
Lennar Corporation	9.4.2025	1f. Elect Director Stuart Miller	Against
Lennar Corporation	9.4.2025	1i. Elect Director Jeffrey Sonnenfeld	Against
Lifco AB	25.4.2025	15.a. Reelect Carl Bennet as Director	Against
Lifco AB	25.4.2025	15.b. Reelect Ulrika Dellby as Director	Against
Lifco AB	25.4.2025	15.d. Reelect Erik Gabrielson as Director	Against
Lifco AB	25.4.2025	15.h. Reelect Axel Wachtmeister as Director	Against
Lifco AB	25.4.2025	15.j. Reelect Carl Bennet as Board Chair	Against

Lifco AB	25.4.2025	16. Ratify Ernst & Young AB as Auditors	Against
London Stock Exchange Group plc	1.5.2025	3. Approve Remuneration Report	Against
London Stock Exchange Group plc	1.5.2025	12. Re-elect Don Robert as Director	Against
Lonza Group AG	9.5.2025	6.1.2. Reelect Jean-Marc Huet as Director	Against
Lonza Group AG	9.5.2025	6.3. Reelect Jean-Marc Huet as Board Chair	Against
Lonza Group AG	9.5.2025	11. Transact Other Business (Voting)	Against
Loomis AB	6.5.2025	12. Reelect Alf Goransson, Lars Blecko (Chair), Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg, Santiago Galaz and Marita Odelius as Directors	Against
Loomis AB	6.5.2025	16. Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Against
L'Oreal SA	29.4.2025	16. Approve Remuneration Policy of CEO	Against
lululemon athletica inc.	11.6.2025	4. Report on Discrimination in Charitable Contributions	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	6. Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	22. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	23. Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against



LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17.4.2025	29. Amend Articles of Bylaws to Incorporate Legal Changes	Against
LyondellBasell Industries N.V.	23.5.2025	1g. Elect Director Rita Griffin	Against
MAIRE SpA	14.4.2025	2.3.1. Slate 1 Submitted by GLV Capital SpA	Against
MAIRE SpA	14.4.2025	3.1.1. Slate 1 Submitted by GLV Capital SpA	Against
MAIRE SpA	14.4.2025	4.1. Approve Remuneration Policy	Against
MAIRE SpA	14.4.2025	4.2. Approve Second Section of the Remuneration Report	Against
MAIRE SpA	14.4.2025	5. Approve Long Term Incentive Plan 2025-2027	Against
Manhattan Associates, Inc.	13.5.2025	1a. Elect Director Thomas E. Noonan	Against
Manhattan Associates, Inc.	13.5.2025	1b. Elect Director Kimberly A. Kuryea	Against
Marathon Petroleum Corporation	30.4.2025	1a. Elect Director Evan Bayh	Against
Marathon Petroleum Corporation	30.4.2025	1c. Elect Director Kimberly N. Ellison-Taylor	Against
Marathon Petroleum Corporation	30.4.2025	1d. Elect Director Kim K.W. Rucker	Against
MarketAxess Holdings Inc.	4.6.2025	4. Amend Right to Call Special Meeting	Against
Martin Marietta Materials, Inc.	15.5.2025	1.1. Elect Director Dorothy M. Ables	Against
Mastercard Incorporated	24.6.2025	8. Report on Discrimination Risks of Affirmative Action Initiatives	Against
Match Group, Inc.	18.6.2025	3. Amend Omnibus Stock Plan	Against
McDonald's Corporation	20.5.2025	1g. Elect Director Christopher Kempczinski	Against
McDonald's Corporation	20.5.2025	1i. Elect Director Paul Walsh	Against
McDonald's Corporation	20.5.2025	4. Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against
McDonald's Corporation	20.5.2025	6. Consider Eliminating DEI Goals from Compensation Plan Incentives	Against
ME Group International Plc	25.4.2025	6. Re-elect Tania Crasnianski as Director	Against
ME Group International Plc	25.4.2025	7. Re-elect Jean-Marc Janailhac as Director	Against
ME Group International Plc	25.4.2025	8. Re-elect Rene Proglia as Director	Against
Medpace Holdings, Inc.	16.5.2025	1.1. Elect Director August J. Troendle	Withhold
MEKO AB	15.5.2025	14.1f. Reelect Helena Skantorp as Director	Against



MEKO AB	15.5.2025	17. Approve Performance Share Plan LTIP 2025	Against
Melexis NV	13.5.2025	12. Elect Vlinvlin BV, Permanently Represented by Ling Qi, as Director	Against
MercadoLibre, Inc.	17.6.2025	1a. Elect Director Stelleo Passos Tolda	Withhold
Mercedes-Benz Group AG	7.5.2025	14. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Mercedes-Benz Group AG	7.5.2025	15. 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
Merck & Co., Inc.	27.5.2025	6. Consider Eliminating DEI Goals from Compensation Plan Incentives	Against
Merck & Co., Inc.	27.5.2025	7. Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Merlin Properties SOCIMI SA	29.4.2025	4.3. Reelect Juan Maria Aguirre Gonzalo as Director	Against
Merlin Properties SOCIMI SA	29.4.2025	4.4. Reelect Maria del Pilar Cavero Mestre as Director	Against
Meta Platforms, Inc.	28.5.2025	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	28.5.2025	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	28.5.2025	1.5. Elect Director John Elkann	Withhold
Meta Platforms, Inc.	28.5.2025	1.6. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	28.5.2025	1.14. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	28.5.2025	1.15. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	28.5.2025	3. Approve Omnibus Stock Plan	Against
Meta Platforms, Inc.	28.5.2025	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	28.5.2025	13. Report on Investing in Bitcoin	Against
Metropole Television SA	29.4.2025	5. Reelect Marie Cheval as Supervisory Board Member	Against
Metropole Television SA	29.4.2025	7. Reelect Björn Bauer as Supervisory Board Member	Against
Metropole Television SA	29.4.2025	10. Elect Elisabeth Sandret-Renard as Supervisory Board Member	Against
Metropole Television SA	29.4.2025	11. Elect Christophe Goossens as Supervisory Board Member	Against
Metropole Television SA	29.4.2025	13. Approve Compensation Report of Corporate Officers	Against
Metropole Television SA	29.4.2025	15. Approve Compensation of David Larramendy, Chairman of the Management Board Since April 23, 2024	Against

Metropole Television SA	29.4.2025	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Metropole Television SA	29.4.2025	17. Approve Compensation of Karine Blouët, Management Board Member	Against
Metropole Television SA	29.4.2025	18. Approve Compensation of Guillaume Charles, Management Board Member	Against
Metropole Television SA	29.4.2025	19. Approve Compensation of Henri de Fontaines, Management Board Member	Against
Metropole Television SA	29.4.2025	20. Approve Compensation of Hortense Thomine-Desmazures, Management Board Member Since April 23, 2024	Against
Metropole Television SA	29.4.2025	21. Approve Remuneration Policy of Management Board Members	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	2.d.. Approve Remuneration Report	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	3.e.. Approve Discharge of Marina Berlusconi as Non-Executive Director	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	3.j.. Approve Discharge of Marco Giordani as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	3.k.. Approve Discharge of Gina Nieri as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	3.l.. Approve Discharge of Danilo Pellegrino as Non-Executive Director	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	3.n.. Approve Discharge of Niccolo Querci as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	3.o.. Approve Discharge of Stefano Sala as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18.6.2025	5.. Authorize Repurchase of Shares	Against
Microsoft Corporation	5.12.2025	5. Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech	Against
Microsoft Corporation	5.12.2025	6. Report on Risks of Censorship in Generative Artificial Intelligence	Against
MicroStrategy Incorporated	12.6.2025	1.1. Elect Director Michael J. Saylor	Withhold
MicroStrategy Incorporated	12.6.2025	1.2. Elect Director Phong Q. Le	Withhold
MicroStrategy Incorporated	12.6.2025	1.5. Elect Director Stephen X. Graham	Withhold
MicroStrategy Incorporated	12.6.2025	1.6. Elect Director Jarrod M. Patten	Withhold
MicroStrategy Incorporated	12.6.2025	1.7. Elect Director Carl J. Rickertsen	Withhold
MITIE Group Plc	22.7.2025	12. Re-elect Roger Yates as Director	Against
Mitsubishi Estate Co., Ltd.	27.6.2025	2.9. Elect Director Narukawa, Tetsuo	Against
Mitsubishi Heavy Industries, Ltd.	27.6.2025	3.4. Elect Director and Audit Committee Member Ii, Masako	Against



Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.3. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.5. Elect Director Shimizu, Hiroshi	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.9. Elect Director Ueda, Teruhisa	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.12. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.13. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.14. Elect Director Hanzawa, Junichi	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	2.15. Elect Director Kobayashi, Makoto	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	5. Amend Articles to Add Provision concerning Responsible Contribution to Japan's Capital Markets	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	6. Amend Articles to Change Company Name	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	7. Amend Articles to Add Provision on Compliance and Etiquette	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	8. Initiate Share Repurchase Program (with Trigger Setting)	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	9.1. Appoint Shareholder Director Nominee Horie, Takafumi	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	9.2. Appoint Shareholder Director Nominee Tachibana, Takashi	Against
Mitsubishi UFJ Financial Group, Inc.	27.6.2025	9.3. Appoint Shareholder Director Nominee Misaki, Yuta	Against
Mizuho Financial Group, Inc.	24.6.2025	1.6. Elect Director Uchida, Takakazu	Against
Mizuho Financial Group, Inc.	24.6.2025	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	24.6.2025	1.11. Elect Director Kihara, Masahiro	Against
Molina Healthcare, Inc.	30.4.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Moncler SpA	16.4.2025	4.3. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Moncler SpA	16.4.2025	4.4.1. Slate 1 Submitted by Double R Srl	Against
MongoDB, Inc.	30.6.2025	1.2. Elect Director Charles M. Hazard, Jr.	Withhold
Moody's Corporation	15.4.2025	4. Submit Severance Agreement to Shareholder Vote	Against
Morgan Stanley	15.5.2025	4. Amend Omnibus Stock Plan	Against
MPC Container Ships ASA	8.5.2025	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against



MPC Container Ships ASA	8.5.2025	6. Advisory Vote on the Remuneration Report	Against
MPC Container Ships ASA	8.5.2025	8.b. Reelect Ellen Merete Hanetho as Director	Against
MS&AD Insurance Group Holdings, Inc.	23.6.2025	3.1. Elect Director Hara, Noriyuki	Against
MS&AD Insurance Group Holdings, Inc.	23.6.2025	3.3. Elect Director Funabiki, Shinichiro	Against
MTU Aero Engines AG	8.5.2025	7.1. Elect Rainer Martens to the Supervisory Board	Against
Mycronic AB	7.5.2025	12.1. Reelect Patrik Tigerschiold as Director	Against
Mycronic AB	7.5.2025	12.3. Reelect Anna Belfrage as Director	Against
Mycronic AB	7.5.2025	12.8. Reelect Patrik Tigerschiold as Board Chair	Against
Mycronic AB	7.5.2025	14. Approve Remuneration Report	Against
Mycronic AB	7.5.2025	20.A. Approve Performance Based Share Plan LTIP 2025	Against
Mycronic AB	7.5.2025	20.B. Approve Equity Plan Financing	Against
Natera, Inc.	12.6.2025	1.1. Elect Director Roy Baynes	Withhold
Natera, Inc.	12.6.2025	1.2. Elect Director Gail Marcus	Withhold
Natera, Inc.	12.6.2025	4. Amend Omnibus Stock Plan	Against
National Grid Plc	9.7.2025	3. Re-elect Paula Reynolds as Director	Against
NatWest Group Plc	23.4.2025	8. Re-elect Frank Dangeard as Director	Abstain
Neinor Homes SA	30.3.2025	11. Reelect Andreas Segal as Director	Against
Neinor Homes SA	30.3.2025	12. Reelect Juan Pepa as Director	Against
Neinor Homes SA	30.3.2025	16. Advisory Vote on Remuneration Report	Against
Nestle SA	16.4.2025	4.1.b. Reelect Pablo Isla as Director	Against
Nestle SA	16.4.2025	4.3.3. Reappoint Pablo Isla as Member of the Compensation Committee	Against
Nestle SA	16.4.2025	7. Transact Other Business (Voting)	Against
NetApp, Inc.	10.9.2025	5. Amend Omnibus Stock Plan	Against
NetApp, Inc.	10.9.2025	6. Amend Right to Call Special Meeting	Against
Netflix, Inc.	5.6.2025	1d. Elect Director Jay C. Hoag	Against
Netflix, Inc.	5.6.2025	6. Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	Against

Netflix, Inc.	5.6.2025	7. Report on Discrimination Risks of Affirmative Action Initiatives	Against
Netflix, Inc.	5.6.2025	8. Report on Discrimination in Charitable Giving	Against
New Wave Group AB	6.5.2025	12. Reelect Kinna Bellander, Susanne Given, Torsten Jansson, Kristina Johansson, Ralph Muhlrød, Olof Persson (Chair) and M. Johan Widerberg as Directors; Elect Pernilla Jansson as New Director	Against
Next Plc	15.5.2025	11. Re-elect Michael Roney as Director	Against
NextEra Energy, Inc.	22.5.2025	1g. Elect Director Amy B. Lane	Against
NIKE, Inc.	9.9.2025	1b. Elect Director John Rogers, Jr.	Withhold
NIPPON STEEL CORP.	24.6.2025	2.1. Elect Director Hashimoto, Eiji	Against
NIPPON STEEL CORP.	24.6.2025	2.2. Elect Director Imai, Tadashi	Against
NIPPON STEEL CORP.	24.6.2025	4. Amend Articles to Add Provision on Subsidiary Management	Against
NIPPON STEEL CORP.	24.6.2025	5. Approve Restricted Stock Plan	Against
NIPPON STEEL CORP.	24.6.2025	6. Introduce Clawback Provision for Representative Directors' Performance-based Compensation Scheme	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	9. Amend Articles to Prohibit Lowering Real Wages for General Employees Other Than Managers and Supervisors	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	12. Amend Articles to Add Provisions on Corporate Philosophy	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	13. Amend Articles to Add Provisions on Disclosure concerning Capital Policy	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	14. Amend Articles to Add Provisions on Nationality Requirement for Directors	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	15. Amend Articles to Add Provisions on Judgement Standard for Board Resolutions	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	16. Approve Additional Special Dividend of JPY 10	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	17. Approve Stock Option Plan	Against
Nippon Telegraph & Telephone Corp.	19.6.2025	18. Amend Articles to Add Provisions to Reduce Environmental Impact through Electronic Provision of Shareholder Meeting Materials	Against
Nippon Yusen KK	18.6.2025	4. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against
Nissan Motor Co., Ltd.	24.6.2025	3. Amend Articles to Disclose Company's Review regarding Management of Listed Subsidiaries	Against

Nissan Motor Co., Ltd.	24.6.2025	4. Amend Articles to Disclose Company's Review regarding Management of Listed Subsidiaries which Faces Delisting Risk	Against
Nissan Motor Co., Ltd.	24.6.2025	5. Amend Articles to Establish New Post to Ensure Appropriate Shareholder Meetings	Against
Nissan Motor Co., Ltd.	24.6.2025	6. Amend Articles to Add Provision on Stock Price Linked Director Compensation	Against
Nissan Motor Co., Ltd.	24.6.2025	7. Approve Alternate Final Dividend of JPY 20 per Share	Against
Nomura Holdings, Inc.	24.6.2025	1.1. Elect Director Nagai, Koji	Against
Nomura Holdings, Inc.	24.6.2025	1.2. Elect Director Okuda, Kentaro	Against
Nomura Holdings, Inc.	24.6.2025	2. Amend Articles to Change Company Name	Against
Norconsult ASA	5.5.2025	17. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Norconsult ASA	5.5.2025	18. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Norsk Hydro ASA	9.5.2025	9. Approve Remuneration Statement	Against
Norsk Hydro ASA	9.5.2025	14. Approve Proposal to Investigate the Establishment of a Small Modular Reactor to Supply Electric Power to Sunndal Verk	Against
Norsk Hydro ASA	9.5.2025	15. Approve Proposal to Investigate Involvement in Nuclear Power	Against
NOS SGPS SA	11.4.2025	7. Elect Corporate Bodies for 2025-2027 Term	Against
NOS SGPS SA	11.4.2025	8. Elect Remuneration Committee for 2025-2027 Term	Against
NOS SGPS SA	11.4.2025	9. Amend Remuneration Policy	Against
Novartis AG	7.3.2025	12. Transact Other Business (Voting)	Against
Novo Nordisk A/S	27.3.2025	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	27.3.2025	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	27.3.2025	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	27.3.2025	8.3. Approve Proposal Regarding Regulated Working Conditions at Construction Sites	Against
Novo Nordisk A/S	14.11.2025	1.1. Elect Lars Rebien Sorensen (Chair) as New Director	Abstain
Novo Nordisk A/S	14.11.2025	1.2. Elect Cees de Jong (Vice Chair) as New Director	Abstain



