

Detalle del sentido de voto ejercido para las resoluciones votadas

Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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 Commercial Metals Company	USA USA	15-ene-25	Annual Annual	Management	1.1	Elect Director Lisa M. Barton Elect Director Gary E. McCullough	For For	For For
Commercial Metals Company	USA	15-ene-25 15-ene-25	Annual	Management 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	Flect 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		Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual	Management	<u>3</u>	Approve Omnibus Stock Plan	For	For
Micron Technology, Inc.	USA	16-ene-25	Annual Proxy Contest	Management Shareholder	1a	Ratify PricewaterhouseCoopers LLP as Auditors Elect Dissident Nominee Director Andrew Evans	For For	For For
Air Products and Chemicals, Inc. Air Products and Chemicals, Inc.	USA USA	23-ene-25 23-ene-25	Proxy Contest	Shareholder	1b	Elect Dissident Nominee Director Paul Hilal	For	For
Air Products and Chemicals, Inc.	USA	23-ene-25	Proxy Contest	Shareholder	1c	Elect Dissident Nominee Director Fad milat 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 Tacy wich bidden 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 "Seiffi" 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	1i	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	11	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	δ 10	Close Meeting	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1a	Elect Director Susan L. Decker	For	For
Costco Wholesale Corporation Costco Wholesale Corporation	USA USA	23-ene-25 23-ene-25	Annual Annual	Management Management	1b 1c	Elect Director Kenneth D. Denman Elect Director Helena B. Foulkes	For For	For
	USA		Annual		1c 1d	Elect Director Hamilton E. James	For	For
Costco Wholesale Corporation Costco Wholesale Corporation	USA	23-ene-25 23-ene-25	Annual	Management Management	1e	Elect Director Hamilton E. James Elect Director Sally Jewell	For	For
Costco Wholesale Corporation Costco Wholesale Corporation	USA	23-ene-25 23-ene-25	Annual	Management	1e 1f	Elect Director Sally Jeweii 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 Rom M. Vachris	For	For
Costco Wholesale Corporation	USA	23-ene-25	Annual	Management	1i	Elect Director Mary Agnes (Maggie) Wilderotter	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
	USA	23-ene-25	Annual	Management	1e	Elect Director Deborah Liu	For	For
Intuit Inc.								
Intuit Inc. Intuit Inc.	USA	23-ene-25	Annual	Management	1f	Elect Director Tekedra Mawakana	For	For

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Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
ntuit Inc.	USA	23-ene-25	Annual	Management	1h	Elect Director Forrest Norrod	For	For
ntuit Inc.	USA	23-ene-25	Annual	Management	1i	Elect Director Vasant Prabhu	For	For
ntuit Inc.	USA	23-ene-25	Annual	Management		Elect Director Ryan Roslansky	For	For
ntuit Inc.	USA	23-ene-25 23-ene-25	Annual Annual	Management Management	1k 1l	Elect Director Thomas Szkutak Elect Director Raul Vazquez	For For	For For
ntuit Inc.	USA	23-ene-25	Annual	Management	1m	Elect Director Fair Vazquez Elect Director Fair S. Yuan	For	For
ntuit Inc.	USA	23-ene-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
ntuit Inc.	USA	23-ene-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	For
ntuit 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 Becton, Dickinson and Company	USA	28-ene-25 28-ene-25	Annual Annual	Management Management	1.2	Elect Director Catherine M. Burzik	For For	For For
Becton, Dickinson and Company Becton, Dickinson and Company	USA	28-ene-25 28-ene-25	Annual	Management	1.4	Elect Director Carrie L. Byington 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 USA	28-ene-25 28-ene-25	Annual	Management Management	1.10	Elect Director Bertram L. Scott Elect Director Joanne Waldstreicher	For For	For For
Becton, Dickinson and Company Becton, Dickinson and Company	USA	28-ene-25 28-ene-25	Annual Annual	Management	1.11	Ratify Ernst & Young LLP as Auditors	For	For
ecton, Dickinson and Company	USA	28-ene-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1a	Austory of the Nation walled Executive Officers Compensation Elect Director Lloyd A. Carney	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1b	Elect Director Kermit R. Crawford	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1d	Elect Director Ramon Laguarta	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1e	Elect Director Teri L. List	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1f	Elect Director John F. Lundgren	For	For
isa Inc. isa Inc.	USA USA	28-ene-25 28-ene-25	Annual Annual	Management Management	1g 1h	Elect Director Ryan McInerney Elect Director Denise M. Morrison	For For	For For
isa inc. lisa inc.	USA	28-ene-25 28-ene-25	Annual	Management	1i	Elect Director Denise M. Morrison Elect Director Pamela Murphy	For	For
isa inc. 'isa Inc.	USA	28-ene-25	Annual	Management	1i	Elect Director Linda J. Rendle	For	For
isa Inc.	USA	28-ene-25	Annual	Management	1k	Elect Director Maynard G. Webb, Jr.	For	For
isa Inc.	USA	28-ene-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
isa Inc.	USA	28-ene-25	Annual	Management	3	Ratify KPMG LLP as Auditors	For	For
isa Inc.	USA	28-ene-25	Annual	Shareholder	4	Report on Gender-Based Compensation and Benefits Inequities	Against	Against
isa Inc.	USA	28-ene-25	Annual	Shareholder	5	Report on Company's Policy on Merchant Category Codes	Against	Against
isa Inc.	USA	28-ene-25	Annual	Shareholder	6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	Against
isa Inc.	USA	28-ene-25	Annual Annual	Shareholder	7	Report on Lobbying Payments and Policy	Against	For For
mperial Brands Plc mperial Brands Plc	United Kingdom United Kingdom	29-ene-25 29-ene-25	Annual	Management Management	2	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For For	For
nperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	3	Approve Final Dividend	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	4	Re-elect Therese Esperdy as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	5	Re-elect Stefan Bomhard as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	6	Re-elect Susan Clark as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	7	Re-elect Ngozi Edozien as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	8	Re-elect Andrew Gilchrist as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	9	Re-elect Alan Johnson as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	10	Re-elect Robert Kunze-Concewitz as Director	For	For
mperial Brands Plc mperial Brands Plc	United Kingdom	29-ene-25 29-ene-25	Annual Annual	Management	12	Re-elect Lukas Paravicini as Director Re-elect Jonathan Stanton as Director	For For	For For
mperial Brands Plc	United Kingdom United Kingdom	29-ene-25	Annual	Management Management	13	Re-elect condition Station as Director Elect Julie Hamilton as Director	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	14	Reappoint Ernst & Young LLP as Auditors	For	For
nperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	16	Authorise UK Political Donations and Expenditure	For	For
mperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	17	Authorise Issue of Equity	For	For
nperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For
nperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	19	Authorise Market Purchase of Ordinary Shares Authorise Market Purchase of Ordinary Shares Authorise Market Purchase of Ordinary Shares	For	For
nperial Brands Plc	United Kingdom	29-ene-25	Annual	Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
ockwell Automation, Inc.	USA USA	04-feb-25 04-feb-25	Annual	Management Management	A.1 A.2	Elect Director James P. Keane Elect Director Blake D. Moret	For For	For For
ockwell Automation, Inc.	USA	04-feb-25	Annual	Management	A.3	Elect Director Thomas W. Rosamilia	For	For
ockwell Automation, Inc.	USA	04-feb-25	Annual	Management	A.4	Elect Director Patricia A. Watson	For	For
ockwell Automation, Inc.	USA	04-feb-25	Annual	Management	В	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
ockwell Automation, Inc.	USA	04-feb-25	Annual	Management	С	Ratify Deloitte & Touche LLP as Auditors	For	For
ogista Integral SA	Spain	05-feb-25	Annual	Management	1.1	Approve Standalone Financial Statements	For	For
