

Detall del sentit de vot exercit per a les resolucions votades

Companyia	País	Data Junta	Tipus	Proposant	Art.	Proposta	Rec Mgmt	Vot
Zscaler, Inc.	USA	10-ene-25	Annual	Management	1.1	Elect Director Karen Blasing	For	For
Zscaler, Inc.	USA	10-ene-25	Annual	Management	1.2	Elect Director Charles Giancarlo	For	Withhold
Zscaler, Inc.	USA	10-ene-25	Annual	Management	1.3	Elect Director Eileen Naughton	For	For
Zscaler, Inc.	USA	10-ene-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Zscaler, Inc.	USA	10-ene-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Zscaler, Inc.	USA	10-ene-25	Annual	Management	4	Amend Omnibus Stock Plan	For	Against
Commercial Metals Company	USA	15-ene-25	Annual	Management	1.1	Elect Director Lisa M. Barton	For	For
Commercial Metals Company	USA	15-ene-25	Annual	Management	1.2	Elect Director Gary E. McCullough	For	For
Commercial Metals Company	USA	15-ene-25	Annual	Management	1.3	Elect Director Charles L. Szews	For	For
Commercial Metals Company	USA	15-ene-25	Annual	Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Commercial Metals Company	USA	15-ene-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1a	Elect Director David V. Auld	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1b	Elect Director Paul J. Romanowski	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1c	Elect Director Brad S. Anderson	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1d	Elect Director Michael R. Buchanan	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1e	Elect Director Benjamin S. Carson, Sr.	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1f	Elect Director M. Chad Crow	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1g	Elect Director Elaine D. Crowley	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1h	Elect Director Maribess L. Miller	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	1i	Elect Director Barbara R. Smith	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
D.R. Horton, Inc.	USA	16-ene-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1a	Elect Director Richard M. Beyer	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1b	Elect Director Lynn A. Dugle	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1c	Elect Director Steven J. Gomo	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1d	Elect Director Linnie M. Haynesworth	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1e	Elect Director Mary Pat McCarthy	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1f	Elect Director Sanjay Mehrotra	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1g	Elect Director Robert Swan	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	1h	Elect Director MaryAnn Wright	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	3	Approve Omnibus Stock Plan	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Shareholder	1a	Elect Dissident Nominee Director Andrew Evans	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Shareholder	1b	Elect Dissident Nominee Director Paul Hjal	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Shareholder	1c	Elect Dissident Nominee Director Tracy McKibben	For	Withhold
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Shareholder	1d	Elect Dissident Nominee Director Dennis Reilley	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1e	Elect Management Nominee Director Charles "Casey" Cogut	Withhold	Withhold
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1f	Elect Management Nominee Director Lisa A. Davis	Withhold	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1g	Elect Management Nominee Director Seifollah "Saifi" Ghasemi	Withhold	Withhold
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1h	Elect Management Nominee Director Edward L. Monser	Withhold	Withhold
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1i	Elect Management Nominee Director Tonit M. Calaway	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1j	Elect Management Nominee Director Jessica Trocchi Graziano	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1l	Elect Management Nominee Director Wayne T. Smith	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	1m	Elect Management Nominee Director Alfred Stern	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	None	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Shareholder	4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	For	For
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	1	Open Meeting		
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	2	Elect Chairman of Meeting	For	For
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	3	Prepare and Approve List of Shareholders	For	For
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	4	Approve Agenda of Meeting	For	For
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	5	Designate Inspectors of Minutes of Meeting		
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	6	Acknowledge Proper Convening of Meeting	For	For
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	For	For
Boliden AB	Sweden	23-ene-25	Extraordinary Shareholders	Management	8	Close Meeting		
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1a	Elect Director Susan L. Decker	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1b	Elect Director Kenneth D. Denman	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1c	Elect Director Helena B. Foulkes	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1d	Elect Director Hamilton E. James	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1e	Elect Director Sally Jewell	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1f	Elect Director Jeffrey S. Raikes	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1g	Elect Director John W. Stanton	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1h	Elect Director Ron M. Vachris	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1i	Elect Director Mary Agnes (Maggie) Wilderrotter	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	2	Ratify KPMG LLP as Auditors	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Shareholder	4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	Against	Against
Intuit Inc.	USA	23-ene-25	Annual	Management	1a	Elect Director Eve Burton	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1b	Elect Director Scott D. Cook	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1c	Elect Director Richard L. Dalzell	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1d	Elect Director Sasan K. Goodarzi	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1e	Elect Director Deborah Liu	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1f	Elect Director Tekedra Mawakana	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1g	Elect Director Suzanne Nora Johnson	For	For

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Intuit Inc.	USA	23-ene-25	Annual	Management	1h	Elect Director Forrest Norrod	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1i	Elect Director Vasant Prabhu	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1j	Elect Director Ryan Roslansky	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1k	Elect Director Thomas Szkutak	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1l	Elect Director Raul Vazquez	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	1m	Elect Director Eric S. Yuan	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	For
Intuit Inc.	USA	23-ene-25	Annual	Management	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.1	Elect Director William M. Brown	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.2	Elect Director Catherine M. Burzik	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.3	Elect Director Carrie L. Byington	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.4	Elect Director R. Andrew Eckert	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.5	Elect Director Claire M. Fraser	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.6	Elect Director Jeffrey W. Henderson	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.7	Elect Director Christopher Jones	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.8	Elect Director Thomas E. Polen	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.9	Elect Director Timothy M. Ring	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.10	Elect Director Bertram L. Scott	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	1.11	Elect Director Joanne Waldstreicher	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	For
Becton, Dickinson and Company	USA	28-ene-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1a	Elect Director Lloyd A. Carney	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1b	Elect Director Kermit R. Crawford	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1d	Elect Director Ramon Laguarda	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1e	Elect Director Teri L. List	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1f	Elect Director John F. Lundgren	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1g	Elect Director Ryan McInerney	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1h	Elect Director Denise M. Morrison	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1i	Elect Director Pamela Murphy	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1j	Elect Director Linda J. Rendle	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	1k	Elect Director Maynard G. Webb, Jr.	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Visa Inc.	USA	28-ene-25	Annual	Management	3	Ratify KPMG LLP as Auditors	For	For
Visa Inc.	USA	28-ene-25	Annual	Shareholder	4	Report on Gender-Based Compensation and Benefits Inequities	Against	Against
Visa Inc.	USA	28-ene-25	Annual	Shareholder	5	Report on Company's Policy on Merchant Category Codes	Against	Against
Visa Inc.	USA	28-ene-25	Annual	Shareholder	6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	Against