Novo Nordisk A/S	14.11.2025	1.3.1. Elect Britt Meelby Jensen as New Director	Abstain
Novo Nordisk A/S	14.11.2025	1.3.2. Elect Mikael Dolsten as New Director	Abstain
Novo Nordisk A/S	14.11.2025	1.3.3. Elect Stephan Engels as New Director	Abstain
Novonesis A/S	3.4.2025	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonesis A/S	3.4.2025	7.a. Reelect Heine Dalsgaard (Vice Chair) as Director	Abstain
Novonesis A/S	3.4.2025	8.b. Reelect Kasim Kutay as Director	Abstain
NRG Energy, Inc.	1.5.2025	1e. Elect Director Heather Cox	Against
NV BEKAERT SA	14.5.2025	7.1. Reelect Henriette Fenger Ellekrog as Independent Director	Against
NV BEKAERT SA	14.5.2025	7.3. Elect Nicolas D'heygere as Director	Against
NVIDIA Corporation	25.6.2025	5. Amend Right to Call Special Meeting	Against
NVIDIA Corporation	25.6.2025	6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against
Obayashi Corp.	26.6.2025	2.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	26.6.2025	2.2. Elect Director Sato, Toshimi	Against
Occidental Petroleum Corporation	2.5.2025	1b. Elect Director Andrew Gould	Against
Odfjell SE	7.5.2025	9. Approve Remuneration Statement	Against
OMV AG	27.5.2025	8.a). Reelect Elisabeth Stadler as Supervisory Board Member	Against
OMV AG	27.5.2025	8.c). Reelect Jean-Baptiste Renard as Supervisory Board Member	Against
OMV AG	27.5.2025	8.d). Reelect Robert Stajic as Supervisory Board Member	Against
Oracle Corporation	18.11.2025	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	18.11.2025	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	18.11.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Orange SA	21.5.2025	A. Amending Item 24 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



Orange SA	21.5.2025	B. Limitation on the Accumulation of Mandates of the Chairman of the Board	Against
O'Reilly Automotive, Inc.	15.5.2025	5. Amend Clawback Policy	Against
Otis Worldwide Corporation	15.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
OVS SpA	30.5.2025	3. Approve Remuneration Policy	Against
OVS SpA	30.5.2025	4. Approve Second Section of the Remuneration Report	Against
OVS SpA	30.5.2025	6. Amend Regulations on General Meetings	Against
PACCAR Inc	29.4.2025	1.12. Elect Director Mark A. Schulz	Against
Palantir Technologies, Inc.	5.6.2025	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	5.6.2025	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	5.6.2025	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	5.6.2025	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	5.6.2025	1.5. Elect Director Alexandra Schiff	Withhold
Palo Alto Networks, Inc.	9.12.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	9.12.2025	5. Adjust Executive Compensation Metrics for Share Buybacks	Against
Pandora AS	12.3.2025	3. Approve Remuneration Report (Advisory Vote)	Against
Partners Group Holding AG	21.5.2025	6.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	21.5.2025	6.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	21.5.2025	7. Transact Other Business (Voting)	Against
Paycom Software, Inc.	5.5.2025	1.1. Elect Director Henry C. Duques	Against
Paycom Software, Inc.	5.5.2025	1.2. Elect Director Chad Richison	Against
PayPal Holdings, Inc.	5.6.2025	3. Amend Omnibus Stock Plan	Against
PayPal Holdings, Inc.	5.6.2025	5. Report on Discrimination in Charitable Contributions	Against
Pfizer Inc.	24.4.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	24.4.2025	4. Submit Severance Agreement to Shareholder Vote	Against

Pfizer Inc.	24.4.2025	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Phillips 66	21.5.2025	1a. Elect Management Nominee Director A. Nigel Hearne	Withhold
Phillips 66	21.5.2025	1b. Elect Management Nominee Director John E. Lowe	Withhold
Phillips 66	21.5.2025	1c. Elect Management Nominee Director Robert W. Pease	Withhold
Phillips 66	21.5.2025	1d. Elect Management Nominee Director Howard I. Ungerleider	Withhold
Phillips 66	21.5.2025	6. Adopt Policy Requiring Annual Director Resignations	Against
Phoenix Group Holdings Plc	13.5.2025	25. Adopt New Articles of Association	Against
Pinterest, Inc.	22.5.2025	1d. Elect Director Salaam Coleman Smith	Against
Pinterest, Inc.	22.5.2025	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Pirelli & C. SpA	12.6.2025	2.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	12.6.2025	2.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	12.6.2025	3. Approve Three-year Monetary Incentive Plan 2025-2027	Against
Polar Capital Holdings Plc	25.9.2025	7. Re-elect David Lamb as Director	Against
PORR AG	29.4.2025	6. Approve Remuneration Report	Against
PORR AG	29.4.2025	7. Approve Remuneration Policy	Against
PORR AG	29.4.2025	8.1. Elect Iris Ortner as Supervisory Board Member	Against
PORR AG	29.4.2025	8.2. Elect Henrietta Egerth-Stadlhuber as Supervisory Board Member	Against
PORR AG	29.4.2025	8.3. Elect Susanne Weiss as Supervisory Board Member	Against
PORR AG	29.4.2025	8.4. Elect Karl Pistotnik as Supervisory Board Member	Against
PORR AG	29.4.2025	8.5. Elect Alexander Melchior as Supervisory Board Member	Against
PORR AG	29.4.2025	8.7. Elect Bernhard Vanas as Supervisory Board Member	Against
PORR AG	29.4.2025	8.8. Elect Thomas Winischhofer as Supervisory Board Member	Against
PPG Industries, Inc.	17.4.2025	4. Submit Severance Agreement to Shareholder Vote	Against
Prosus NV	20.8.2025	2.. Approve Remuneration Report	Against
Prosus NV	20.8.2025	7.. Approve Remuneration Policy	Against

Prosus NV	20.8.2025	11.1.. Reelect Koos Bekker as Director	Against
Prosus NV	20.8.2025	11.4. Reelect Steve Pacak as Director	Against
Prosus NV	20.8.2025	15.. Authorize Repurchase of Shares	Against
Prysmian SpA	16.4.2025	9. Approve Second Section of the Remuneration Report	Against
PSP Swiss Property AG	3.4.2025	5.2. Reelect Henrik Saxborn as Director	Against
PSP Swiss Property AG	3.4.2025	7.1. Reappoint Henrik Saxborn as Member of the Compensation Committee	Against
PSP Swiss Property AG	3.4.2025	12.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
PSP Swiss Property AG	3.4.2025	12.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
PulteGroup, Inc.	30.4.2025	4. Amend Clawback Policy	Against
Pure Storage, Inc.	11.6.2025	1.1. Elect Director Scott Dietzen	Withhold
Pure Storage, Inc.	11.6.2025	1.2. Elect Director Charles Giancarlo	Withhold
Pure Storage, Inc.	11.6.2025	1.3. Elect Director John Murphy	Withhold
Pure Storage, Inc.	11.6.2025	1.4. Elect Director Greg Tomb	Withhold
Pure Storage, Inc.	11.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
QIAGEN NV	26.6.2025	10.e.. Reelect Stephen H. Rusckowski to Supervisory Board	Against
R&S Group Holding AG	14.5.2025	6.1.3. Reelect Andreas Leutenegger as Director	Against
R&S Group Holding AG	14.5.2025	9. Transact Other Business (Voting)	Against
Rakuten Group, Inc.	28.3.2025	2.1. Elect Director Mikitani, Hiroshi	Against
Rakuten Group, Inc.	28.3.2025	3. Approve Deep Discount Stock Option Plan	Against
Ralph Lauren Corporation	31.7.2025	1.1. Elect Director Angela Ahrendts	Withhold
Ralph Lauren Corporation	31.7.2025	1.3. Elect Director Darren Walker	Withhold
Rational AG	14.5.2025	5. Approve Remuneration Report	Against
Rational AG	14.5.2025	6. Approve Management Board Remuneration Policy	Against
Recordati SpA	29.4.2025	2.c. Slate Submitted by Rossini Sarl	Against
Recordati SpA	29.4.2025	2.e. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against