gista Integral SA	Spain	05-feb-25	Annual	Management	1.2	Approve Consolidated Financial Statements	For	For
ogista Integral SA	Spain	05-feb-25	Annual	Management	2	Approve Non-Financial Information Statement	For	For
gista Integral SA	Spain Spain	05-feb-25 05-feb-25	Annual	Management Management	<u>3</u>	Approve Discharge of Board Approve Allocation of Income and Dividends	For For	For For
		05-feb-25	Annual	Management	5	Renew Appointment of Ernst & Young as Auditor	For	For
ogista Integral SA	Snain			Management	6	Renew Appointment of Errist & Toding as Addition Amend Article 11 Re: Board Term	For	For
ogista Integral SA ogista Integral SA	Spain Spain	05-feb-25	Annual					For
ogista Integral SA ogista Integral SA ogista Integral SA	Spain	05-feb-25	Annual Annual		7.1	Ratify Appointment of and Elect Celso Marciniuk as Director	For	
ogista Integral SA ogista Integral SA ogista Integral SA ogista Integral SA		05-feb-25 05-feb-25 05-feb-25		Management Management	7.1	Ratify Appointment of and Elect Celso Marciniuk as Director Ratify Appointment of and Elect Cristina Ruiz Ortega as Director	For For	For
ogista Integral SA	Spain Spain	05-feb-25 05-feb-25	Annual	Management				
ogista Integral SA	Spain Spain Spain Spain Spain	05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25	Annual Annual Annual Annual	Management Management Management Management	7.2 7.3 8	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director Reelect Luis Isasi Fernandez de Bobadilla as Director Approve Remuneration Policy	For For For	For For
ogista Integral SA ogista Inte	Spain Spain Spain Spain Spain Spain Spain	05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25	Annual Annual Annual Annual Annual	Management Management Management Management Management	7.2 7.3 8 9	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director Reelect Luis Isasi Fernandez de Bobadilla as Director Approve Remuneration Policy Advisory Vote on Remuneration Report	For For	For For
ogista Integral SA	Spain Spain Spain Spain Spain Spain Spain Spain	05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25	Annual Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management	7.2 7.3 8 9	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director Reelect Luis Isasi Fernandez de Bobadilla as Director Approve Remuneration Policy Advisory Vote on Remuneration Report Receive Amendments to Board of Directors Regulations	For For For For	For For For
ogista Integral SA	Spain Spain Spain Spain Spain Spain Spain	05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25 05-feb-25	Annual Annual Annual Annual Annual	Management Management Management Management Management	7.2 7.3 8 9	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director Reelect Luis Isasi Fernandez de Bobadilla as Director Approve Remuneration Policy Advisory Vote on Remuneration Report	For For For	For For



Section	Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
Section 48. 1804	•			Annual	Management	1c	Elect Director Alan Jope		
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Section Sect	Accenture plc								
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Automation Company C		Ireland		Annual				For	For
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Company Comp	Compass Group Plc		06-feb-25	Annual	Management	3	Approve Remuneration Report	For	
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Compass Cologo PC									
Compass Conce Proc. United Frogogom 66-60-56 Arrival Management 29 Agrees According From							Authorise the Audit Committee to Fix Remuneration of Auditors Authorise LIV Delitical Department and Properties		
Compass Closup Re									
Compass (Comp. Pr. United Froughtom Ob-the-273	Compass Group Plc	United Kingdom					Approve Restricted Share Award Plan		
Compass Group PE	Compass Group Plc			Annual		22	Authorise Issue of Equity		
Compass Group PE	Compass Group Plc				Management				
Compass Composition Chicago Chebe Compass Comp									
Special Companion USA 184-b2-5 Special Management 1 Issue Disease in Connection with Merger For Concention with Merger For Control Con							Authorise Market Putchase of Voluniary Strates Authorise the Company to Call General Meeting with 14 Clear Days' Notice		
Capital One Financial Corporation USA 184-80-25 Special Management 2 Adjourn Meeting For For Device Financial Services USA 184-80-25 Special Management 3 Adjourn Meeting For For For For Financial Services USA 184-80-25 Special Management 4 Agroves Meeting For For For For For Financial Services USA 184-80-25 Special Management 3 Adjourn Meeting For	Capital One Financial Corporation								
Discore Financial Services	Capital One Financial Corporation	USA	18-feb-25	Special	Management	2	Adjourn Meeting	For	
Discover Francisis Services	Discover Financial Services					11			
Apple Inc. USA 256-b2-25 Annual Management 1a Elect Director Time Cook For For Apple Inc. USA 256-b2-25 Annual Management 1b Elect Director Time Cook For For For Apple Inc. USA 256-b2-25 Annual Management 1c Elect Director Management For For For Apple Inc. USA 256-b2-25 Annual Management 1e Elect Director Management For For Apple Inc. USA 256-b2-56 Annual Management 1e Elect Director Management For For Apple Inc. USA 256-b2-56 Annual Management 1g Elect Director Management For For Apple Inc. USA 256-b2-56 Annual Management 1g Elect Director Management For For Apple Inc. USA 256-b2-56 Annual Management 1g Elect Director Management For For Apple Inc. USA 256-b2-56 <td>Discover Financial Services</td> <td></td> <td></td> <td></td> <td></td> <td>2</td> <td></td> <td></td> <td></td>	Discover Financial Services					2			
Apple Inc. USA 25-be-25 Annual Management 10 Elect Director Tim Cook For For Apple Inc. USA 25-be-25 Annual Management 10 Elect Director Andrea Jung For For For Apple Inc. USA 25-be-25 Annual Management 10 Elect Director Andrea Jung For For For For For For Apple Inc. USA 25-be-25 Annual Management 10 Elect Director Candrea Jung For For For Apple Inc. USA 25-be-25 Annual Management 11 Elect Director Ron Suager For For For For For For Apple Inc. USA 25-be-25 Annual Management 11 Elect Director Ron Suager For For <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td><td></td><td></td></th<>							4		
Apple Inc. USA 25-86-25 Annual Management 1 d Elect Director Andrea Jung For For For Apple Inc. USA 25-86-25 Annual Management 1 d Elect Director Facility Elect Director Facility Elect Director Facility For For For For Apple Inc. USA 25-86-25 Annual Management 1 g Elect Director Facility Elect Director Facility Elect Director Facility Apple Inc. USA 25-86-25 Annual Management 1 g Elect Director Facility Management 9 g For For Apple Inc. USA 25-86-25 Annual Management 2 g Relight Enc. Apple Inc. USA 25-86-25 Annual Management 2 g Relight Enc. Apple Inc. USA 25-86-25 Annual Management 3 g Advisory Vator Early Named Executed Officers' Compensation For Apple Inc	Apple Inc.				Management			For	
Apple Inc. USA 25-feb-25 Annual Management 1 e Elect Director Ant Levinson For For Apple Inc. USA 25-feb-25 Annual Management 1 get Director Ron Sugar For For For Apple Inc. USA 25-feb-25 Annual Management 1 get Director Ron Sugar For For For Apple Inc. USA 25-feb-25 Annual Management 1 get Director Ron Sugar For For For Apple Inc. USA 25-feb-25 Annual Management 2 Ready French & Young LL Pack Apples For For For For Apple Inc. USA 25-feb-25 Annual Shareholder 2 Ready French & Young LL Pack Apples Apple Inc. USA 25-feb-25 Annual Shareholder 5 Report on Tibrical and Apples and Apples Inc. USA 25-feb-25 Annual Shareholder 5 Report on Child Safety Online Apples Apples <td>Apple Inc.</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Apple Inc.								
Apple Inc. USA 25-feb-25 Annual Management 11 Elect Director Monica Lozano For For For Apple Inc. USA 25-feb-25 Annual Management 12 Elect Director Kon Guard For For Apple Inc. USA 25-feb-25 Annual Management 11 Elect Director Sue Wagner Apple Inc. USA 25-feb-25 Annual Management 12 Relight Enc. Value Apple Inc. USA 25-feb-25 Annual Management 2 Relight Enc. Apple Inc. USA 25-feb-25 Annual Management 3 Achoracy Vote to Rashly Named Executive Officers' Compensation For For Apple Inc.									