Visa Inc.	USA	28-ene-25	Annual	Shareholder	7	Report on Lobbying Payments and Policy	Against	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	2	Approve Remuneration Report	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	3	Approve Final Dividend	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	4	Re-elect Therese Esperdy as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	5	Re-elect Stefan Bomhard as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	6	Re-elect Susan Clark as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	7	Re-elect Ngozi Edozien as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	8	Re-elect Andrew Gilchrist as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	9	Re-elect Alan Johnson as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	10	Re-elect Robert Kunze-Concewicz as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	11	Re-elect Lukas Paravicini as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	12	Re-elect Jonathan Stanton as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	13	Elect Julie Hamilton as Director	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	14	Reappoint Ernst & Young LLP as Auditors	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	16	Authorise UK Political Donations and Expenditure	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	17	Authorise Issue of Equity	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	19	Authorise Market Purchase of Ordinary Shares	For	For
Imperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Rockwell Automation, Inc.	USA	04-feb-25	Annual	Management	A.1	Elect Director James P. Keane	For	For
Rockwell Automation, Inc.	USA	04-feb-25	Annual	Management	A.2	Elect Director Blake D. Moret	For	For
Rockwell Automation, Inc.	USA	04-feb-25	Annual	Management	A.3	Elect Director Thomas W. Rosamilia	For	For
Rockwell Automation, Inc.	USA	04-feb-25	Annual	Management	A.4	Elect Director Patricia A. Watson	For	For
Rockwell Automation, Inc.	USA	04-feb-25	Annual	Management	B	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Rockwell Automation, Inc.	USA	04-feb-25	Annual	Management	C	Ratify Deloitte & Touche LLP as Auditors	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	1.1	Approve Standalone Financial Statements	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	1.2	Approve Consolidated Financial Statements	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	2	Approve Non-Financial Information Statement	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	3	Approve Discharge of Board	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	4	Approve Allocation of Income and Dividends	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	5	Renew Appointment of Ernst & Young as Auditor	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	6	Amend Article 11 Re: Board Term	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	7.1	Ratify Appointment of and Elect Celso Marciniuk as Director	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	7.2	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	7.3	Reelect Luis Isasi Fernandez de Bobadilla as Director	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	8	Approve Remuneration Policy	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	9	Advisory Vote on Remuneration Report	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	10	Receive Amendments to Board of Directors Regulations	For	For
Logista Integral SA	Spain	05-feb-25	Annual	Management	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1a	Elect Director Jaime Ardila	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1b	Elect Director Martin Brudermuller	For	For

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Accenture plc	Ireland	06-feb-25	Annual	Management	1c	Elect Director Alan Jope	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1d	Elect Director Nancy McKinstry	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1e	Elect Director Jennifer Nason	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1f	Elect Director Paula A. Price	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1g	Elect Director Venkata (Murthy) Renduchintala	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1h	Elect Director Arun Sarin	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1i	Elect Director Julie Sweet	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1j	Elect Director Tracey T. Travis	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	1k	Elect Director Masahiko Uotani	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	4	Approve Capital Reduction of the Share Premium Account	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	5	Authorize Board to Issue Shares under Irish Law	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For
Accenture plc	Ireland	06-feb-25	Annual	Management	7	Determine Price Range for Reissuance of Treasury Shares	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	2	Approve Remuneration Policy	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	3	Approve Remuneration Report	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	4	Approve Final Dividend	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	5	Elect Liat Ben-Zur as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	6	Elect Juliana Chugg as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	7	Re-elect Ian Meakins as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	8	Re-elect Dominic Blakemore as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	9	Re-elect Petros Parras as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	10	Re-elect Palmer Brown as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	11	Re-elect Stefan Bornhard as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	12	Re-elect John Bryant as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	13	Re-elect Arlene Isaacs-Lowe as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	14	Re-elect Anne-Françoise Nesmes as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	15	Re-elect Sundar Raman as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	16	Re-elect Leanne Wood as Director	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	17	Reappoint KPMG LLP as Auditors	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	19	Authorise UK Political Donations and Expenditure	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	20	Amend Long Term Incentive Plan	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	21	Approve Restricted Share Award Plan	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	22	Authorise Issue of Equity	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	23	Authorise Issue of Equity without Pre-emptive Rights	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	25	Authorise Market Purchase of Ordinary Shares	For	For
Compass Group Plc	United Kingdom	06-feb-25	Annual	Management	26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	For
Capital One Financial Corporation	USA	18-feb-25	Special	Management	1	Issue Shares in Connection with Merger	For	For
Capital One Financial Corporation	USA	18-feb-25	Special	Management	2	Adjourn Meeting	For	For
Discover Financial Services	USA	18-feb-25	Special	Management	1	Approve Merger Agreement	For	For
Discover Financial Services	USA	18-feb-25	Special	Management	2	Advisory Vote on Golden Parachutes	For	For
Discover Financial Services	USA	18-feb-25	Special	Management	3	Adjourn Meeting	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1a	Elect Director Wanda Austin	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1b	Elect Director Tim Cook	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1c	Elect Director Alex Gorsky	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1d	Elect Director Andrea Jung	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1e	Elect Director Art Levinson	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1f	Elect Director Monica Lozano	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1g	Elect Director Ron Sugar	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	1h	Elect Director Sue Wagner	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	For
Apple Inc.	USA	25-feb-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Apple Inc.	USA	25-feb-25	Annual	Shareholder	4	Report on Ethical AI Data Acquisition and Usage	Against	For
Apple Inc.	USA	25-feb-25	Annual	Shareholder	5	Report on Child Safety Online	Against	Against
Apple Inc.	USA	25-feb-25	Annual	Shareholder	6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	Against	Against
Apple Inc.	USA	25-feb-25	Annual	Shareholder	7	Report on Discrimination in Charitable Contributions	Against	Against
Charter Communications, Inc.	USA	26-feb-25	Special	Management	1	Approve Merger Agreement	For	For
Charter Communications, Inc.	USA	26-feb-25	Special	Management	2	Issue Shares in Connection with Merger	For	For
Charter Communications, Inc.	USA	26-feb-25	Special	Management	3	Adjourn Meeting	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1a	Elect Director Leanne G. Caret	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1b	Elect Director Tamra A. Erwin	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1c	Elect Director R. Preston Feight	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1d	Elect Director Alan C. Heuberger	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1e	Elect Director L. Neil Hunn	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1f	Elect Director Michael O. Johanns	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1g	Elect Director John C. May	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1h	Elect Director Gregory R. Page	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1i	Elect Director Sherry M. Smith	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1j	Elect Director Dmitri L. Stockton	For	For
Deere & Company	USA	26-feb-25	Annual	Management	1k	Elect Director Sheila G. Talton	For	For
Deere & Company	USA	26-feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Deere & Company	USA	26-feb-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Deere & Company	USA	26-feb-25	Annual	Shareholder	4	Report on Statistical Differences in Hiring Across Race and Gender	Against	Against
Deere & Company	USA	26-feb-25	Annual	Shareholder	5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	Against	For
Deere & Company	USA	26-feb-25	Annual	Shareholder	6	Establish a Board Committee on Corporate Financial Sustainability	Against	Against
Deere & Company	USA	26-feb-25	Annual	Shareholder	7	Report on a Civil Rights Audit	Against	For
Deere & Company	USA	26-feb-25	Annual	Shareholder	8	Report on Discrimination in Charitable Contributions	Against	Against