Recordati SpA	29.4.2025	3.b. Approve Second Section of the Remuneration Report	Against
Regeneron Pharmaceuticals, Inc.	13.6.2025	1a. Elect Director Bonnie L. Bassler	Against
Regeneron Pharmaceuticals, Inc.	13.6.2025	1b. Elect Director Michael S. Brown	Against
Reliance, Inc.	21.5.2025	1g. Elect Director David W. Seeger	Against
Renault SA	30.4.2025	16. Approve Compensation Report of Corporate Officers	Against
Reply SpA	23.4.2025	3. Approve Second Section of the Remuneration Report	Against
Rheinmetall AG	13.5.2025	6.1. Elect Ulrich Grillo to the Supervisory Board	Against
Rio Tinto Plc	3.4.2025	7. Re-elect Dean Dalla Valle as Director	Against
Rio Tinto Plc	3.4.2025	19. Approve Climate Action Plan	Against
Robinhood Markets, Inc.	25.6.2025	1.7. Elect Director Jonathan Rubinstein	Against
Robinhood Markets, Inc.	25.6.2025	1.9. Elect Director Dara Treseder	Against
Roblox Corporation	29.5.2025	1.1. Elect Director Christopher Carvalho	Withhold
Roblox Corporation	29.5.2025	4. Change State of Incorporation from Delaware to Nevada	Against
ROCKWOOL A/S	2.4.2025	4. Approve Remuneration Report (Advisory Vote)	Against
ROCKWOOL A/S	2.4.2025	7.3. Reelect Carsten Kahler as Director	Abstain
ROCKWOOL A/S	2.4.2025	7.4. Reelect Thomas Kahler (Chair) as Director	Abstain
Rolls-Royce Holdings Plc	1.5.2025	14. Re-elect Nick Luff as Director	Against
Royal KPN NV	16.4.2025	11. Reelect G.J.A. van de Aast to Supervisory Board	Against
RS Group Plc	17.7.2025	2. Approve Remuneration Policy	Against
RS Group Plc	17.7.2025	19. Approve Restricted Share Incentive Plan	Against
RTX Corporation	1.5.2025	1k. Elect Director Robert O. Work	Against
S&P Global Inc.	7.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sagax AB	8.5.2025	10.1. Reelect Johan Cederlund as Director	Against
Sagax AB	8.5.2025	10.2. Reelect Filip Engelbert as Director	Against
Sagax AB	8.5.2025	10.4. Reelect Staffan Salen as Director	Against
Sagax AB	8.5.2025	10.5. Reelect Johan Thorell as Director	Against
Sagax AB	8.5.2025	10.6. Reelect Ulrika Werdelin as Director	Against

Sagax AB	8.5.2025	10.7. Reelect Staffan Salen as Board Chair	Against
Sagax AB	8.5.2025	11. Approve Remuneration Report	Against
Sagax AB	8.5.2025	13. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
Saipem SpA	8.5.2025	1.2. Approve Mandatory Conversion of Saving Shares into Ordinary Shares; Amend Bylaws Re: Articles 5, 6, and 11	Against
Sandoz Group AG	15.4.2025	10. Transact Other Business (Voting)	Against
Sandvik Aktiebolag	29.4.2025	14.3. Reelect Johan Molin as Director	Against
Sandvik Aktiebolag	29.4.2025	15.1. Reelect Johan Molin as Board Chair	Against
Sandvik Aktiebolag	29.4.2025	18. Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Against
Sandvik Aktiebolag	29.4.2025	20. Approve Contribution to the Cost of Saving Edske Masung	Against
Sanofi	30.4.2025	15. Approve Remuneration Policy of CEO	Against
Schindler Holding AG	25.3.2025	5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Against
Schindler Holding AG	25.3.2025	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Against
Schindler Holding AG	25.3.2025	5.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Against
Schindler Holding AG	25.3.2025	6.1. Elect Josef Ming as Director and Board Chair	Against
Schindler Holding AG	25.3.2025	6.2.1. Reelect Alfred Schindler as Director	Against
Schindler Holding AG	25.3.2025	6.2.3. Reelect Monika Buetler as Director	Against
Schindler Holding AG	25.3.2025	6.2.5. Reelect Guenter Schaeuble as Director	Against
Schindler Holding AG	25.3.2025	6.2.6. Reelect Tobias Staehelin as Director	Against
Schindler Holding AG	25.3.2025	6.2.7. Reelect Carole Vischer as Director	Against
Schindler Holding AG	25.3.2025	6.2.8. Reelect Petra Winkler as Director	Against
Schindler Holding AG	25.3.2025	6.3. Elect Marion Bonnard as Director	Against
Schindler Holding AG	25.3.2025	6.4. Elect Cyrill Bucher as Director	Against

Schindler Holding AG	25.3.2025	6.5.2. Reappoint Monika Buetler as Member of the Compensation Committee	Against
Schindler Holding AG	25.3.2025	6.5.3. Reappoint Petra Winkler as Member of the Compensation Committee	Against
Schindler Holding AG	25.3.2025	7. Transact Other Business (Voting)	Against
Schneider Electric SE	7.5.2025	7. Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against
Schneider Electric SE	7.5.2025	A. Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	7.5.2025	B. Elect François Durif as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	7.5.2025	C. Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	7.5.2025	D. Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	7.5.2025	E. Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Against
SECOM Co., Ltd.	26.6.2025	3. Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	Against
Sectra AB	9.9.2025	13.a. Reelect Anders Persson as Director	Against
Sectra AB	9.9.2025	13.b. Reelect Torbjorn Kronander as Director	Against
Sectra AB	9.9.2025	13.e. Reelect Jan-Olof Bruer as Director	Against
Sectra AB	9.9.2025	14. Reelect Jan-Olof Bruer as Board Chair	Against
Sectra AB	9.9.2025	16. Approve Remuneration Report	Against
Securitas AB	8.5.2025	13. Reelect Jan Svensson (Chair), Asa Bergman, Fredrik Cappelen, Harry Klagsbrun, Johan Menckel and Sofia Schorling Hogberg as Directors; Elect Jill D. Smith and Massimo Grassi as New Directors	Against

ServiceNow, Inc.	22.5.2025	6. Amend Bylaws Regarding Right to Cure Purported Nomination Defects	Against
ServiceNow, Inc.	22.5.2025	7. Amend Right to Call Special Meeting	Against
SFS Group AG	30.4.2025	3.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	30.4.2025	6.d. Reelect Urs Kaufmann as Director	Against
SFS Group AG	30.4.2025	6.e. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	30.4.2025	7.a. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	30.4.2025	7.b. Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	Against
SFS Group AG	30.4.2025	10. Transact Other Business (Voting)	Against
SGS SA	26.3.2025	7. Transact Other Business (Voting)	Against
Shell Plc	20.5.2025	9. Re-elect Sir Andrew Mackenzie as Director	Against
Shiseido Co., Ltd.	26.3.2025	2.1. Elect Director Fujiwara, Kentaro	Against
Siegfried Holding AG	10.4.2025	9. Transact Other Business (Voting)	Against
Siemens AG	13.2.2025	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Siemens Energy AG	20.2.2025	8.3. Elect Joe Kaeser to the Supervisory Board	Against
Siemens Healthineers AG	18.2.2025	7. Approve Remuneration Policy	Against
Sika AG	25.3.2025	4.1.4. Reelect Justin Howell as Director	Against
Sika AG	25.3.2025	4.4.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	25.3.2025	8. Transact Other Business (Voting)	Against
Simon Property Group, Inc.	14.5.2025	1A. Elect Director Glyn F. Aeppel	Against
Simon Property Group, Inc.	14.5.2025	1B. Elect Director Larry C. Glasscock	Against
Simon Property Group, Inc.	14.5.2025	1F. Elect Director Gary M. Rodkin	Against
Simon Property Group, Inc.	14.5.2025	1G. Elect Director Peggy Fang Roe	Against