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Deere & Company USA 26-feb-25 Annual Shareholder 8 Report on Discrimination in Charitable Contributions Against Against	Deere & Company	USA				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



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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 Annual	Management	1e 1f	Elect Director Marc F. McMorris Floot Director January Review	For	For
Fair Isaac Corporation Fair Isaac Corporation	USA	05-mar-25 05-mar-25	Annual	Management Management	1g	Elect Director Joanna Rees Elect Director David A. Rey	For 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 Kone Oyj	Finland Finland	05-mar-25 05-mar-25	Annual Annual	Management Management	4	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting Acknowledge Proper Convening of Meeting		
Kone Oyj	Finland	05-mar-25	Annual	Management	5	Ackilowieuge i roper conversing or wedening 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	For
Kone Oyj Kone Oyj	Finland Finland	05-mar-25 05-mar-25	Annual Annual	Management Management	12 13.a	Fix Number of Directors at Nine Elect Banmali Agrawala as New Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.a	cieci ballillari rigirawaia as new Difector 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 liris Herlin as Director	For	For
Kone Oyj	Finland	05-mar-25	Annual	Management	13.g	Reelect Jussi Herlin as Director	For	Against
Kone Oyi	Finland	05-mar-25	Annual	Management	13.h	Reelect Timo Ihamuotila as Director	For	For
Kone Oyj Kone Oyj	Finland Finland	05-mar-25 05-mar-25	Annual Annual	Management	13.i 14	Reelect Krishna Mikkilineni as Director Approve Remuneration of Auditors	For For	For For
Kone Oyj	Finland	05-mar-25	Annual	Management Management	15	Approve Remineration in Auditors 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. Applied Materials, Inc.	USA	06-mar-25 06-mar-25	Annual Annual	Management	1a 1b	Elect Director Rani Borkar	For For	For
Applied Materials, Inc. Applied Materials, Inc.	USA	06-mar-25	Annual	Management Management	1c	Elect Director Judy Bruner Elect Director Xun (Eric) Chen	For	For
Applied Materials, Inc. Applied Materials, Inc.	USA	06-mar-25	Annual	Management	1d	Elect Director Ant L. 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. lannotti	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. Applied Materials, Inc.	USA	06-mar-25 06-mar-25	Annual Annual	Management	1 <u>J</u>	Elect Director Scott A. McGregor Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For
Applied Materials, Inc. Applied Materials, Inc.	USA	06-mar-25	Annual	Management Management	3	Autosory vote to Ratiny Ranied Executive Officers Compensation Ratify RPMG LLP as Auditors	For	For
Cencora, Inc.	USA	06-mar-25	Annual	Management	1a	Raily New Lier as Auditors 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 06-mar-25	Annual Annual	Management Management	1g 1h	Elect Director Lorence H. Kim Elect Director Robert P. Mauch	For 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	1i	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 Elect Director Michael Graff	For For	For
TransDigm Group Incorporated TransDigm Group Incorporated	USA	06-mar-25 06-mar-25	Annual Annual	Management Management	1.4	Elect Director Sean P. Hennessy 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 Switzerland	07-mar-25 07-mar-25	Annual Annual	Management	1.1	Accept Financial Statements and Statutory Reports	For For	For For
Novartis AG Novartis AG	Switzerland	07-mar-25 07-mar-25	Annual	Management Management	2	Approve Non-Financial Report Approve Discharge of Board and Senior Management	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	3	Approve biscriarge in Source and Serior Management 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



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	
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 Novartis AG	Switzerland Switzerland	07-mar-25 07-mar-25	Annual Annual	Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	For	For
Novartis AG Novartis AG	Switzerland	07-mar-25	Annual	Management Management	8.1	Approve Remuneration Report Elect Giovanni Caforio as Director and Board Chair	For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	8.2	Reelect Nancy Andrews as Director and Deard Criani	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 Novartis AG	Switzerland Switzerland	07-mar-25 07-mar-25	Annual Annual	Management	9.1	Reappoint Patrice Bula as Member of the Compensation Committee Reappoint Bridgette Heller as Member of the Compensation Committee	For For	For For
Novartis AG Novartis AG	Switzerland	07-mar-25 07-mar-25	Annual	Management Management	9.2		For	For
Novartis AG	Switzerland	07-mar-25	Annual	Management	9.4	Reappoint Simon Moroney as Member of the Compensation Committee 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. Golz	For	For
Analog Devices, Inc.	USA	12-mar-25	Annual	Management	1g	Elect Director Peter B. Henry	For	For
Analog Devices, Inc.	USA USA	12-mar-25 12-mar-25	Annual Annual	Management Management	1h 1i	Elect Director Mercedes Johnson	For For	For
Analog Devices, Inc. Analog Devices, Inc.	USA	12-mar-25	Annual	Management	11	Elect Director Ray Stata Elect Director Andrea F. Wainer	For	For
Analog Devices, Inc. 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		
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 Holfmann as Director	For	For
Genmab A/S Genmab A/S	Denmark Denmark	12-mar-25	Annual Annual	Management	5.d	Reelect Elizabeth OFarrell as Director Reelect Pack Deals Deals of Director	For	For
Genmab A/S	Denmark	12-mar-25 12-mar-25	Annual	Management Management	5.e 5.f	Reelect Paolo Paoletti as Director Reelect Anders Gersel Pedersen as Director	For For	For
Genmab A/S	Denmark	12-mar-25	Annual	Management	6	Regiect Articles Geiser Federisch as Director	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		
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 Ireland	12-mar-25 12-mar-25	Annual Annual	Management	1d 1e	Elect Director Patrick K. Decker	For For	For
Johnson Controls International plc				Management	1e 1f	Elect Director W. Roy Dunbar		For
Johnson Controls International plc Johnson Controls International plc	Ireland Ireland	12-mar-25 12-mar-25	Annual Annual	Management Management	1f 1g	Elect Director Gretchen R. Haggerty Elect Director Ayesha Khanna	For For	For
Johnson Controls International pic Johnson Controls International pic	Ireland	12-mar-25 12-mar-25	Annual	Management	1h	Elect Director Ayesna Ananna Elect Director Seatarama (Swamy) Kotagiri	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1i	Lieu Director George R. Oliver	For	For
	Ireland	12-mar-25	Annual	Management	1i	Elect Director Jurgen Tinggren	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual	Management	1k	Elect Director Mark Vergnano	For	For
	IIelanu			Management	11	Elect Director John D. Young	For	For
Johnson Controls International plc	Ireland	12-mar-25	Annual		2a	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Johnson Controls International plc Johnson Controls International plc		12-mar-25 12-mar-25	Annual	Management				For
Johnson Controls International plc Johnson Controls International plc Johnson Controls International plc	Ireland				2b	Authorize Board to Fix Remuneration of Auditors	For	1 01
Johnson Controls International plc	Ireland Ireland	12-mar-25	Annual	Management			For	For
Johnson Controls International plc	Ireland Ireland Ireland Ireland Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual Annual Annual Annual	Management Management Management Management		Authorize Board to Fix Remuneration of Auditors Authorize Market Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares	For For	For For
Johnson Controls International plc	Ireland Ireland Ireland Ireland Ireland Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual Annual Annual Annual Annual	Management Management Management Management Management Management	2b 3 4 5	Authorize Board to Fix Remuneration of Auditors Authorize Market Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For
Johnson Controls International plc	Ireland Ireland Ireland Ireland Ireland Ireland Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management	2b 3 4	Authorize Board to Fix Remuneration of Auditors Authorize Market Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares Advisory Vote to Ratily Named Executive Officers' Compensation Approve the Director's Authority to Allot Shares	For For For	For For For
Johnson Controls International plc	Ireland Ireland Ireland Ireland Ireland Ireland Ireland Ireland Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual Annual Annual Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management Management	2b 3 4 5 6 7	Authorize Board to Fix Remuneration of Auditors Authorize Market Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares Advisory Vote to Ratify Named Executive Officers' Compensation Approve the Directors' Authority to Allot Shares Approve the Disapplication of Statutory Pre-Emption Rights	For For	For For