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Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1a	Elect Director Braden R. Kelly	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1b	Elect Director Fabiola R. Arredondo	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1c	Elect Director William J. Lansing	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1d	Elect Director Eva Manolis	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1e	Elect Director Marc F. Morris	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1f	Elect Director Joanna Rees	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1g	Elect Director David A. Rey	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	1h	Elect Director H. Tayloe Stansbury	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Fair Isaac Corporation	USA	05-mar-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	1	Open Meeting		
Kone Oyj	Finland	05-mar-25	Annual	Management	2	Call the Meeting to Order		
Kone Oyj	Finland	05-mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		
Kone Oyj	Finland	05-mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting		
Kone Oyj	Finland	05-mar-25	Annual	Management	5	Prepare and Approve List of Shareholders		
Kone Oyj	Finland	05-mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports		
Kone Oyj	Finland	05-mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	12	Fix Number of Directors at Nine	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.a	Elect Banmali Agrawala as New Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.b	Reelect Matti Alahuhta as Director	For	Against
Kone Oyj	Finland	05-mar-25	Annual	Management	13.c	Reelect Susan Duinhoven as Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.d	Reelect Marika Fredriksson as Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.e	Reelect Antti Herlin as Director	For	Against
Kone Oyj	Finland	05-mar-25	Annual	Management	13.f	Reelect Iiris Herlin as Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.g	Reelect Jussi Herlin as Director	For	Against
Kone Oyj	Finland	05-mar-25	Annual	Management	13.h	Reelect Timo Ihmutila as Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.i	Reelect Krishna Mikkilineni as Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	15	Fix Number of Auditors at One	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	16	Ratify Ernst & Young as Auditors	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	18	Appoint Ernst & Young as Auditor for Sustainability Reporting	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	19	Authorize Share Repurchase Program	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	20	Approve Issuance of Shares and Options without Preemptive Rights	For	Against
Kone Oyj	Finland	05-mar-25	Annual	Management	21	Close Meeting		
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1a	Elect Director Rani Borkar	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1b	Elect Director Judy Bruner	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1c	Elect Director Xun (Eric) Chen	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1d	Elect Director Aart J. de Geus	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1e	Elect Director Gary E. Dickerson	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1f	Elect Director Thomas J. Iannotti	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1g	Elect Director Alexander A. Karsner	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1h	Elect Director Kevin P. March	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1i	Elect Director Yvonne McGill	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1j	Elect Director Scott A. McGregor	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Applied Materials, Inc.	USA	06-mar-25	Annual	Management	3	Ratify KPMG LLP as Auditors	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1a	Elect Director Ornella Barra	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1b	Elect Director Werner Baumann	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1c	Elect Director Frank K. Clyburn	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1d	Elect Director Steven H. Collis	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1e	Elect Director D. Mark Durcan	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1f	Elect Director Lon R. Greenberg	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1g	Elect Director Lorence H. Kim	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1h	Elect Director Robert P. Mauch	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1i	Elect Director Redonda G. Miller	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1j	Elect Director Dennis M. Nally	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1k	Elect Director Lauren M. Tyler	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.1	Elect Director David A. Barr	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.2	Elect Director Jane M. Cronin	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.3	Elect Director Michael Graff	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.4	Elect Director Sean P. Hennessy	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.5	Elect Director W. Nicholas Howley	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.6	Elect Director Gary E. McCullough	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.7	Elect Director Michele L. Santana	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.8	Elect Director Robert J. Small	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.9	Elect Director Kevin M. Stein	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	1.10	Elect Director Jorge L. Valladares, III	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	For
TransDigm Group Incorporated	USA	06-mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	1.1	Accept Financial Statements and Statutory Reports	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	1.2	Approve Non-Financial Report	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	2	Approve Discharge of Board and Senior Management	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For

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Novartis AG	Switzerland	07-mar-25	Annual	Management	5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	6	Approve Virtual-Only Shareholder Meetings	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	7.3	Approve Remuneration Report	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.1	Elect Giovanni Calorio as Director and Board Chair	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.2	Reelect Nancy Andrews as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.3	Reelect Ton Buechner as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.4	Reelect Patrice Bula as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.5	Reelect Elizabeth Doherty as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.6	Reelect Bridgette Heller as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.7	Reelect Daniel Hochstrasser as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.8	Reelect Frans van Houten as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.9	Reelect Simon Moroney as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.10	Reelect Ana de Pro Gonzalo as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.11	Reelect John Young as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.12	Elect Elizabeth McNally as Director	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	9.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	9.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	9.4	Appoint John Young as Member of the Compensation Committee	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	10	Ratify KPMG AG as Auditors	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	11	Designate Peter Zahn as Independent Proxy	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	12	Transact Other Business (Voting)	For	Against
Novartis AG	Switzerland	07-mar-25	Annual	Management	1	Share Re-registration Consent	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1a	Elect Director Vincent Roche	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1b	Elect Director Stephen M. Jennings	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1c	Elect Director Andre Andonian	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1d	Elect Director Edward H. Frank	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1e	Elect Director Laurie H. Glimcher	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1f	Elect Director Karen M. Goltz	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1g	Elect Director Peter B. Henry	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1h	Elect Director Mercedes Johnson	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1i	Elect Director Ray Stata	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1j	Elect Director Andrea F. Wainer	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1k	Elect Director Susie Wee	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	4	Reduce Certain Supermajority Vote Requirement	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	1	Receive Report of Board	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports: Approve Discharge of Management and Board	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	3	Approve Allocation of Income and Omission of Dividends	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	5.a	Reelect Deirdre P. Connelly as Director	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	5.b	Reelect Pernille Erenbjerg as Director	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	5.c	Reelect Rolf Hoffmann as Director	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	5.d	Reelect Elizabeth O'Farrell as Director	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	5.e	Reelect Paolo Paoletti as Director	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	5.f	Reelect Anders Gersel Pedersen as Director	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	6	Ratify Deloitte as Auditors	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	Against
Genmab A/S	Denmark	12-mar-25	Annual	Management	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	For	Against