Simon Property Group, Inc.	14.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Simon Property Group, Inc.	14.5.2025	4. Change State of Incorporation from Delaware to Indiana	Against
Skandinaviska Enskilda Banken AB	1.4.2025	14a2. Reelect Signhild Arnegard Hansen as Director	Against
Skandinaviska Enskilda Banken AB	1.4.2025	14a5. Reelect Winnie Fok as Director	Against
Skandinaviska Enskilda Banken AB	1.4.2025	14a7. Reelect Lars Ottersgard as Director	Against
Skandinaviska Enskilda Banken AB	1.4.2025	14a9. Reelect Marcus Wallenberg as Director	Against
Skandinaviska Enskilda Banken AB	1.4.2025	14b. Reelect Marcus Wallenberg as Board Chair	Against
Skandinaviska Enskilda Banken AB	1.4.2025	22. Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	Against
Skandinaviska Enskilda Banken AB	1.4.2025	23. Approve Proposal Regarding Improving the BankID Security	Against
Skandinaviska Enskilda Banken AB	1.4.2025	24. Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	Against
Skanska AB	7.4.2025	14a. Reelect Hans Biorck as Director	Against
Skanska AB	7.4.2025	14b. Reelect Par Boman as Director	Against
Skanska AB	7.4.2025	14i. Reelect Hans Biorck as Board Chair	Against
Skechers U.S.A., Inc.	20.5.2025	1.1. Elect Director Michael Greenberg	Withhold
Skechers U.S.A., Inc.	20.5.2025	1.2. Elect Director David Weinberg	Withhold
Skechers U.S.A., Inc.	20.5.2025	1.3. Elect Director Zulema Garcia	Withhold
SKF AB	1.4.2025	14.1. Reelect Hans Straberg as Director	Against
SKF AB	1.4.2025	14.4. Reelect Hakan Buskhe as Director	Against
SKF AB	1.4.2025	14.9. Reelect Richard Nilsson as Director	Against
SKF AB	1.4.2025	15. Reelect Hans Straberg as Board Chair	Against
Smith & Nephew plc	30.4.2025	5. Re-elect Rupert Soames as Director	Against
Smiths Group Plc	19.11.2025	11. Re-elect Steve Williams as Director	Against
SNAM SpA	14.5.2025	8.1. Slate Submitted by CDP Reti SpA	Against
SNAM SpA	14.5.2025	11.2. Slate Submitted by Institutional Investors (Assogestioni)	Against

Societe BIC SA	20.5.2025	4. Approve Severance Agreement with Gonzalve Bich, CEO	Against
Societe BIC SA	20.5.2025	7. Elect Edouard Bich as Director	Against
Societe BIC SA	20.5.2025	11. Approve Compensation of Gonzalve Bich, CEO	Against
Societe Generale SA	20.5.2025	15. Reelect Henri Poupart-Lafarge as Director	Against
Sodexo SA	16.12.2025	4. Elect Bellon SA as Director	Against
Sodexo SA	16.12.2025	8. Approve Compensation of Sophie Bellon, Chairwoman and CEO	Against
SoftBank Group Corp.	27.6.2025	3.1. Appoint Statutory Auditor Nakata, Yuji	Against
SoftBank Group Corp.	27.6.2025	4. Approve Stock Option Plan and Deep Discount Stock Option Plan	Against
Sompo Holdings, Inc.	23.6.2025	2.1. Elect Director Okumura, Mikio	Against
Sompo Holdings, Inc.	23.6.2025	3. Amend Articles to Change Company Name	Against
Sompo Holdings, Inc.	23.6.2025	4. Amend Articles to Add Provision on Business Transparency, Fairness, and Appropriateness	Against
Sompo Holdings, Inc.	23.6.2025	5. Amend Articles to Change Location of Head Office	Against
Sompo Holdings, Inc.	23.6.2025	6. Amend Articles to Require Two-Thirds Majority Outsider Board	Against
Sompo Holdings, Inc.	23.6.2025	7. Amend Articles to Limit Total Tenure of Directors to Five Terms	Against
Sompo Holdings, Inc.	23.6.2025	9. Amend Articles to Remove Provisions on Director and Executive Officer Indemnification	Against
Sompo Holdings, Inc.	23.6.2025	10. Amend Articles to Require Shareholder Approval for Portion of Compensation for Directors and Executive Officers Exceeding JPY 100 Million	Against
Sompo Holdings, Inc.	23.6.2025	11. Amend Articles to Limit Total Tenure of External Audit Firm to Five Terms	Against
Sonova Holding AG	10.6.2025	4.1.4. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	10.6.2025	4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	10.6.2025	6. Transact Other Business (Voting)	Against
SpareBank 1 Nord-Norge	13.3.2025	1. Elect Kjell Olav Pettersen, Kjersti Therese Stormo and Sonja Djonne as Members of Committee of Representatives	Against

Sparebank 1 Ostlandet	25.2.2025	2. Elect Tore Larsen, Peggy Hessen Folsvik and Siv Schau as Members of the Bank Supervisory Board; Elect Louise Gjør, Anne Berit Aker Hansen and Asle Reime as Deputy Members	Against
SpareBank 1 SMN	5.2.2025	5.2. Elect Members and Deputy Members of Corporate Assembly	Against
Spotify Technology SA	9.4.2025	4a. Elect Daniel Ek as Director	Against
Spotify Technology SA	9.4.2025	4b. Elect Martin Lorentzon as Director	Against
Spotify Technology SA	9.4.2025	6. Approve Remuneration of Directors	Against
Standard Chartered Plc	8.5.2025	4. Approve Remuneration Policy	Against
Starbucks Corporation	12.3.2025	1c. Elect Director Beth Ford	Against
Starbucks Corporation	12.3.2025	4. Report on Discrimination in Charitable Contributions	Against
Starbucks Corporation	12.3.2025	6. Report on Human Rights Risks Related to Labor Organizing	Against
Starbucks Corporation	12.3.2025	7. Report on Cage Free Egg Commitment in China and Japan	Against
Starbucks Corporation	12.3.2025	8. Publish an Annual Carbon Emissions Congruency Report	Against
Steel Dynamics, Inc.	25.4.2025	4. Amend Right to Call Special Meeting	Against
STMicroelectronics NV	28.5.2025	13.. Reelect Helene Vletter van Dort to Supervisory Board	Against
Straumann Holding AG	10.4.2025	10. Transact Other Business (Voting)	Against
Sulzer AG	23.4.2025	1.2. Approve Remuneration Report (Non-Binding)	Against
Sulzer AG	23.4.2025	6.1. Reelect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	23.4.2025	6.2.6. Reelect Per Utnegaard as Director	Against
Sulzer AG	23.4.2025	10. Transact Other Business (Voting)	Against
Sumitomo Corp.	20.6.2025	4.3. Elect Director and Audit Committee Member Nagashima, Yukiko	Against
Sumitomo Mitsui Financial Group, Inc.	27.6.2025	2.2. Elect Director Nakashima, Toru	Against
Sumitomo Mitsui Financial Group, Inc.	27.6.2025	2.10. Elect Director Teshirogi, Isao	Against
Sumitomo Mitsui Financial Group, Inc.	27.6.2025	5. Approve Alternate Final Dividend of JPY 70 per Share	Against
Sumitomo Mitsui Trust Group, Inc.	20.6.2025	3.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Group, Inc.	20.6.2025	3.4. Elect Director Okubo, Tetsuo	Against
SUSS MicroTec SE	3.6.2025	12. Amend Articles Re: Place of Jurisdiction	Against
Suzuki Motor Corp.	27.6.2025	2.1. Elect Director Suzuki, Toshihiro	Against