Johnson Controls International plc	Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual	Management Management Management Management Management Management Management Management Management	2b 3 4 5	Authorize Board to Fix Remuneration of Auditors Authorize Marker Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares Advisory Vote to Ratily Named Executive Officers' Compensation Approve the Directors' Authority to Allot Shares Approve the Disapplication of Statutory Pre-Emption Rights Receive Report of Board	For For For For	For For For For
Johnson Controls International plc Pandora AS Pandora AS	Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual	Management	2b 3 4 5 6 7	Authorize Board to Fix Remuneration of Auditors Authorize Market Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares Advisory Vote to Ratify Named Executive Officers' Compensation Approve the Director's Authority to Allot Shares Approve the Disapplication of Statutory Pre-Emption Rights Receive Report of Board Accept Financial Statements and Statutory Reports	For For For For For	For For For For
Johnson Controls International plc	Ireland	12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25 12-mar-25	Annual	Management Management Management Management Management Management Management Management Management	2b 3 4 5 6 7	Authorize Board to Fix Remuneration of Auditors Authorize Marker Purchases of Company Shares Determine Price Range for Reissuance of Treasury Shares Advisory Vote to Ratily Named Executive Officers' Compensation Approve the Directors' Authority to Allot Shares Approve the Disapplication of Statutory Pre-Emption Rights Receive Report of Board	For For For For	For For For For



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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 Pandora AS	Denmark Denmark	12-mar-25 12-mar-25	Annual Annual	Management Management	6.3	Reelect Lilian Fossum Biner as Director Reelect Birgitta Stymne Goransson as Director	For For	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 Zijderveld 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 Pandora AS	Denmark Denmark	12-mar-25 12-mar-25	Annual	Management	9.1	Approve Discharge of Management and Board	For For	For
Pandora AS Pandora AS	Denmark Denmark	12-mar-25 12-mar-25	Annual Annual	Management Management	9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	For	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 USA	12-mar-25 12-mar-25	Annual Annual	Management Management	1b 1c	Elect Director Andrew Campion Elect Director Beth Ford	For For	For
Starbucks Corporation Starbucks Corporation	USA	12-mar-25	Annual	Management	1d	Elect Director Jorgen Vig Knudstorp	For	Against 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 USA	12-mar-25 12-mar-25	Annual	Management	1i	Elect Director Wei Zhang Advisory Vete to Ratify Named Evecutive Officers' Companyation	For For	For
Starbucks Corporation Starbucks Corporation	USA	12-mar-25 12-mar-25	Annual	Management Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation 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 TE Connectivity Plc	Ireland Ireland	12-mar-25 12-mar-25	Annual Annual	Management Management	1a 1b	Elect Director Jean-Pierre Clamadieu Elect Director Terrence R. Curtin	For For	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 TE Connectivity Plc	Ireland Ireland	12-mar-25 12-mar-25	Annual Annual	Management Management	1h 1i	Elect Director Heath A. Mitts Elect Director Abhijit Y. Talwalkar	For For	For For
TE Connectivity Plc	Ireland	12-mar-25	Annual	Management	1i	Elect Director Multit 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	11	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 TE Connectivity Plc	Ireland Ireland	12-mar-25 12-mar-25	Annual	Management Management	5	Authorize Share Repurchase Program Determine Price Range for Reissuance of Treasury Shares	For 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. Swiss Prime Site AG	USA Switzerland	13-mar-25 13-mar-25	Annual Annual	Shareholder Management	5	Declassify the Board of Directors Accept Financial Statements and Statutory Reports	None For	For For
Swiss Prime Site AG 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 Swiss Prime Site AG	Switzerland Switzerland	13-mar-25 13-mar-25	Annual Annual	Management Management	7.1.1	Reelect Ton Buechner as Director Reelect Thomas Studhalter as Director	For For	For For
Swiss Prime Site AG Swiss Prime Site AG	Switzerland	13-mar-25	Annual	Management	7.1.2	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 Swiss Prime Site AG	Switzerland Switzerland	13-mar-25 13-mar-25	Annual Annual	Management Management	7.2	Reelect Ton Buechner as Board Chair Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	For For	For For
Swiss Prime Site AG Swiss Prime Site AG	Switzerland	13-mar-25 13-mar-25	Annual	Management	7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee 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 Oyi Abp	Finland	13-mar-25	Annual	Management	1 2	Open Meeting Call the Meeting to Order		
Wartsila Oyj Abp Wartsila Oyj Abp	Finland Finland	13-mar-25 13-mar-25	Annual Annual	Management Management	3	Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	4	Designate inspection of nateriorized representative(s) or windless or weeting Acknowledge Proper Convening of Meeting		
Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	5	Prepare and Approve List of Shareholders		
		13-mar-25		Management				



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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 Oyi Abp	Finland Finland	13-mar-25 13-mar-25	Annual Annual	Management Management	9 10	Approve Discharge of Board and President Approve Remuneration Report (Advisory Vote)	For	For For
Wartsila Oyj Abp Wartsila Oyj Abp	Finland	13-mar-25 13-mar-25	Annual	Management	11	Approve Remuneration Report (Advisory vote) 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
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 Oyi Abp	Finland Finland	13-mar-25 13-mar-25	Annual Annual	Management Management	17	Approve Remuneration of Auditor for Sustainability Reporting Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For
Wartsila Oyj Abp Wartsila Oyj Abp	Finland	13-mar-25	Annual	Management	19	Appoint Price waterintouse-copiers as a various for oustainability Reporting 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 Mapfre SA	Spain Spain	14-mar-25 14-mar-25	Annual Annual	Management Management	1.3	Approve Allocation of Income and Dividends Approve Discharge of Board	For	For For
Mapfre SA	Spain	14-mar-25	Annual	Management	2.1	Approve Discrinage or board 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 14-mar-25	Annual Annual	Management	3.2	Amend Articles Re: Title II Chapter I	For	For For
Mapfre SA Mapfre SA	Spain Spain	14-mar-25 14-mar-25	Annual	Management Management	3.3	Amend Articles Re: Title III, Chapter I Amend Articles Re: Title III, Chapter II	For	For
Mapfre SA	Spain	14-mar-25	Annual	Management	3.5	Amend Articles Re: Tilet III, Chapter II. Amend Articles Re: Tilet 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 Mapfre SA	Spain Spain	14-mar-25 14-mar-25	Annual Annual	Management Management	4.1	Amend Articles of General Meeting Regulations Re: Title I Amend Articles of General Meeting Regulations Re: Title II and III	For For	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	Aprove Remuneration Policy Abirov Veta no Possis project Possis	For	Against
Mapfre SA Mapfre SA	Spain Spain	14-mar-25 14-mar-25	Annual Annual	Management Management	5.2 6	Advisory Vote on Remuneration Report Approve Payment of the Dividend for Shareholder Participation in the Annual General Meeting	For	Against 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 Carlsberg A/S	Denmark Denmark	17-mar-25 17-mar-25	Annual Annual	Management	5.A	Approve Remuneration Report (Advisory Vote)	For	For For
Carlsberg A/S	Denmark	17-mar-25 17-mar-25	Annual	Management Management	5.A 5.B	Approve Remuneration of Directors 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 Batato 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-Concewitz as Director	For	For
Carlsberg A/S Carlsberg A/S	Denmark Denmark	17-mar-25 17-mar-25	Annual Annual	Management Management	6.f	Reelect Punita Lal as Director Elect Jens Hjorth as New Director	For For	For Abstain
Carlsberg A/S	Denmark	17-mar-25	Annual	Management	6.g 6.h	Lieux della rijorni asi vee Director Elect Winnie Ma asi 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	Α	Receive Report of Board		
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	В	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 A.P. Moller-Maersk A/S	Denmark Denmark	18-mar-25 18-mar-25	Annual Annual	Management Management	D F	Approve Allocation of Income and Dividends of DKK 1.120 Per Share Approve Remuneration Report (Advisory Vote)	For	For For
A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual	Management	F	Approve reminingation report (Austroy Vote) 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
	Denmark	18-mar-25	Annual	Management	G.4	Reelect Amparo Moraleda as Director	For	For