Genmab A/S	Denmark	12-mar-25	Annual	Management	7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	7.d	Authorize Share Repurchase Program	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	9	Other Business	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1a	Elect Director Timothy M. Archer	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1b	Elect Director Jean Blackwell	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1c	Elect Director Pierre Cohade	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1d	Elect Director Patrick K. Decker	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1e	Elect Director W. Roy Dunbar	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1f	Elect Director Gretchen R. Haggerty	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1g	Elect Director Ayesha Khanna	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1h	Elect Director Seetarama (Swamy) Kotagiri	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1i	Elect Director George R. Oliver	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1j	Elect Director Jurgen Tinggren	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1k	Elect Director Mark Vergnano	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1l	Elect Director John D. Young	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	2a	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	2b	Authorize Board to Fix Remuneration of Auditors	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	3	Authorize Market Purchases of Company Shares	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	4	Determine Price Range for Reissuance of Treasury Shares	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	6	Approve the Directors' Authority to Allot Shares	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	7	Approve the Disapplication of Statutory Pre-Emption Rights	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	1	Receive Report of Board	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	3	Approve Remuneration Report (Advisory Vote)	For	Against
Pandora AS	Denmark	12-mar-25	Annual	Management	4	Approve Remuneration of Directors	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	For	For

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Pandora AS	Denmark	12-mar-25	Annual	Management	6.1	Reelect Peter A. Ruzicka as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	6.2	Reelect Christian Frigast as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	6.3	Reelect Lilian Fossum Biner as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	6.4	Reelect Birgitta Stymne Goransson as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	6.5	Reelect Marianne Kirkegaard as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	6.6	Reelect Catherine Spindler as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	6.7	Reelect Jan Zijdeveld as Director	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	8	Approve Discharge of Management and Board	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	9.4	Authorize Share Repurchase Program	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Pandora AS	Denmark	12-mar-25	Annual	Management	10	Other Business		
Starbucks Corporation	USA	12-mar-25	Annual	Management	1a	Elect Director Richard E. Allison, Jr.	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1b	Elect Director Andrew Campion	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1c	Elect Director Beth Ford	For	Against
Starbucks Corporation	USA	12-mar-25	Annual	Management	1d	Elect Director Jorgen Vig Knudstorp	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1e	Elect Director Neal Mohan	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1f	Elect Director Brian Niccol	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1g	Elect Director Daniel Javier Servitje Montull	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1h	Elect Director Michael Sievert	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	1i	Elect Director Wei Zhang	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Starbucks Corporation	USA	12-mar-25	Annual	Shareholder	4	Report on Discrimination in Charitable Contributions	Against	Against
Starbucks Corporation	USA	12-mar-25	Annual	Shareholder	5	Require Independent Board Chair	Against	For
Starbucks Corporation	USA	12-mar-25	Annual	Shareholder	6	Report on Human Rights Risks Related to Labor Organizing	Against	Against
Starbucks Corporation	USA	12-mar-25	Annual	Shareholder	7	Report on Cage Free Egg Commitment in China and Japan	Against	Against
Starbucks Corporation	USA	12-mar-25	Annual	Shareholder	8	Publish an Annual Carbon Emissions Congruency Report	Against	Against
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1a	Elect Director Jean-Pierre Ciamadieu	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1b	Elect Director Terrence R. Curtin	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1c	Elect Director Carol A. (John) Davidson	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1d	Elect Director Lynn A. Dugle	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1e	Elect Director Sam Eldessouky	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1f	Elect Director William A. Jeffrey	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1g	Elect Director Syaru Shirley Lin	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1h	Elect Director Heath A. Mitts	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1i	Elect Director Abhijit Y. Talwalkar	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1j	Elect Director Mark C. Trudeau	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1k	Elect Director Dawn C. Willoughby	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1l	Elect Director Laura H. Wright	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	2	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	4	Authorize Share Repurchase Program	For	For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	5	Determine Price Range for Reissuance of Treasury Shares	For	For
Agilent Technologies, Inc.	USA	13-mar-25	Annual	Management	1.1	Elect Director Otis W. Brawley	For	For
Agilent Technologies, Inc.	USA	13-mar-25	Annual	Management	1.2	Elect Director Mikael Dolsten	For	For
Agilent Technologies, Inc.	USA	13-mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Agilent Technologies, Inc.	USA	13-mar-25	Annual	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Agilent Technologies, Inc.	USA	13-mar-25	Annual	Management	4	Eliminate Supermajority Vote Requirement	For	For
Agilent Technologies, Inc.	USA	13-mar-25	Annual	Shareholder	5	Declassify the Board of Directors	None	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	2	Approve Non-Financial Report	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	3	Approve Remuneration Report (Non-Binding)	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	4	Approve Discharge of Board and Senior Management	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.1	Reelect Ton Buechner as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.2	Reelect Thomas Studhalter as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.3	Reelect Gabrielle Nater-Bass as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.4	Reelect Barbara Knoflach as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.5	Reelect Brigitte Walter as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.6	Reelect Reto Conrad as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.7	Reelect Detlef Trefzger as Director	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.2	Reelect Ton Buechner as Board Chair	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.4	Designate Paul Wiesli as Independent Proxy	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	8	Transact Other Business (Voting)	For	Against
Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	1	Share Re-registration Consent	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	1	Open Meeting		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	2	Call the Meeting to Order		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	5	Prepare and Approve List of Shareholders		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports		

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Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 0.44 Per Share	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	12	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	13	Fix Number of Directors at Eight	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as	For	Against
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	15	Approve Remuneration of Auditors	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	16	Ratify PricewaterhouseCoopers as Auditors	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	19	Amend Articles Re: Auditor; General Meeting	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	20	Authorize Share Repurchase Program	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	For	For
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	22	Close Meeting		
Mapfre SA	Spain	14-mar-25	Annual	Management	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	1.2	Approve Non-Financial Information Statement	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	1.3	Approve Allocation of Income and Dividends	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	1.4	Approve Discharge of Board	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	2.1	Reelect Ana Isabel Fernandez Alvarez as Director	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	2.2	Ratify Appointment of and Elect Jose Luis Perelli Alonso as Director	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	2.3	Reelect Francisco Jose Marco Orenes as Director	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	2.4	Elect Jose Luis Jimenez Guajardo-Fajardo as Director	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.1	Amend Articles Re: Title I	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.2	Amend Articles Re: Title II	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.3	Amend Articles Re: Title III, Chapter I	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.4	Amend Articles Re: Title III, Chapter II	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.5	Amend Articles Re: Title III, Chapter II, Section 3	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.6	Amend Articles Re: Title IV	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.7	Amend Articles Re: Title V	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.8	Amend Articles Re: Title VI	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.9	Amend Articles Re: Title VII	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.1	Amend Articles of General Meeting Regulations Re: Title I	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.2	Amend Articles of General Meeting Regulations Re: Title II and III	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.3	Amend Articles of General Meeting Regulations Re: Title IV	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.4	Amend Articles of General Meeting Regulations Re: Titles V to VII	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.5	Amend Articles of General Meeting Regulations Re: Title VIII	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.6	Add Title IX to General Meeting Regulations	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	4.7	Amend Articles of General Meeting Regulations Re: Title X	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	5.1	Approve Remuneration Policy	For	Against