Svenska Handelsbanken AB	26.3.2025	18.4. Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	26.3.2025	18.8. Reelect Fredrik Lundberg as Director	Against
Svenska Handelsbanken AB	26.3.2025	18.9. Reelect Ulf Riese as Director	Against
Svenska Handelsbanken AB	26.3.2025	19. Elect Par Borman as Board Chair	Against
Svenska Handelsbanken AB	26.3.2025	22. Approve Proposal Regarding Improving Procedures for Issuing BankID	Against
Svenska Handelsbanken AB	26.3.2025	23. Approve Proposal Regarding Improving the BankID Security	Against
Svenska Handelsbanken AB	26.3.2025	24. Change Dividend Policy	Against
Sweco AB	29.4.2025	12. Reelect Asa Bergman, Alf Goransson, Johan Hjertonsson, Johan Nordstrom (Chair), Susanne Pahlen Aklundh and Johan Wall as Directors; Elect Katrien Beuls and Constanze Hufenbecher as New Directors	Against
Swedbank AB	26.3.2025	22. Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	Against
Swedbank AB	26.3.2025	23. Approve Proposal Regarding Improving the Security of BankID Usage	Against
Swedish Orphan Biovitrum AB	8.5.2025	15.a. Reelect Christophe Bourdon as Director	Against
Swedish Orphan Biovitrum AB	8.5.2025	15.c. Reelect Zlatko Rihter as Director	Against
Swedish Orphan Biovitrum AB	8.5.2025	15.d. Reelect Helena Saxon as Director	Against
Swedish Orphan Biovitrum AB	8.5.2025	15.e. Reelect Staffan Schuberg as Director	Against
Swedish Orphan Biovitrum AB	8.5.2025	15.f. Reelect Filippa Stenberg as Director	Against
Swedish Orphan Biovitrum AB	8.5.2025	15.g. Reelect Anders Ullman as Director	Against
Swedish Orphan Biovitrum AB	8.5.2025	17.A1. Approve Long Term Incentive Program (Management Program)	Against
Swedish Orphan Biovitrum AB	8.5.2025	17.B1. Approve Equity Plan Financing (Management Program)	Against
Swedish Orphan Biovitrum AB	8.5.2025	17.C. Approve Alternative Equity Plan Financing	Against
Swedish Orphan Biovitrum AB	8.5.2025	18. Approve Creation of Pool of Capital without Preemptive Rights	Against
Swiss Life Holding AG	14.5.2025	5.10. Reelect Martin Schmid as Director	Against
Swiss Life Holding AG	14.5.2025	5.14. Reappoint Martin Schmid as Member of the Compensation Committee	Against
Swiss Life Holding AG	14.5.2025	9. Transact Other Business (Voting)	Against
Swiss Prime Site AG	13.3.2025	8. Transact Other Business (Voting)	Against

Swiss Re AG	11.4.2025	7. Transact Other Business (Voting)	Against
Swissquote Group Holding Ltd.	8.5.2025	6.1.c. Reelect Monica Dell'Anna as Director	Against
Swissquote Group Holding Ltd.	8.5.2025	6.2.a. Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	8.5.2025	9. Transact Other Business (Voting)	Against
Symrise AG	20.5.2025	7.1. Reelect Michael Koenig to the Supervisory Board	Against
Symrise AG	20.5.2025	7.3. Reelect Bernd Hirsch to the Supervisory Board	Against
Synsam AB	23.4.2025	9.c1. Reelect Peter Tornquist as Director	Against
Synsam AB	23.4.2025	9.d. Reelect Peter Tornquist as Board Chair	Against
Synsam AB	23.4.2025	14.a. Approve Long Term Incentive Program (LTIP 2025) for Key Employees	Against
Synsam AB	23.4.2025	14.b. Approve Equity Plan Financing	Against
Synsam AB	23.4.2025	14.c. Approve Alternative Equity Plan Financing	Against
Synsam AB	23.4.2025	15. Approve Transfer of Shares in Connection with Incentive Plan	Against
T&D Holdings, Inc.	26.6.2025	3.1. Appoint Shareholder Director Nominee Ken Mohan	Against
T&D Holdings, Inc.	26.6.2025	3.2. Appoint Shareholder Director Nominee Ina Kegler	Against
Takeda Pharmaceutical Co., Ltd.	25.6.2025	2.1. Elect Director Christophe Weber	Against
Takeda Pharmaceutical Co., Ltd.	25.6.2025	3. Approve Annual Bonus	Against
Take-Two Interactive Software, Inc.	18.9.2025	3. Amend Omnibus Stock Plan	Against
Talanx AG	8.5.2025	6. Approve Remuneration Report	Against
Talanx AG	8.5.2025	7. Approve Remuneration Policy	Against
Talanx AG	8.5.2025	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Target Corporation	11.6.2025	1e. Elect Director Brian C. Cornell	Against
Target Corporation	11.6.2025	4. Report on Discrimination Risks of Affirmative Action Initiatives	Against
Taylor Wimpey Plc	30.4.2025	18. Approve Remuneration Report	Against
Technogym SpA	7.5.2025	3.1. Approve Remuneration Policy	Against
Technogym SpA	7.5.2025	3.2. Approve Second Section of the Remuneration Report	Against
Technogym SpA	7.5.2025	4.1.1. Slate Submitted by TGH Srl	Against

Technogym SpA	7.5.2025	5. Approve 2025-2027 Performance Shares Plan	Against
Technogym SpA	7.5.2025	1. Authorize Board to Increase Capital to Service 2025-2027 Performance Shares Plan	Against
Tele2 AB	13.5.2025	15(a). Reelect Thomas Reynaud as Director	Against
Tele2 AB	13.5.2025	15(c). Reelect Aude Durand as Director	Against
Tele2 AB	13.5.2025	15(h). Elect Maxime Lombardini as New Director	Against
Tele2 AB	13.5.2025	16. Elect Thomas Reynaud as Board Chair	Against
Tele2 AB	13.5.2025	22(a). Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	Against
Tele2 AB	13.5.2025	22(b). In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	Against
Tele2 AB	13.5.2025	22(c). The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	10. Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	11.7. Reelect Jacob Wallenberg as Director	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	11.9. Reelect Karl Aberg as Director	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	11.10. Elect Christian Cederholm as New Director	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	12. Reelect Jan Carlson as Board Chair	Against
Telefonaktiebolaget LM Ericsson	25.3.2025	20. Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	Against
Telenor ASA	21.5.2025	10.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	21.5.2025	10.2. Approve Remuneration Statement	Against
Telenor ASA	21.5.2025	11. Approve Equity Plan Financing Through Repurchase of Shares	Against

Television Francaise 1 SA	17.4.2025	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Television Francaise 1 SA	17.4.2025	5. Approve Compensation of Rodolphe Belmer, Chairman and CEO	Against
Television Francaise 1 SA	17.4.2025	10. Reelect Rodolphe Belmer as Director	Against
Television Francaise 1 SA	17.4.2025	13. Reelect Olivier Roussat as Director	Against
Television Francaise 1 SA	17.4.2025	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 8.4 Million	Against
Television Francaise 1 SA	17.4.2025	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	17.4.2025	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	17.4.2025	22. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Television Francaise 1 SA	17.4.2025	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Television Francaise 1 SA	17.4.2025	24. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Television Francaise 1 SA	17.4.2025	25. Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	Against
Television Francaise 1 SA	17.4.2025	27. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Telia Co. AB	9.4.2025	22. Cease Delivery of SIM Cards with SMS Functionality for Retail Customers' Routers	Against
Telia Co. AB	9.4.2025	23. Remove the Advertisement About Mobile Coverage in Space and Replace Its Advertising Agency	Against
Tenaris SA	6.5.2025	6. Elect Directors (Bundled)	Against
Tenaris SA	6.5.2025	8. Approve Remuneration Report	Against
Tenaris SA	6.5.2025	10. Approve Share Repurchase	Against