A.P. Moller-Maersk A/S			Annual	Management	G.5	Elect Xavier Urbain as New Director Datify Discounted the accesses a Auditor Appoint Discounted to use Congress on Auditor for Supplied Discounted to the Congress of Auditor Appoint Discounted to the Congress of Auditor Discounted to	For	For
A.P. Moller-Maersk A/S	Denmark	18-mar-25		Management	Н	Ratify PricewaterhouseCoopers as Auditor, Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For
A.P. Moller-Maersk A/S A.P. Moller-Maersk A/S	Denmark	18-mar-25	Annual		11			
A.P. Moller-Maersk A/S A.P. Moller-Maersk A/S A.P. Moller-Maersk A/S	Denmark Denmark	18-mar-25 18-mar-25	Annual	Management	I.1 I.2	Authorize Board to Decide on the Distribution of Extraordinary Dividends Proposal Regarding Disclosure of Human Rights Due Diligence Processes	For Against	
A.P. Moller-Maersk A/S A.P. Moller-Maersk A/S	Denmark	18-mar-25		Management Shareholder	I.1 I.2 I.3	Proposal Regarding Disclosure of Human Rights Due Diligence Processes	Against	For
A.P. Moller-Maersk A/S O-P. Moller-Maersk A/S O-P. Moller-Maersk A/S O-P. Moller-Maersk A/S	Denmark Denmark Denmark	18-mar-25 18-mar-25 18-mar-25	Annual Annual	Management	1.2			
A.P. Moller-Maersk A/S Omnicom Group Inc. Omnicom Group Inc.	Denmark Denmark Denmark Denmark USA USA	18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25	Annual Annual Annual Special Special	Management Shareholder Shareholder Management Management	I.2 I.3 1	Proposal Regarding Disclosure of Human Rights Due Diligence Processes Proposal Regarding Discontinuation of Transportation of Arms Issue Shares in Connection with Merger Adjourn Meeting	Against Against For For	For Against For For
A.P. Moller-Maersk A/S Omnicom Group Inc. Omnicom Group Inc. OMALCOMM Incorporated	Denmark Denmark Denmark Denmark USA USA USA	18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25	Annual Annual Annual Special Special Annual	Management Shareholder Shareholder Management Management Management	I.2 I.3 1 2	Proposal Regarding Discolosure of Human Rights Due Diligence Processes Proposal Regarding Discontinuation of Transportation of Arms Issue Shares in Connection with Merger Adjourn Meeting Elect Director Sylvia Acevedo	Against Against For For	For Against For For
A.P. Moller-Maersk A/S Omnicom Group Inc. Omnicom Group Inc. OUALCOMM Incorporated OUALCOMM Incorporated	Denmark Denmark Denmark Denmark USA USA USA USA USA	18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25	Annual Annual Annual Special Special Annual Annual	Management Shareholder Shareholder Management Management Management Management	1.2 1.3 1 2 1a 1b	Proposal Regarding Disclosure of Human Rights Due Diligence Processes Proposal Regarding Discontinuation of Transportation of Arms Issue Shares in Connection with Merger Adjourn Meeting Elect Director Sylvia Acevedo Elect Director Cristiano R. Amon	Against Against For For For For	For Against For For For
A.P. Moller-Maersk A/S Omnicom Group Inc. Omnicom Group Inc. OMALCOMM Incorporated	Denmark Denmark Denmark Denmark USA USA USA	18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25 18-mar-25	Annual Annual Annual Special Special Annual	Management Shareholder Shareholder Management Management Management	I.2 I.3 1 2	Proposal Regarding Discolosure of Human Rights Due Diligence Processes Proposal Regarding Discontinuation of Transportation of Arms Issue Shares in Connection with Merger Adjourn Meeting Elect Director Sylvia Acevedo	Against Against For For	For Against For For



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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	<u>1j</u>	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 Management	3	Ratify PricewaterhouseCoopers LLP as Auditors Advisor Votate Datify Noted Execution Officers Companying	For	For
QUALCOMM Incorporated QUALCOMM Incorporated	USA	18-mar-25 18-mar-25	Annual Annual	Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation Amend Omnibus Stock Plan	For	For
QUALCOMM Incorporated	USA	18-mar-25	Annual	Shareholder	5	America Orininuos Sicck Fraini 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	9.1	Receive Amendments to Board of Directors Regulations	For	For
Banco de Sabadell SA	Spain	19-mar-25 19-mar-25	Annual Annual	Management	9.1	Reelect Cesar Gonzalez-Bueno Mayer Wittgenstein as Director Reelect Manuel Valls Morato as Director	For	For
Banco de Sabadell SA Banco de Sabadell SA	Spain Spain	19-mar-25 19-mar-25	Annual	Management Management	9.2	Reelect Manuel valls Morato as Director Elect Maria Gloria Hemandez Garcia as Director	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	9.4	Elect Maria Gioria Petitiangez Garcia as Difector Elect Margarita Salvans Puigbo as Director	For	For
Banco de Sabadell SA	Spain	19-mar-25	Annual	Management	10	Liet. margania darvanis r ugbo as Diet.oi 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 Annual	Management	2.2.2	Elect Noh Tae-moon as Inside Director	For	For
Samsung Electronics Co., Ltd.	South Korea South Korea	19-mar-25 19-mar-25	Annual	Management Management	2.2.3	Elect Song Jae-hyeok as Inside Director Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Samsung Electronics Co., Ltd. Samsung Electronics Co., Ltd.	South Korea	19-mar-25	Annual	Management	4.1	Approve Total retinuteration of inside protectors and obtained bleedors 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 Annual	Management	5 6	Fix Maximum Variable Compensation Ratio	For For	For
Banco Bilbao Vizcaya Argentaria SA Banco Bilbao Vizcaya Argentaria SA	Spain Spain	20-mar-25 20-mar-25	Annual	Management Management	7	Renew Appointment of Ernst & Young as Auditor Authorize Board to Ratify and Execute Approved Resolutions	For	For
Banco Bilbao Vizcaya Argentaria SA		20-mar-25	Annual	Management	8	Advisory Vote on Remueration Report	For	For
DSV A/S	Spain Denmark	20-mar-25	Annual	Management	1	Auvisory vote on Nethinstation Report Receive Report of Board	1 01	1 01
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 Shaverdian Riise-Knudsen as New Director	For	For
DSV A/S	Denmark	20-mar-25	Annual	Management	6.7	Elect Sabine Bendiek as New Director Patifix Piscowaterburge Congress on Auditor	For For	For
DSV A/S DSV A/S	Denmark	20-mar-25 20-mar-25	Annual Annual	Management Management	8.1	Ratify PricewaterhouseCoopers as Auditor 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
	Donmark			Management	8.1	Approve Creation of DIA: 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DIA: 48.1 Million Pool of Capital without Preemptive Authorize Share Repurchase Program	For	For
	Denmark Denmark			management		Authorize Guide inest regularing a regularing and a provided and a	For	For
DSV A/S	Denmark	20-mar-25	Annual Annual	Management				
DSV A/S DSV A/S		20-mar-25 20-mar-25	Annual Annual Annual	Management Management	8.3 9			
DSV A/S DSV A/S DSV A/S	Denmark Denmark	20-mar-25 20-mar-25 20-mar-25	Annual Annual	Management		Other Business	For	For
DSV A/S DSV A/S	Denmark Denmark Denmark	20-mar-25 20-mar-25	Annual	Management Management				For
DSV A/S DSV A/S DSV A/S DSV A/S Moncler SpA	Denmark Denmark Denmark Italy	20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders	Management	9	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24		For
DSV A/S DSV A/S DSV A/S DSV A/S Moncler SpA Nordea Bank Abp Nordea Bank Abp Nordea Bank Abp	Denmark Denmark Denmark Italy Finland Finland Finland	20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders Annual Annual Annual	Management Management Management Management Management Management	9 1 1 2 3	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 Open Meeting Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		For
DSV A/S DSV A/S DSV A/S DSV A/S Moncler SpA Moncler SpA Nordea Bank Abp Nordea Bank Abp Nordea Bank Abp Nordea Bank Abp	Denmark Denmark Denmark Italy Finland Finland Finland Finland	20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders Annual Annual	Management Management Management Management Management Management Management	9 1 1 2	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 Open Meeting Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting Acknowledge Proper Convening of Meeting		For
DSV A/S DSV A/S DSV A/S DSV A/S Moncler SpA Moncler Bank Abp Nordea Bank Abp	Denmark Denmark Italy Finland Finland Finland Finland Finland Finland Finland	20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management Management	9 1 1 2 3 4 5	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 Open Meeting Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting Acknowledge Proper Convening of Meeting Prepare and Approve List of Shareholders		For
DSV A/S DSV A/S DSV A/S DSV A/S Moncier SpA Moncier Bank Abp Nordea Bank Abp	Denmark Denmark Denmark Italy Finland Finland Finland Finland Finland Finland Finland Finland	20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management Management Management	9 1 1 2 3 4	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 Open Meeting Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting Acknowledge Proper Convening of Meeting Prepare and Approve List of Shareholders Receive Financial Statements and Statutory Reports; Receive President Review	For	