Mapfre SA	Spain	14-mar-25	Annual	Management	5.2	Advisory Vote on Remuneration Report	For	Against
Mapfre SA	Spain	14-mar-25	Annual	Management	6	Approve Payment of the Dividend for Shareholder Participation in the Annual General Meeting	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	1	Receive Report of Board		
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 27 Per Share	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	5.A	Approve Remuneration of Directors	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.a	Reelect Henrik Poulsen as Director	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.b	Reelect Majken Schultz as Director	For	Abstain
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.c	Reelect Magdi Batao as Director	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.d	Reelect Lilian Fossum Biner as Director	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.e	Reelect Bob Kunze-Concewicz as Director	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.f	Reelect Punita Lal as Director	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.g	Elect Jens Hjorth as New Director	For	Abstain
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.h	Elect Winnie Ma as New Director	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	7	Ratify PricewaterhouseCoopers as Auditors	For	For
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	A	Receive Report of Board		
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	B	Accept Financial Statements and Statutory Reports	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	C	Approve Discharge of Management and Board	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	D	Approve Allocation of Income and Dividends of DKK 1.120 Per Share	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	E	Approve Remuneration Report (Advisory Vote)	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	F	Authorize Share Repurchase Program	For	Against
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	G.1	Reelect Marc Engel as Director	For	Abstain
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	G.2	Reelect Kasper Rorsted as Director	For	Abstain
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	G.3	Reelect Bernard L. Bot as Director	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	G.4	Reelect Amparo Moraleda as Director	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	G.5	Elect Xavier Urbain as New Director	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	H	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	I.1	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Shareholder	I.2	Proposal Regarding Disclosure of Human Rights Due Diligence Processes	Against	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Shareholder	I.3	Proposal Regarding Discontinuation of Transportation of Arms	Against	Against
Omnicon Group Inc.	USA	18-mar-25	Special	Management	1	Issue Shares in Connection with Merger	For	For
Omnicon Group Inc.	USA	18-mar-25	Special	Management	2	Adjourn Meeting	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1a	Elect Director Sylvia Acevedo	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1b	Elect Director Cristiano R. Amón	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1c	Elect Director Mark Fields	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1d	Elect Director Jeffrey W. Henderson	For	For

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QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1e	Elect Director Ann M. Livermore	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1f	Elect Director Mark D. McLaughlin	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1g	Elect Director Jamie S. Miller	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1h	Elect Director Marie Myers	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1i	Elect Director Irene B. Rosenfeld	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1j	Elect Director Kornelis (Neil) Smit	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	1k	Elect Director Jean-Pascal Tricoire	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Management	4	Amend Omnibus Stock Plan	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Shareholder	5	Report on Climate Risk in Retirement Plan Options	Against	For
The Interpublic Group of Companies, Inc.	USA	18-mar-25	Special	Management	1	Approve Merger Agreement	For	For
The Interpublic Group of Companies, Inc.	USA	18-mar-25	Special	Management	2	Advisory Vote on Golden Parachutes	For	Against
The Interpublic Group of Companies, Inc.	USA	18-mar-25	Special	Management	3	Adjourn Meeting	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	2	Approve Non-Financial Information Statement	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	3	Approve Allocation of Income and Dividends	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	4	Approve Shareholder Remuneration Policy	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	5	Reactivate Share Repurchase and Capital Reduction via Amortization of Repurchased Shares Approved at the 2024 AGM	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	6	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	7	Amend Articles Re: Board of Directors	For	Against
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	8	Receive Amendments to Board of Directors Regulations		
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	9.1	Reelect Cesar Gonzalez-Bueno Mayer Wittgenstein as Director	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	9.2	Reelect Manuel Valls Morato as Director	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	9.3	Elect Maria Gloria Hernandez Garcia as Director	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	9.4	Elect Margarita Salvans Puigbo as Director	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	10	Fix Maximum Variable Compensation Ratio of Designated Group Members	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	11	Renew Appointment of KPMG Auditores as Auditor	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	13	Advisory Vote on Remuneration Report	For	Against
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.1.1	Elect Kim Jun-seong as Outside Director	For	Against
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.1.2	Elect Heo Eun-nyeong as Outside Director	For	Against
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.1.3	Elect Yoo Myeong-hui as Outside Director	For	Against
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.1.4	Elect Lee Hyeok-jae as Outside Director	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.2.1	Elect Jeon Young-hyeon as Inside Director	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.2.2	Elect Noh Tae-moon as Inside Director	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	2.2.3	Elect Song Jae-hyeok as Inside Director	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	4.1	Elect Shin Je-yoon as a Member of Audit Committee	For	For
Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	For	Against
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	1.2	Approve Non-Financial Information Statement	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	1.3	Approve Allocation of Income and Dividends	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	1.4	Approve Discharge of Board	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	2.1	Reelect Carlos Torres Vila as Director	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	2.2	Reelect Onur Genc as Director	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	2.3	Reelect Connie Hedegaard Koksbang as Director	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	5	Fix Maximum Variable Compensation Ratio	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	6	Renew Appointment of Ernst & Young as Auditor	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Banco Bilbao Vizcaya Argentaria SA	Spain	20-mar-25	Annual	Management	8	Advisory Vote on Remuneration Report	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	1	Receive Report of Board		
DSV A/S	Denmark	20-mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 7 Per Share	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	4	Approve Remuneration of Directors	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	5	Approve Remuneration Report	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.1	Reelect Thomas Plenborg as Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.2	Reelect Jorgen Moller as Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.3	Reelect Beat Walti as Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.4	Reelect Tarek Sultan Al-Essa as Director	For	Abstain
DSV A/S	Denmark	20-mar-25	Annual	Management	6.5	Reelect Benedikte Leroy as Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.6	Elect Natalie Shavardian Riise-Knudsen as New Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.7	Elect Sabine Bendiek as New Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	7	Ratify PricewaterhouseCoopers as Auditor	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	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	For	Against
DSV A/S	Denmark	20-mar-25	Annual	Management	8.2	Authorize Share Repurchase Program	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	9	Other Business		
Moncler SpA	Italy	20-mar-25	Extraordinary Shareholders	Management	1	Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	1	Open Meeting		
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	2	Call the Meeting to Order		
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting		
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	5	Prepare and Approve List of Shareholders		
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports; Receive President Review		
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 0.94 Per Share	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For