Tenaris SA	6.5.2025	2. Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers	Against
Tenaris SA	6.5.2025	3. Amend Articles to Reflect Changes in Capital	Against
Tesco Plc	12.6.2025	11. Re-elect Gerry Murphy as Director	Against
Tesla, Inc.	6.11.2025	1a. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	6.11.2025	1b. Elect Director Joe Gebbia	Against
Tesla, Inc.	6.11.2025	1c. Elect Director Kathleen Wilson-Thompson	Against
Tesla, Inc.	6.11.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	6.11.2025	3. Amend Omnibus Stock Plan	Against
Tesla, Inc.	6.11.2025	4. Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award	Against
Tesla, Inc.	6.11.2025	7. Authorize Board to Invest Company Funds in xAI	Against
Tesla, Inc.	6.11.2025	10. Amend the Bylaws To Repeal 3% Derivative Suit Ownership Threshold	Against
Tesla, Inc.	6.11.2025	11. Amend Bylaws	Against
Texas Pacific Land Corporation	6.11.2025	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	Against
The British Land Co. Plc	15.7.2025	12. Re-elect William Rucker as Director	Against
The Cigna Group	23.4.2025	4. Amend Right to Call Special Meeting	Against
The Coca-Cola Company	30.4.2025	6. Establish a Board Committee on Improper Influence	Against
The Coca-Cola Company	30.4.2025	7. Consider Abolishing DEI Goals from Compensation Inducements	Against
The Coca-Cola Company	30.4.2025	8. Report on Impacts Related to Associating Brand with Politically Divisive Events	Against
The Coca-Cola Company	30.4.2025	9. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against



The Goldman Sachs Group, Inc.	23.4.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Goldman Sachs Group, Inc.	23.4.2025	3. Amend Omnibus Stock Plan	Against
The Goldman Sachs Group, Inc.	23.4.2025	5. Consider Abolishing DEI Goals from Compensation Inducements	Against
The Goldman Sachs Group, Inc.	23.4.2025	6. Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	Against
The Hershey Company	6.5.2025	1d. Elect Director Huong Maria T. Kraus	Against
The Hershey Company	6.5.2025	1h. Elect Director Juan R. Perez	Against
The Hershey Company	6.5.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	22.5.2025	1c. Elect Director Jeffery H. Boyd	Against
The Interpublic Group of Companies, Inc.	18.3.2025	2. Advisory Vote on Golden Parachutes	Against
The Kroger Co.	26.6.2025	1g. Elect Director Ronald L. Sargent	Against
The Kroger Co.	26.6.2025	4. Report on Educating Customers on Tobacco Waste	Against
The Southern Company	21.5.2025	1h. Elect Director Dale E. Klein	Against
The Southern Company	21.5.2025	7. Report on Net Zero Activities	Against
The Southern Company	21.5.2025	8. Report on Civil Rights and Non-Discrimination Audit	Against
The Trade Desk, Inc.	27.5.2025	1.1. Elect Director Lise J. Buyer	Withhold
The Trade Desk, Inc.	27.5.2025	2. Amend Omnibus Stock Plan	Against
The Trade Desk, Inc.	16.9.2025	1. Amend Articles of Incorporation to Change the Final Conversion Date of the Class B Common Stock and Waive Jury Trials for Internal Actions	Against
The Trade Desk, Inc.	16.9.2025	2. Adjourn Meeting	Against
The Walt Disney Company	20.3.2025	5. Reconsider Participation in Human Rights Campaign's Corporate Equality Index	Against
The Walt Disney Company	20.3.2025	6. Report on Risks of Discriminating Based on Religious and Political Views	Against



Thermo Fisher Scientific Inc.	21.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thermo Fisher Scientific Inc.	21.5.2025	4. Amend Right to Call Special Meeting	Against
T-Mobile US, Inc.	6.6.2025	1.1. Elect Director André Almeida	Withhold
T-Mobile US, Inc.	6.6.2025	1.5. Elect Director Timotheus Höttges	Withhold
T-Mobile US, Inc.	6.6.2025	1.6. Elect Director Christian P. Illek	Withhold
T-Mobile US, Inc.	6.6.2025	1.8. Elect Director Raphael Kübler	Withhold
T-Mobile US, Inc.	6.6.2025	1.9. Elect Director Thorsten Langheim	Withhold
T-Mobile US, Inc.	6.6.2025	1.10. Elect Director Dominique Leroy	Withhold
T-Mobile US, Inc.	6.6.2025	1.12. Elect Director G. Michael (Mike) Sievert	Withhold
Toast, Inc.	13.6.2025	1a. Elect Director Paul Bell	Withhold
Toast, Inc.	13.6.2025	1b. Elect Director Hilarie Koplow-McAdams	Withhold
Tokio Marine Holdings, Inc.	23.6.2025	2.1. Elect Director Komiya, Satoru	Against
Toray Industries, Inc.	26.6.2025	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	26.6.2025	2.2. Elect Director Oya, Mitsuo	Against
TotalEnergies SE	23.5.2025	6. Reelect Lise Croteau as Director	Against
TotalEnergies SE	23.5.2025	8. Elect Laurent Mignon as Director	Against
TotalEnergies SE	23.5.2025	A. Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Against
Toyota Industries Corp.	10.6.2025	1.1. Elect Director Terashi, Shigeki	Against
Toyota Industries Corp.	10.6.2025	1.2. Elect Director Ito, Koichi	Against
Toyota Industries Corp.	10.6.2025	4. Amend Articles to Add Provision Concerning Measures to Realize Management with Cost of Capital and Share Price Considered	Against
Toyota Industries Corp.	10.6.2025	5. Amend Articles to Require Majority Outsider Board	Against
Toyota Motor Corp.	12.6.2025	3.2. Elect Director and Audit Committee Member George Olcott	Against
TP ICAP Group Plc	14.5.2025	3. Approve Remuneration Policy	Against
TP ICAP Group Plc	14.5.2025	18. Approve Executive Share Plan	Against
Trelleborg AB	24.4.2025	13b. Reelect Gunilla Fransson as Director	Against

Trelleborg AB	24.4.2025	13h. Reelect Johan Malmquist as Board Chair	Against
Trelleborg AB	24.4.2025	14. Ratify Ernst & Young as Auditors	Against
Trelleborg AB	24.4.2025	15. Approve Remuneration Report	Against
Trelleborg AB	24.4.2025	16. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Trigano SA	8.1.2025	5. Approve Compensation Report of Corporate Officers	Against
Trigano SA	8.1.2025	6. Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Against
Trigano SA	8.1.2025	7. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	8.1.2025	8. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	8.1.2025	9. Reelect Francois Feuillet as Supervisory Board Member	Against
Trigano SA	8.1.2025	10. Reelect Alice Cavalier as Supervisory Board Member	Against
Trigano SA	8.1.2025	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	8.1.2025	17. Approve Remuneration Policy of CEOs	Against
Trigano SA	8.1.2025	18. Approve Remuneration Policy of Management Board Members	Against
TripAdvisor, Inc.	18.6.2025	1.1. Elect Director Gregory B. Maffei	Withhold
TripAdvisor, Inc.	18.6.2025	1.3. Elect Director Betsy L. Morgan	Withhold
TripAdvisor, Inc.	18.6.2025	1.5. Elect Director Jeremy G. Philips	Withhold
Truist Financial Corporation	29.4.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tryg A/S	26.3.2025	6.e. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Tryg A/S	26.3.2025	7.a. Reelect Jukka Pertola as Member of Board	Abstain
TUI AG	11.2.2025	8.1. Approve Virtual-Only Shareholder Meetings Until 2027	Against
TUI AG	11.2.2025	10. Approve Remuneration Report	Against
Tyson Foods, Inc.	6.2.2025	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	6.2.2025	1b. Elect Director Les R. Baledge	Against