DSV A/S DSV A/S DSV A/S DSV A/S Moncler SpA Moncler SpA Nordea Bank Abp	Denmark Denmark Denmark Italy Finland	20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders Annual Annual Annual Annual Annual Annual Annual Annual Annual	Management	9 1 1 2 3 4 5 6 7	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 Open Meeting Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting Acknowledge Proper Convening of Meeting Prepare and Approve List of Shareholder Reports; Receive President Review Receive Financial Statements and Statutory Reports Accept Financial Statements and Statutory Reports	For	For
DSV A/S DSV A/S DSV A/S DSV A/S Moncier SpA Moncier Bank Abp Nordea Bank Abp	Denmark Denmark Denmark Italy Finland Finland Finland Finland Finland Finland Finland Finland	20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25 20-mar-25	Annual Annual Extraordinary Shareholders Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management Management Management	9 1 1 2 3 4 5	Other Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24 Open Meeting Call the Meeting to Order Designate Inspector or Shareholder Representative(s) of Minutes of Meeting Acknowledge Proper Convening of Meeting Prepare and Approve List of Shareholders Receive Financial Statements and Statutory Reports; Receive President Review	For	



No. Sept.	Compañía	País	Fecha Junta	Tipo	Proponente	Art.		Propuesta	Rec Mgmt	Voto
Manus In 1966	Nordea Bank Abp	Finland	20-mar-25	Annual	Management	10				
Month Mont										
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Model Selfe Prop. Model Selfe Selfe Se										
Section Company Comp										
Teach Burk Park P										
State Part					Management					
Mode Part	Nordea Bank Abp	Finland	20-mar-25	Annual				Reelect Arja Talma as Director		For
March Marc						13.j		Reelect Kjersti Wiklund as Director	For	
Manual Sales										
Notes Park										1 01
Notes Part Cheese Part			20-mar-25					Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For
Notes Deck After Company C					Management					
Mode Subs As Ashe					Management Management		_			
Mode Sun Africa										
Mode Stand Age	Nordea Bank Abp									
Works Park						23		Approve Issuance of up to 30 Million Shares without Preemptive Rights		
The Note Designed U.S.A. Service Servi					Shareholder				Against	Against
The Note Development 154,								y	For	For
The Wild Debter Congress 156. Consect Annual Management 16. Eng Dester D. James Debter Debter D. James D.	The Walt Disney Company									
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Sika AG Switzerland 25-mar-25 Annual Management 4.1.2 Reelect Viktor Ball is a Director For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.3 Reelect Lurscere Foufopoulos-De Ridder as Director For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.4 Reelect Justin Howell as Director For For Against Sika AG Switzerland 25-mar-25 Annual Management 4.1.5 Reelect Gordana Landen as Director For For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.6 Reelect Foufopoulos-De Ridder as Director For For For For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.6 Reelect Plust Foundaries Director For For For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.7 Reelect Thomas Aebischer as Director For For For For For For For For For F						411				
Sika AG Switzerland 25-mar-25 Annual Management 4.1.3 Reelect Lucroce Foul'opoulos-De Ridder as Director For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.4 Reelect Justin Howelf as Director For Against 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 4.1.6 Reelect Paul Schuler as Director For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.7 Reelect Thomas Aberiactor For For Sika AG Switzerland 25-mar-25 Annual Management 4.1.7 Reelect Thomas Aberiactor For For							_			
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					4.1.3			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 4.1.7 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 4.2 Elect Kwok Wang Ng as Director For										
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Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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 Sika AG	Switzerland Switzerland	25-mar-25 25-mar-25	Annual Annual	Management Management	4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee Ratify KPMG AG as Auditors	For	For
Sika AG	Switzerland	25-mar-25	Annual	Management	4.6	Natily Name dost 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 Sika AG	Switzerland Switzerland	25-mar-25 25-mar-25	Annual Annual	Management	- 7 - 8	Amend Articles Re: Variable Remuneration of Executive Committee Transact Other Business (Voting)	For For	For Against
Sika AG	Switzerland	25-mar-25	Annual	Management Management	1	Harisact Otter business (Voting) Share Re-resistration 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		Designate Inspector(s) of Minutes of Meeting		
Telefonaktiebolaget LM Ericsson Telefonaktiebolaget LM Ericsson	Sweden Sweden	25-mar-25 25-mar-25	Annual Annual	Management	7	Receive Financial Statements and Statutory Reports Receive President and CEO Report; Allow Questions		
Telefonaktiebolaget LM Ericsson Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management Management	8.1	Receive President and C2-C Reput, Aniow Questions Accept Financial Statements and Statutory Reports	For	For
Telefonaktiebolaget LM Ericsson 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 Carlson	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 Annual	Management	8.3.f	Approve Discharge of Board Member Eric A. Etzvik Approve Discharge of Board Member Kristin, S. Pippo	For	For
Telefonaktiebolaget LM Ericsson Telefonaktiebolaget LM Ericsson	Sweden Sweden	25-mar-25 25-mar-25	Annual	Management Management	8.3.g 8.3.h	Approve Discharge of Board Member Kristin S. Rinne 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 Aprove 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	8.3.1	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 Soting	For	For
Telefonaktiebolaget LM Ericsson	Sweden Sweden	25-mar-25 25-mar-25	Annual Annual	Management	8.3.o 8.3.p	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	For	For For
Telefonaktiebolaget LM Ericsson Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25 25-mar-25	Annual	Management Management	8.3.p 8.3.q	Approve Discharge of Deputy Employee Representative Loredana Roslund 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 Approve Discharge of President Borje Ekholm 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 Carlson 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 Telefonaktiebolaget LM Ericsson	Sweden Sweden	25-mar-25 25-mar-25	Annual	Management Management	11.4	Reelect Eric A. Elzvik as Director 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 Carlson as Board Chair	For	Against
Telefonaktiebolaget LM Ericsson Telefonaktiebolaget LM Ericsson	Sweden Sweden	25-mar-25 25-mar-25	Annual Annual	Management Management	13 14	Determine Number of Auditors (1) Approve Remuneration of Auditors	For For	For
Telefonaktiebolaget LM Ericsson	Sweden	25-mar-25	Annual	Management	15	Approve reinmerations Auditors 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 Annual	Management	19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	For	For
Telefonaktiebolaget LM Ericsson Telefonaktiebolaget LM Ericsson	Sweden Sweden	25-mar-25 25-mar-25	Annual	Management Shareholder	19.2 20	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023 Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary	For 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 Annual	Management	7.1	Reelect Maria Teresa Arcos Sanchez as Director Elect Maria Teresa Arcos Sanchez as Director	For	For For
Enagas SA Enagas SA	Spain	26-mar-25 26-mar-25	Annual	Management Management	7.2	Elect Maria Elena Massot Puey as Director Maintain Number of Directors at 15	For	For
Enagas SA Enagas SA	Spain Spain	26-mar-25 26-mar-25	Annual	Management	8	Maintain Nutriber of Directors at 15 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		. 51



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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 Swedbank AB	Sweden Sweden	26-mar-25 26-mar-25	Annual Annual	Management Management	6 7.a	Acknowledge Proper Convening of Meeting Receive Financial Statements and Statutory Reports	For	For
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 Swedbank AB	Sweden Sweden	26-mar-25 26-mar-25	Annual Annual	Management Management	10.c	Approve Discharge of Hans Eckerstrom Approve Discharge of Kerstin Hermansson	For	For For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.e	Approve Discharge of Helena Lilipidahi	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	10.f	Approve Discharge of Bengt Erik 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 Bilijana Pehrsson	For	For
Swedbank AB Swedbank AB	Sweden	26-mar-25 26-mar-25	Annual Annual	Management Management	10.j	Approve Discharge of Goran Persson Approve Discharge of Birth Pierson Approve Discharge of Birth Pierson	For For	For