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Nordea Bank Abp	Finland	20-mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	11	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors;	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	12	Fix Number of Directors (10) and Deputy Directors (1)	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.a	Reelect Sir Stephen Hester (Chair) as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.b	Reelect Petra van Hoeken as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.c	Reelect John Maltby as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.d	Reelect Risto Murto as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.e	Reelect Lars Rohde as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.f	Reelect Lene Skole as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.g	Reelect Per Stromberg as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.h	Reelect Jonas Synnergren as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.i	Reelect Arja Talma as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	13.j	Reelect Kjersti Wiklund as Director	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	14	Approve Remuneration of Auditor	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	15	Ratify PricewaterhouseCoopers as Auditors	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	16	Approve Remuneration of Auditor for Sustainability Reporting	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	18	Amend Charter for the Shareholders Nomination Board	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	19	Approve Issuance of Convertible Instruments without Preemptive Rights	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	20	Authorize Share Repurchase Program in the Securities Trading Business	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	21	Authorize Reissuance of Repurchased Shares	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	For	For
Nordea Bank Abp	Finland	20-mar-25	Annual	Shareholder	24	Approve Business Activities in Line with the Paris Agreement	Against	Against
Nordea Bank Abp	Finland	20-mar-25	Annual	Management	25	Close Meeting		
The Walt Disney Company	USA	20-mar-25	Annual	Management	1a	Elect Director Mary T. Barra	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1b	Elect Director Amy L. Chang	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1c	Elect Director D. Jeremy Darroch	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1d	Elect Director Carolyn N. Everson	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1e	Elect Director Michael B.G. Froman	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1f	Elect Director James P. Gorman	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1g	Elect Director Robert A. Iger	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1h	Elect Director Maria Elena Lagomasino	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1i	Elect Director Calvin R. McDonald	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	1j	Elect Director Derica W. Rice	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
The Walt Disney Company	USA	20-mar-25	Annual	Shareholder	4	Report on Climate Risk in Retirement Plan Options	Against	For
The Walt Disney Company	USA	20-mar-25	Annual	Shareholder	5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	Against	Against
The Walt Disney Company	USA	20-mar-25	Annual	Shareholder	6	Report on Risks of Discriminating Based on Religious and Political Views	Against	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	1	Approve Standalone Financial Statements	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	2	Approve Consolidated Financial Statements	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	3	Approve Consolidated Non-Financial Information Statement	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	4	Approve Allocation of Income and Dividends	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	5	Approve Discharge of Board	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	6	Approve Remuneration Policy	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	7	Ratify Amendment of Long-Term Incentive Plan for CEO	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	8	Approve Long-Term Incentive Plan	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	9	Advisory Vote on Remuneration Report	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	10	Amend Article 7 Re: Increase in Board Size	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	11	Fix Number of Directors at 16	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.1	Reelect Helena Herrero Starkie as Director	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.2	Reelect Isabel Estape Tous as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.3	Reelect Rajaram Rao as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.4	Reelect Lucy Chadwick as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.5	Elect Javier de Jaime Guijarro as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.6	Elect Nicolas Villen as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.7	Elect Marta Martinez Alonso as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.8	Elect Isabel Gabarro Miquel as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	12.9	Elect Martin Catchpole as Director	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	13	Renew Appointment of KPMG Auditores as Auditors	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	14	Authorize Share Repurchase Program	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	15	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	For	Against
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	16	Approve Public Offer to Repurchase Shares	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	17	Authorize Company to Call EGM with 15 Days' Notice	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	18	Receive Amendments to Board of Directors Regulations		
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	19.1	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Naturgy Energy Group SA	Spain	25-mar-25	Annual	Management	19.2	Authorize Board Chairman and Secretary to Sign as Many Private Documents as May Be and Execute Before a Notary of His Choice as Many Public	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	3	Approve Discharge of Board and Senior Management	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.1	Reelect Thierry Vanlancker as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.2	Reelect Viktor Balli as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.4	Reelect Justin Howell as Director	For	Against
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.5	Reelect Gordana Landen as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.6	Reelect Paul Schuler as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.1.7	Reelect Thomas Aebischer as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.2	Elect Kwok Wang Ng as Director	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.3	Elect Thierry Vanlancker as Board Chair	For	For

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Sika AG	Switzerland	25-mar-25	Annual	Management	4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	Against
Sika AG	Switzerland	25-mar-25	Annual	Management	4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.5	Ratify KPMG AG as Auditors	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.6	Designate Jost Windlin as Independent Proxy	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	5	Approve Sustainability Report	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	6.1	Approve Remuneration Report	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	7	Amend Articles Re: Variable Remuneration of Executive Committee	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	8	Transact Other Business (Voting)	For	Against
Sika AG	Switzerland	25-mar-25	Annual	Management	1	Share Re-registration Consent	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	1	Elect Chair of Meeting	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	2	Prepare and Approve List of Shareholders	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	3	Approve Agenda of Meeting	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	5	Designate Inspector(s) of Minutes of Meeting		
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports		
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	7	Receive President and CEO Report; Allow Questions		
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.1	Accept Financial Statements and Statutory Reports	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.2	Approve Remuneration Report	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.a	Approve Discharge of Board Member Jan Carlsson	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.b	Approve Discharge of Board Member Jacob Wallenberg	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.e	Approve Discharge of Board Member Borje Ekholm	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.f	Approve Discharge of Board Member Eric A. Elzvik	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.g	Approve Discharge of Board Member Kristin S. Rinne	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.h	Approve Discharge of Board Member Helena Stjernholm	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.i	Approve Discharge of Board Member Jonas Synnergren	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.j	Approve Discharge of Board Member Christy Wyatt	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.k	Approve Discharge of Board Member Karl Aberg	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.n	Approve Discharge of Employee Representative Kjell-Ake Sotling	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.3.r	Approve Discharge of President Borje Ekholm	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	9	Determine Number Directors (11) and Deputy Directors (0) of Board	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	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	For	Against
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.1	Reelect Jon Fredrik Baksaas as Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.2	Reelect Jan Carlsson as Director	For	Against