Tyson Foods, Inc.	6.2.2025	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	6.2.2025	1d. Elect Director Maria Claudia Borrás	Against
Tyson Foods, Inc.	6.2.2025	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	6.2.2025	1i. Elect Director Cheryl S. Miller	Against
Tyson Foods, Inc.	6.2.2025	1j. Elect Director Kate B. Quinn	Against
Tyson Foods, Inc.	6.2.2025	1k. Elect Director Jeffrey K. Schomburger	Against
Tyson Foods, Inc.	6.2.2025	1l. Elect Director Barbara A. Tyson	Against
U.S. Bancorp	15.4.2025	4. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Uber Technologies, Inc.	5.5.2025	1a. Elect Director Ronald Sugar	Against
UBS Group AG	10.4.2025	6.11. Elect Renata Bruengger as Director	Against
UBS Group AG	10.4.2025	12. Transact Other Business (Voting)	Against
UGI Corporation	31.1.2025	4. Adopt Director Resignation Guideline	Against
Unicharm Corp.	19.3.2025	3. Approve Donation of Treasury Shares to Shinagawa Joshi Gakuin School	Against
UniCredit SpA	27.3.2025	6. Approve Remuneration Policy	Against
UniCredit SpA	27.3.2025	7. Approve Second Section of the Remuneration Report	Against
UniCredit SpA	27.3.2025	8. Approve 2025 Group Incentive System	Against
UniCredit SpA	27.3.2025	7. Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Against
Unilever Plc	30.4.2025	2. Approve Remuneration Report	Against
Unilever Plc	30.4.2025	10. Re-elect Ian Meakins as Director	Against
Union Pacific Corporation	8.5.2025	4. Amend Clawback Policy	Against
United Parcel Service, Inc.	8.5.2025	1f. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	8.5.2025	1g. Elect Director William Johnson	Against
United Parcel Service, Inc.	8.5.2025	1h. Elect Director Franck Moison	Against
United Parcel Service, Inc.	8.5.2025	1j. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	8.5.2025	1l. Elect Director Kevin M. Warsh	Against



United Parcel Service, Inc.	8.5.2025	5. Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against
UnitedHealth Group Incorporated	2.6.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
UnitedHealth Group Incorporated	2.6.2025	4. Submit Severance Agreement to Shareholder Vote	Against
Universal Music Group NV	14.5.2025	3.. Approve Remuneration Report	Against
Universal Music Group NV	14.5.2025	8.a.. Reelect Sherry Lansing as Non-Executive Director	Against
Universal Music Group NV	14.5.2025	8.c.. Reelect Luc van Os as Non-Executive Director	Against
Universal Music Group NV	14.5.2025	9.. Approve Remuneration Policy of Executive Board	Against
Valero Energy Corporation	6.5.2025	1e. Elect Director Deborah P. Majoras	Against
Valero Energy Corporation	6.5.2025	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vallourec SA	22.5.2025	6. Approve Compensation of Philippe Guillemot, Chairman and CEO	Against
Vallourec SA	22.5.2025	10. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Against
VBG Group AB	13.5.2025	12.a. Reelect Anders Birgersson as Director	Against
VBG Group AB	13.5.2025	12.g. Reelect Anders Birgersson as Board Chair	Against
Veeva Systems Inc.	18.6.2025	1b. Elect Director Mark Carges	Against
Veeva Systems Inc.	18.6.2025	1g. Elect Director Gordon Ritter	Against
Veeva Systems Inc.	18.6.2025	1i. Elect Director Matthew J. Wallach	Against
Verizon Communications Inc.	22.5.2025	6. Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Vertiv Holdings Co.	18.6.2025	1d. Elect Director Joseph van Dokkum	Withhold
Vertiv Holdings Co.	18.6.2025	1g. Elect Director Jacob Kotzubei	Withhold
Vidrala SA	29.4.2025	7. Reelect Carlos Delclaux as Director	Against
Vidrala SA	29.4.2025	8. Advisory Vote on Remuneration Report	Against
Viscofan SA	28.4.2025	10. Advisory Vote on Remuneration Report	Against
Volvo AB	2.4.2025	14.3. Reelect Par Boman as Director	Against
Volvo AB	2.4.2025	14.11. Reelect Helena Stjernholm as Director	Against

Volvo AB	2.4.2025	15. Elect Par Boman as Board Chair	Against
Volvo AB	2.4.2025	18.5. Elect Chair of the Board as Member of Nominating Committee	Against
Volvo AB	2.4.2025	20. Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	Against
W. R. Berkley Corporation	11.6.2025	5. Adopt Director Resignation Guideline	Against
WALLENIUS WILHELMSSEN ASA	29.4.2025	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
WALLENIUS WILHELMSSEN ASA	29.4.2025	7. Approve Remuneration Statement	Against
Walmart Inc.	5.6.2025	1j. Elect Director Gregory B. Penner	Against
Walmart Inc.	5.6.2025	1k. Elect Director Randall L. Stephenson	Against
Walmart Inc.	5.6.2025	7. Revisit Plastic Packaging Policies	Against
Walmart Inc.	5.6.2025	9. Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	Against
Walmart Inc.	5.6.2025	11. Report on Risks of Discriminating Based on Religious and Political Views	Against
Warehouses De Pauw SCA	30.4.2025	2.3a. Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means	Against
Webuild SpA	16.4.2025	2.2. Approve Second Section of the Remuneration Report	Against
WEC Energy Group, Inc.	8.5.2025	1.3. Elect Director Danny L. Cunningham	Against
Wells Fargo & Company	29.4.2025	1g. Elect Director Wayne M. Hewett	Against
Wells Fargo & Company	29.4.2025	1i. Elect Director Maria R. Morris	Against
Wendel SE	15.5.2025	6. Reelect Nicolas ver Hulst as Supervisory Board Member	Against
Wendel SE	15.5.2025	7. Reelect Bénédicte Coste as Supervisory Board Member	Against
Wendel SE	15.5.2025	8. Reelect François de Mitry as Supervisory Board Member	Against
Wendel SE	15.5.2025	9. Reelect Priscilla de Moustier as Supervisory Board Member	Against
Western Digital Corporation	20.11.2025	1g. Elect Director Stephanie A. Streeter	Against
Wihlborgs Fastigheter AB	29.4.2025	12.1. Reelect Anders Jarl (Chair) as Director	Against
Wihlborgs Fastigheter AB	29.4.2025	12.2. Reelect Jan Litborn as Director	Against
Wihlborgs Fastigheter AB	29.4.2025	12.4. Reelect Lennart Mauritzon as Director	Against



Workday, Inc.	4.6.2025	1b. Elect Director Michael M. McNamara	Against
Workday, Inc.	4.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Xvivo Perfusion AB	25.4.2025	10.a. Reelect Gosta Johannesson as Director	Against
Xvivo Perfusion AB	25.4.2025	11.a. Reelect Gosta Johannesson as Board Chair	Against
Xvivo Perfusion AB	25.4.2025	15. Approve Remuneration Report	Against
Yubico AB	13.5.2025	10. Approve Remuneration Report	Against
Yubico AB	13.5.2025	13.2. Approve Remuneration of Auditors	Against
Yubico AB	13.5.2025	14.1. Reelect Patrik Tigerschiold as Director	Against
Yubico AB	13.5.2025	14.4. Reelect Gosta Johannesson as Director	Against
Yubico AB	13.5.2025	14.8. Reelect Patrik Tigerschiold as Board Chair	Against
Yubico AB	13.5.2025	17.A. Approve Performance Based Share Plan LTIP 2025	Against
Yubico AB	13.5.2025	17.B. Approve Equity Plan Financing Through Issuance of Warrants	Against
Yubico AB	13.5.2025	17.C. Approve Alternative Equity Plan Financing	Against
Yum! Brands, Inc.	15.5.2025	6. Report on Risks Related to Religious Discrimination Against Employees	Against
Zalando SE	27.5.2025	8. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Zigup Plc	23.9.2025	4. Approve Remuneration Policy	Against
Zigup Plc	23.9.2025	15. Approve Value Creation Plan	Against
Zoetis Inc.	21.5.2025	4. Amend Right to Call Special Meeting	Against
Zoom Communications, Inc.	12.6.2025	1.3. Elect Director Santiago Subotovsky	Withhold
Zoom Communications, Inc.	12.6.2025	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zurich Insurance Group AG	9.4.2025	4.1.a. Reelect Michel Lies as Director and Board Chair	Against
Zurich Insurance Group AG	9.4.2025	4.2.1. Reappoint Michel Lies as Member of the Compensation Committee	Against
Zurich Insurance Group AG	9.4.2025	6. Transact Other Business (Voting)	Against