Swedbank AB	Sweden Sweden	26-mar-25	Annual	Management	10.k	Approve Discharge of Biorn Riese 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	10.0	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 Sweden	26-mar-25 26-mar-25	Annual	Management	11	Determine Number of Members (11) and Deputy Members of Board (0) 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	For
Swedbank AB Swedbank AB	Sweden	26-mar-25	Annual	Management Management	13.a	Approve Remuneration of Directors in the Amount of Sex 3.5 million for Chair, Sex 1.2 million for Vice Chair and Sex 800,000 for Other Directors; Reelect Goran Bengtsson as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.b	Relect 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 Swedbank AB	Sweden Sweden	26-mar-25 26-mar-25	Annual Annual	Management Management	13.g 13.h	Reelect Per Olof Nyman as Director Reelect Biljana Pehrsson as Director	For For	For For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.i	Relect Coran Person as Director Research Goran Person as Director	For	For
Swedbank AB	Sweden	26-mar-25	Annual	Management	13.j	Reelect Biorn 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 Swedbank AB	Sweden Sweden	26-mar-25 26-mar-25	Annual Annual	Management	16 17	Approve Nomination Committee Procedures Authorities Deputation for Tradiagia (Our Shares	For For	For For
Swedbank AB	Sweden	26-mar-25	Annual	Management Management	18	Authorize Repurchase Authorization for Trading in Own Shares 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 Swedbank AB	Sweden Sweden	26-mar-25 26-mar-25	Annual	Management Shareholder	21	Approve Remoneration Report Approve Proposed Reporting Emproving Finance Stundon's Proceedures for Issuing New Pankill	For None	For Against
Swedbank AB	Sweden	26-mar-25	Annual	Shareholder	23	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID Approve Proposal Regarding Improving the Security of BankID Usage	None	Against
Swedbank AB	Sweden	26-mar-25	Annual	Management	24	Close Meeting	140110	/ tguiriot
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 26-mar-25	Annual Annual	Management	2	Approve Allocation of Income and Dividends of CHF 22 per Share	For For	For For
Swisscom AG Swisscom AG	Switzerland Switzerland	26-mar-25 26-mar-25	Annual	Management Management	4	Approve Discharge of Board and Senior Management 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 Cioli as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.5	Reelect Guus Dekkers as Director	For	For
Swisscom AG	Switzerland	26-mar-25	Annual Annual	Management	4.6	Reelect Frank Esser as Director	For	For For
Swisscom AG Swisscom AG	Switzerland Switzerland	26-mar-25 26-mar-25	Annual	Management Management	4.7	Reelect Sandra Lathion-Zweifel as Director Papliert Anna Mossbarra as Director	For For	For
Swisscom AG	Switzerland	26-mar-25	Annual	Management	4.9	Reelect Anna Mossberg as Director 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 Swisscom AG	Switzerland Switzerland	26-mar-25 26-mar-25	Annual Annual	Management Management	5.5 6.1	Reappoint Fritz Zurbueger as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	For For	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 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 Rechtsanwaelte 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 1	Share Re-registration Consent	For	For
ABB Ltd. ABB Ltd.	Switzerland Switzerland	27-mar-25 27-mar-25	Annual Annual	Management Management	2	Accept Financial Statements and Statutory Reports Approve Remuneration Report (Non-Binding)	For For	For For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	3	Approve Remainleautin Report (Non-Binding) 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
ADD Liu.								



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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. ABB Ltd.	Switzerland Switzerland	27-mar-25	Annual Annual	Management Management	7.1	Reelect David Constable as Director	For For	For For
ABB Ltd.	Switzerland	27-mar-25 27-mar-25	Annual	Management	7.3	Reelect Frederico Curado as Director Reelect Johan Forssell as Director	For	For
ABB Ltd.	Switzerland	27-mar-25	Annual	Management	7.4	Reelect Johann visseling Birector 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 Switzerland	27-mar-25 27-mar-25	Annual	Management Management	7.9 7.10	Reelect Mats Rahmstrom as Director Reelect Peter Voser as Director and Board Chair	For 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 Bankinter SA	Spain	27-mar-25 27-mar-25	Annual Annual	Management Management	2	Approve Consolidated and Standalone Financial Statements Approve Non-Financial Information Statement	For For	For For
Bankinter SA	Spain Spain	27-mar-25	Annual	Management	3	Approve Non-Financial Information Statement Approve Discharge of Board	For	For
Bankinter SA 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 Sautuola 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 Bankinter SA	Spain Spain	27-mar-25 27-mar-25	Annual Annual	Management Management	6.6	Reelect Cristina Garcia-Peri Alvarez as Director Approve Restricted Capitalization Reserve	For For	For For
Bankinter SA	Spain	27-mar-25	Annual	Management	8	Approve resinted capitalization reserve 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		
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	1 0.4	Approve Allocation of Income, with a Final Dividend of JPY 57	For For	For For
Chugai Pharmaceutical Co., Ltd. Chugai Pharmaceutical Co., Ltd.	Japan Japan	27-mar-25 27-mar-25	Annual Annual	Management Management	2.1	Elect Director Okuda, Osamu Elect Director Taniquchi, Iwaaki	For	For
Chugai Pharmaceutical Co., Ltd.	Japan	27-mar-25	Annual	Management	2.3	Elect Director likura, 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 Sweden	27-mar-25 27-mar-25	Annual Annual	Management	2	Elect Chair of Meeting	For For	For For
Essity AB Essity AB	Sweden	27-mar-25	Annual	Management Management	3	Prepare and Approve List of Shareholders Designate Inspector(s) of Minutes of Meeting	FUI	FUI
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		
Essity AB	Sweden	27-mar-25	Annual	Management	7	Receive President, Chair and Auditor Review		
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 Sweden	27-mar-25 27-mar-25	Annual	Management	8.c1 8.c2	Approve Discharge of Ewa Bjorling	For For	For
Essity AB Essity AB	Sweden	27-mar-25 27-mar-25	Annual	Management Management	8.c2 8.c3	Approve Discharge of Par Boman Approve Discharge of Maria Carell	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c4	Approve Discharge of Manemarie Gardshol	For	For
					8.c5	Approve Discharge of Magnus Groth	For	For
ESSITY AB			Annual	ivianagement				F
Essity AB	Sweden Sweden	27-mar-25 27-mar-25	Annual Annual	Management Management	8.c6	Approve Discharge of Jan Gurander	For	For
Essity AB Essity AB	Sweden	27-mar-25 27-mar-25 27-mar-25		Management Management	8.c6 8.c7	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof	For For	For
Essity AB Essity AB Essity AB	Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual Annual Annual	Management Management Management	8.c6 8.c7 8.c8	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof Approve Discharge of Bert Nordberg	For For	For For
Essity AB Essity AB Essity AB Essity AB	Sweden Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual Annual Annual Annual	Management Management Management Management	8.c6 8.c7 8.c8 8.c9	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson	For For For	For For
Essity AB Essity AB Essity AB Essity AB Essity AB Essity AB	Sweden Sweden Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual Annual Annual Annual Annual	Management Management Management Management Management	8.c6 8.c7 8.c8 8.c9 8.c10	Approve Discharge of Jan Gurander Approve Discharge of Tottjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Rarbara M. Thoralfsson Approve Discharge of Karf Aberg	For For For For	For For For
Essity AB	Sweden Sweden Sweden Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11	Approve Discharge of Jan Gurander Approve Discharge of Torbjom Loof Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Karl Aberg Approve Discharge of Sofia Lafqvist	For For For For For	For For For For
Essity AB	Sweden Sweden Sweden Sweden Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Management Management Management Management Management Management Management Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12	Approve Discharge of Jan Gurander Approve Discharge of Torbjom Loof Approve Discharge of Ent Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Karl Aberg Approve Discharge of Karl Aberg Approve Discharge of Sofia Lafqvist Approve Discharge of Andeas Larsson	For For For For For For	For For For For For
Essity AB	Sweden Sweden Sweden Sweden Sweden Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual	Management Management Management Management Management Management Management Management Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Karl Aberg Approve Discharge of Sofia Lafqvist Approve Discharge of Andeas Larsson Approve Discharge of Andeas Larsson Approve Discharge of Sofia Laflorist	For For For For For	For For For For