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.3	Reelect Borje Ekholm as Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.4	Reelect Eric A. Elzvik as Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.5	Reelect Kristin S. Rinne as Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.6	Reelect Jonas Synnergren as Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.7	Reelect Jacob Wallenberg as Director	For	Against
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.8	Reelect Christy Wyatt as Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.9	Reelect Karl Aberg as Director	For	Against
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.10	Elect Christian Cederholm as New Director	For	Against
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	11.11	Elect Marachel Knight as New Director	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	12	Reelect Jan Carlsson as Board Chair	For	Against
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	13	Determine Number of Auditors (1)	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	15	Ratify Deloitte AB as Auditor	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	16.2	Approve Equity Plan Financing LTV 2025	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	18	Approve Equity Plan Financing of LTV 2024	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Shareholder	20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary	Against	Against
Enagas SA	Spain	26-mar-25	Annual	Management	1	Approve Consolidated and Standalone Financial Statements	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	2	Approve Non-Financial Information Statement	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	3	Approve Allocation of Income and Dividends	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	4	Approve Dividends Charged Against Reserves	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	5	Approve Discharge of Board	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	6	Appoint Deloitte as Auditor	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	7.1	Reelect Maria Teresa Arcos Sanchez as Director	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	7.2	Elect Maria Elena Massot Puey as Director	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	7.3	Maintain Number of Directors at 15	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	8	Authorize Share Repurchase Program	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	9	Approve Long-Term Incentive Plan	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	10	Advisory Vote on Remuneration Report	For	For
Enagas SA	Spain	26-mar-25	Annual	Management	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	1	Open Meeting		
Swedbank AB	Sweden	26-mar-25	Annual	Management	2	Elect Chair of Meeting	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	3	Prepare and Approve List of Shareholders		

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Swedbank AB	Sweden	26-mar-25	Annual	Management	4	Approve Agenda of Meeting	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	5	Designate Inspectors of Minutes of Meeting		
Swedbank AB	Sweden	26-mar-25	Annual	Management	6	Acknowledge Proper Convening of Meeting	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	7.a	Receive Financial Statements and Statutory Reports		
Swedbank AB	Sweden	26-mar-25	Annual	Management	7.b	Receive Auditor's Reports		
Swedbank AB	Sweden	26-mar-25	Annual	Management	8	Accept Financial Statements and Statutory Reports	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	9	Approve Allocation of Income and Dividends of SEK 21.70 Per Share	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.a	Approve Discharge of Goran Bengtson	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.b	Approve Discharge of Annika Creutzer	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.c	Approve Discharge of Hans Eckerstrom	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.d	Approve Discharge of Kerstin Hermansson	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.e	Approve Discharge of Helena Liljedahl	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.f	Approve Discharge of Bengt Enk Lindgren	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.g	Approve Discharge of Anna Mossberg	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.h	Approve Discharge of Per Olof Nyman	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.i	Approve Discharge of Biljana Pehrsson	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.j	Approve Discharge of Goran Persson	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.k	Approve Discharge of Bjorn Riese	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.l	Approve Discharge of Jens Henriksson	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.m	Approve Discharge of Roger Ljung	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.n	Approve Discharge of Ake Skoglund	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.o	Approve Discharge of Henrik Joelsson	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.p	Approve Discharge of Camilla Linder	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	11	Determine Number of Members (11) and Deputy Members of Board (0)	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 for Other Directors;	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.a	Reelect Goran Bengtsson as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.b	Reelect Annika Creutzer as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.c	Reelect Hans Eckerstrom as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.d	Reelect Kerstin Hermansson as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.e	Reelect Helena Liljedahl as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.f	Reelect Anna Mossberg as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.g	Reelect Per Olof Nyman as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.h	Reelect Biljana Pehrsson as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.i	Reelect Goran Persson as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.j	Reelect Bjorn Riese as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.k	Elect Rasmus Roos as New Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	14	Elect Goran Persson as Board Chair	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	15	Ratify PricewaterhouseCoopers as Auditors	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	16	Approve Nomination Committee Procedures	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	17	Authorize Repurchase Authorization for Trading in Own Shares	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	18	Authorize Share Repurchase Program	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	19	Approve Issuance of Convertibles without Preemptive Rights	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	20.c	Approve Equity Plan Financing	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	21	Approve Remuneration Report	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Shareholder	22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	None	Against
Swedbank AB	Sweden	26-mar-25	Annual	Shareholder	23	Approve Proposal Regarding Improving the Security of BankID Usage	None	Against
Swedbank AB	Sweden	26-mar-25	Annual	Management	24	Close Meeting		
Swisscom AG	Switzerland	26-mar-25	Annual	Management	1.1	Accept Financial Statements and Statutory Reports	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	1.2	Approve Remuneration Report (Non-Binding)	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	1.3	Approve Non-Financial Report	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	2	Approve Allocation of Income and Dividends of CHF 22 per Share	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	3	Approve Discharge of Board and Senior Management	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4	Reelect Michael Rechsteiner as Director and Board Chair	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.2	Reelect Roland Abt as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.3	Reelect Monique Bourquin as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.4	Elect Laura Coli as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.5	Reelect Gus Dekkers as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.6	Reelect Frank Esser as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.7	Reelect Sandra Lathion-Zweifel as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.8	Reelect Anna Mossberg as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.9	Reelect Daniel Muenger as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	5.1	Reappoint Roland Abt as Member of the Compensation Committee	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	5.3	Reappoint Frank Esser as Member of the Compensation Committee	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	7	Reelect Reber Rechtsanwaeltel as Independent Proxy	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	9	Transact Other Business (Voting)	For	Against
Swisscom AG	Switzerland	26-mar-25	Annual	Management	1	Share Re-registration Consent	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	2	Approve Remuneration Report (Non-Binding)	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	3	Approve Sustainability Report (Non-Binding)	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	4	Approve Discharge of Board and Senior Management	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	For	For

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ABB Ltd.	Switzerland	27-mar-25	Annual	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.1	Reelect David Constable as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.2	Reelect Frederico Curado as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.3	Reelect Johan Forssell as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.4	Reelect Denise Johnson as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.5	Reelect Jennifer Xin-Zhe Li as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.6	Reelect Geraldine Matchett as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.7	Reelect David Meline as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.8	Elect Claudia Nemat as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.9	Reelect Mats Rahmstrom as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.10	Reelect Peter Voser as Director and Board Chair	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	8.1	Reappoint David Constable as Member of the Compensation Committee	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	9	Designate Zehnder Bolliger & Partner as Independent Proxy	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	10	Ratify KPMG AG as Auditors	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	11	Transact Other Business (Voting)	For	Against