Essity AB	Sweden Sweden Sweden Sweden Sweden Sweden Sweden Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Karl Aberg Approve Discharge of Sofia Lafqvist Approve Discharge of Andeas Larsson Approve Discharge of Sofia Lafqvist Approve Discharge of Suasanna Lind Approve Discharge of Orjan Svensson	For For For For For For For	For For For For For For
Essity AB	Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual	Management Management Management Management Management Management Management Management Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Berbara M. Thoralisson Approve Discharge of Sarbara M. Thoralisson Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Andeas Larsson Approve Discharge of Suasanna Lind Approve Discharge of Orjan Svensson Approve Discharge of Orjan Svensson Approve Discharge of Orjan Svensson	For For For For For For For For	For For For For For For For
Essity AB	Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual	Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13 8.c14 8.c15 8.c16 9	Approve Discharge of Jan Gurander Approve Discharge of Tottjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Berthara M. Thoralfsson Approve Discharge of Rarbara M. Thoralfsson Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Andeas Larsson Approve Discharge of Orjan Svensson Approve Discharge of Orjan Svensson Approve Discharge of Niclas Thulin Approve Discharge of Miclas Thulin Approve Discharge of Magnus Groth (President) Determine Number of Directors (10) and Deputy Members (0) of Board	For	For
Essity AB	Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual	Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13 8.c14	Approve Discharge of Jan Gurander Approve Discharge of Torbjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralisson Approve Discharge of Sari Alexer Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Suasanna Lind Approve Discharge of Orjan Svensson Approve Discharge of Orjan Svensson Approve Discharge of Orjan Svensson Approve Discharge of Magnus Groth (President) Determine Number of Directors (10) and Deputy Auditors (0) Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Essity AB	Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual	Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13 8.c14 8.c15 8.c16 9	Approve Discharge of Jan Gurander Approve Discharge of Tottjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Karf Aberg Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Susaanna Lind Approve Discharge of Susaanna Lind Approve Discharge of Susaanna Lind Approve Discharge of Totian Svensson Approve Discharge of Magnus Groth (President) Determine Number of Directors (10) and Deputy Members (0) of Board Determine Number of Directors (10) and Deputy Members (0) Approve Remuneration of Directors (10) and Deputy Members (0) Approve Remuneration of Directors (10) and Deputy Members (0) Approve Remuneration of Directors (10) and Deputy Members (0) Of Board	For	For
Essity AB	Sweden	27-mar-25	Annual	Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13 8.c14 8.c15 8.c16 9	Approve Discharge of Jan Gurander Approve Discharge of Torbjon Loof Approve Discharge of Bert Nordberg Approve Discharge of Bert Nordberg Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralisson Approve Discharge of Africk Africk Africk Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Sevenson Approve Discharge of Organ Svensson Approve Discharge of Miclas Thulin Approve Discharge of Magnus Groth (President) Determine Number of Directors (10) and Deputy Members (0) of Board Determine Number of Directors (11) and Deputy Auditors (0) Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Adprove Remuneration of Auditors	For	For
Essity AB	Sweden	27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25 27-mar-25	Annual	Management	8.c6 8.c7 8.c8 8.c9 8.c10 8.c11 8.c12 8.c13 8.c14 8.c15 8.c16 9	Approve Discharge of Jan Gurander Approve Discharge of Tottjorn Loof Approve Discharge of Bert Nordberg Approve Discharge of Bert Nordberg Approve Discharge of Barbara M. Thoralfsson Approve Discharge of Karf Aberg Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Sofia Lafqvist Approve Discharge of Susaanna Lind Approve Discharge of Susaanna Lind Approve Discharge of Susaanna Lind Approve Discharge of Totian Svensson Approve Discharge of Magnus Groth (President) Determine Number of Directors (10) and Deputy Members (0) of Board Determine Number of Directors (10) and Deputy Members (0) Approve Remuneration of Directors (10) and Deputy Members (0) Approve Remuneration of Directors (10) and Deputy Members (0) Approve Remuneration of Directors (10) and Deputy Members (0) Of Board	For	For



Compañía	País	Fecha Junta	Tipo	Proponente	Art.	Propuesta	Rec Mgmt	Voto
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	For
Essity AB Essity AB	Sweden Sweden	27-mar-25 27-mar-25	Annual Annual	Management Management	12.h 12.i	Reelect Karl Aberg as Director Elect Alexander Lacik as New Director	For For	Against For
Essity AB	Sweden	27-mar-25	Annual	Management	12.i	Elect Astarina 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 Essity AB	Sweden	27-mar-25 27-mar-25	Annual Annual	Management Management	18.a 18.b	Authorize Share Repurchase Program Authorize Reissuance of Repurchased Shares	For For	For For
Novo Nordisk A/S	Sweden Denmark	27-mar-25	Annual	Management	1	Authorize resissance on reputchased onaries Receive Report of Board	FUI	FUI
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 Novo Nordisk A/S	Denmark Denmark	27-mar-25 27-mar-25	Annual Annual	Management Management	6.2 6.3a	Reelect Henrik Poulsen (Vice Chair) as Director Reelect Laurence Debroux as Director	For For	Abstain For
Novo Nordisk A/S	Denmark	27-mar-25 27-mar-25	Annual	Management	6.3b	Relect Aurence Degroux as Director Relect Andreas Fibig 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 Annual	Management	8.1	Authorize Share Repurchase Program 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 Novo Nordisk A/S	Denmark Denmark	27-mar-25 27-mar-25	Annual	Management Shareholder	8.2	Approve Creation of DKA 44.7 million Pool of Capital with Preemptive Rights; Approve Creation of DKA 44.7 million Pool of Capital without Preemptive Approve Proposal Regarding Regulated Working Conditions at Construction Sites	For Against	Against
Novo Nordisk A/S	Denmark	27-mar-25	Annual	Management	9	Approve in regarding Regulated Working Conditions at Constitution Sites Other Business	Against	Against
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 UniCredit SpA	Italy Italy	27-mar-25 27-mar-25	Annual/Special Annual/Special	Management Management	6	Approve Remuneration Policy Approve Second Section of the Remuneration Report	For For	Against Against
UniCredit SpA	Italy	27-mar-25	Annual/Special	Management	8	Approve Second Section Incentive System Approve 2025 Group Incentive System Approve 3025 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 Italy	27-mar-25	Annual/Special	Management	5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For For	For For
UniCredit SpA UniCredit SpA	Italy	27-mar-25 27-mar-25	Annual/Special Annual/Special	Management Management	6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System 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 UPM-Kymmene Oyj	Finland Finland	27-mar-25 27-mar-25	Annual Annual	Management Management	7	Receive Financial Statements and Statutory Reports Accept Financial Statements and Statutory Reports	For	For
UPM-Kymmene Oyj	Finland	27-mar-25 27-mar-25	Annual	Management	8	Accept Financial Statements and Statutory Reports 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 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 Approve Remuneration of Auditors	For	For
UPM-Kymmene Oyj UPM-Kymmene Oyj	Finland Finland	27-mar-25 27-mar-25	Annual Annual	Management Management	15 16	Approve Remuneration of Auditor for Sustainability Reporting Ratify Ernst & Young as Auditors	For For	For For
UPM-Kymmene Oyj	Finland	27-mar-25	Annual	Management	17	Ratily Emist a Young as Automotis Appoint Emst & Young as Automotis Appoin	For	For
	Finland	27-mar-25	Annual	Management	18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	For
UPM-Kymmene Ovi					19	Authorize Share Repurchase Program	For	For
	Finland	27-mar-25	Annual	Management				
UPM-Kymmene Oyj UPM-Kymmene Oyj UPM-Kymmene Oyj	Finland Finland	27-mar-25 27-mar-25	Annual Annual	Management	20A	Amend Articles Re: Auditor; General Meeting	For	For
UPM-Kymmene Oyj UPM-Kymmene Oyj UPM-Kymmene Oyj UPM-Kymmene Oyj UPM-Kymmene Oyj	Finland Finland Finland	27-mar-25 27-mar-25	Annual Annual	Management Management	20A 20B	Amend Articles Re: Auditor; General Meeting Allow Shareholder Meetings to be Held by Electronic Means Only	For	For
UPM-Kymmene Oyj UPM-Kymmene Oyj UPM-Kymmene Oyj	Finland Finland	27-mar-25	Annual	Management	20A	Amend Articles Re: Auditor; General Meeting		