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	1	Share Re-registration Consent	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	1	Approve Consolidated and Standalone Financial Statements	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	2	Approve Non-Financial Information Statement	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	3	Approve Discharge of Board	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	4	Approve Allocation of Income and Dividends	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	6.1	Fix Number of Directors at 12	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	6.2	Elect Juan Antonio Zufiria Zatarain as Director	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	6.3	Elect Alfonso Villanueva Rodriguez as Director	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	6.4	Reelect Marcelino Botin-Sanz de Sautola y Naveda as Director	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	6.5	Reelect Fernando Maria Masaveu Herrero as Director	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	6.6	Reelect Cristina Garcia-Peri Alvarez as Director	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	7	Approve Restricted Capitalization Reserve	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	8	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	9.1	Approve Annual Maximum Remuneration	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	9.2	Approve Delivery of Shares under FY 2024 Variable Pay Scheme	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	9.3	Fix Maximum Variable Compensation Ratio	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	11	Advisory Vote on Remuneration Report	For	For
Bankinter SA	Spain	27-mar-25	Annual	Management	12	Receive Amendments to Board of Directors Regulations	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 57	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.1	Elect Director Okuda, Osamu	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.2	Elect Director Taniguchi, Iwaaki	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.3	Elect Director Ikura, Hitoshi	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.4	Elect Director Momoi, Mariko	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.5	Elect Director Tateishi, Fumio	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.6	Elect Director Teramoto, Hideo	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.7	Elect Director Thomas Schinecker	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.8	Elect Director Teresa A. Graham	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.9	Elect Director Boris L. Zaitra	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	3	Appoint Statutory Auditor Higuchi, Masayoshi	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	1	Elect Chair of Meeting	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	2	Prepare and Approve List of Shareholders	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	3	Designate Inspector(s) of Minutes of Meeting	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	5	Approve Agenda of Meeting	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	7	Receive President, Chair and Auditor Review	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.a	Accept Financial Statements and Statutory Reports	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c1	Approve Discharge of Ewa Bjorling	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c2	Approve Discharge of Par Boman	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c3	Approve Discharge of Maria Carell	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c4	Approve Discharge of Annemarie Gardshol	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c5	Approve Discharge of Magnus Groth	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c6	Approve Discharge of Jan Gurander	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c7	Approve Discharge of Torbjorn Loof	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c8	Approve Discharge of Bert Nordberg	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c9	Approve Discharge of Barbara M. Thoralfsson	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c10	Approve Discharge of Karl Aberg	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c11	Approve Discharge of Sofia Lalfqvist	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c12	Approve Discharge of Andeas Larsson	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c13	Approve Discharge of Susanna Lind	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c14	Approve Discharge of Orjan Svensson	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c15	Approve Discharge of Niclas Thulin	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c16	Approve Discharge of Magnus Groth (President)	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	9	Determine Number of Directors (10) and Deputy Members (0) of Board	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	10	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	11.b	Approve Remuneration of Auditors	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.a	Reelect Maria Carell as Director	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.b	Reelect Annemarie Gardshol as Director	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.c	Reelect Magnus Groth as Director	For	For

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Essity AB	Sweden	27-mar-25	Annual	Management	12.d	Reelect Jan Gurander as Director	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.e	Reelect Torbjorn Loof as Director	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.f	Reelect Bert Nordberg as Director	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.g	Reelect Barbara M. Thoralfsson as Director	For	Against
Essity AB	Sweden	27-mar-25	Annual	Management	12.h	Reelect Karl Aberg as Director	For	Against
Essity AB	Sweden	27-mar-25	Annual	Management	12.i	Elect Alexander Lacik as New Director	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	12.j	Elect Katarina Martinson as New Director	For	Against
Essity AB	Sweden	27-mar-25	Annual	Management	13	Reelect Jan Gurander as Board Chair	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	14	Ratify Ernst & Young as Auditor	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	15	Approve Remuneration Report	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	18.a	Authorize Share Repurchase Program	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	18.b	Authorize Reissuance of Repurchased Shares	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	1	Receive Report of Board		
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	5.1	Approve Remuneration of Directors for 2024	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	5.2	Approve Remuneration Level of Directors for 2025	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.1	Reelect Helge Lund (Chair) as Director	For	Abstain
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.2	Reelect Henrik Poulsen (Vice Chair) as Director	For	Abstain
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.3a	Reelect Laurence Debroux as Director	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.3b	Reelect Andreas Filbig as Director	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.3c	Reelect Sylvie Gregoire as Director	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.3d	Reelect Kasim Kutay as Director	For	Abstain
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.3e	Reelect Christina Law as Director	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	6.3f	Reelect Martin Mackay as Director	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	8.1	Authorize Share Repurchase Program	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive	For	For
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Shareholder	8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	Against	Against
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	9	Other Business		
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	1	Accept Financial Statements and Statutory Reports	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	2	Approve Allocation of Income	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	3	Approve Elimination of Negative Reserves	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	4	Authorize Share Repurchase Program	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	5	Elect Doris Honold as Director	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	6	Approve Remuneration Policy	For	Against
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	7	Approve Second Section of the Remuneration Report	For	Against
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	8	Approve 2025 Group Incentive System	For	Against
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	For	For
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	For	Against
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	1	Open Meeting		
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	2	Call the Meeting to Order		
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting		
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	5	Prepare and Approve List of Shareholders		
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports		
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	10	Approve Remuneration Report	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	12	Fix Number of Directors at Nine	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	15	Approve Remuneration of Auditor for Sustainability Reporting	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	16	Ratify Ernst & Young as Auditors	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	17	Appoint Ernst & Young as Auditor for Sustainability Reporting	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	19	Authorize Share Repurchase Program	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	20A	Amend Articles Re: Auditor; General Meeting	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	20B	Allow Shareholder Meetings to be Held by Electronic Means Only	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	21	Authorize Charitable Donations	For	For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	22	Close Meeting		