

Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): All institution accounts

Custodian Account(s): All custodian accounts

Reporting Period: 01/01/2025 to 03/31/2025

Meeting Overview

Category	Number	Percentage
Number of votable meetings	115	
Number of meetings voted	114	99.13%
Number of meetings with at least 1 vote Against, Withhold or Abstain	45	39.13%

Ballot Overview

Category	Number	Percentage
Number of votable ballots	443	
Number of ballots voted	439	99.10%

Proposal Overview

Category	Number	Percentage
Number of votable items	1,334	
Number of items voted	1,310	98.20%
Number of votes FOR	1,183	90.31%
Number of votes AGAINST	99	7.56%
Number of votes ABSTAIN	18	1.37%
Number of votes WITHHOLD	10	0.76%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,309	99.92%
Number of votes Against Policy	1	0.08%
Number of votes With Mgmt	1,213	92.60%
Number of votes Against Mgmt	97	7.40%
Number of votes on MSOP (exclude frequency)	70	5.34%
Number of votes on Shareholder Proposals	25	1.91%

Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.

For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.

Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.

This may result in voting totals exceeding the number of votable items.

Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :

<https://www.issgovernance.com/policy-gateway/voting-policies>

Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
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Market	Votable Meetings	Voted Meetings	Percentage
USA	21	21	100.00%
South Korea	16	16	100.00%
Japan	12	12	100.00%
China	9	9	100.00%
Brazil	5	5	100.00%
Sweden	5	5	100.00%
United Arab Emirates	4	4	100.00%
United Kingdom	4	4	100.00%
Australia	3	3	100.00%
Denmark	3	2	66.67%
Finland	3	3	100.00%
Germany	3	3	100.00%
Spain	3	3	100.00%
Switzerland	3	3	100.00%
India	2	2	100.00%
Ireland	2	2	100.00%
Israel	2	2	100.00%
Italy	2	2	100.00%
Austria	1	1	100.00%
Belgium	1	1	100.00%
Bermuda	1	1	100.00%
Canada	1	1	100.00%
Cayman Islands	1	1	100.00%
Hong Kong	1	1	100.00%
Jersey	1	1	100.00%
Luxembourg	1	1	100.00%
Norway	1	1	100.00%
Poland	1	1	100.00%
Singapore	1	1	100.00%
Thailand	1	1	100.00%
Turkey	1	1	100.00%

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Phoenix Financial Ltd.	14-Jan-25	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
Phoenix Financial Ltd.	14-Jan-25	Israel	G	No Research - No Recommendations Provided	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B1. If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Phoenix Financial Ltd.	14-Jan-25	Israel	G	No Research - No Recommendations Provided	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B2. If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Phoenix Financial Ltd.	14-Jan-25	Israel	G	No Research - No Recommendations Provided	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	B3. If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Against
Western Mining Co., Ltd.	22-Jan-25	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	2. Approve Related Party Transaction of Controlled Subsidiary	Against
SpareBank 1 SMN	05-Feb-25	Norway	G	Director Related - Board Related	Company-Specific Board-Related	5.2. Elect Members and Deputy Members of Corporate Assembly	Against
RWS Holdings Plc	11-Feb-25	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
RWS Holdings Plc	11-Feb-25	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Julie Southern as Director	Against
Siemens AG	13-Feb-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Technology One Limited	19-Feb-25	Australia	G	Director Election - Director Election	Elect Director	2. Elect Pat O'Sullivan as Director	Against
Infineon Technologies AG	20-Feb-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Ulrich Spiesshofer to the Supervisory Board	Against
Infineon Technologies AG	20-Feb-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Margret Suckale to the Supervisory Board	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Infineon Technologies AG	20-Feb-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Aristocrat Leisure Limited	20-Feb-25	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	Against
Emirates NBD Bank (P.J.S.C)	24-Feb-25	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11. Elect Directors	Against
Deere & Company	26-Feb-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Statistical Differences in Hiring Across Race and Gender	Against
Deere & Company	26-Feb-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Establish a Board Committee on Corporate Financial Sustainability	Against
Deere & Company	26-Feb-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Discrimination in Charitable Contributions	Against
AECOM	28-Feb-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bradley W. Buss	Against
AECOM	28-Feb-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
BANK POLSKA KASA OPIEKI SA	06-Mar-25	Poland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	5.1. Recall Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	06-Mar-25	Poland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	5.2. Elect Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	06-Mar-25	Poland	G	Director Related - Board Related	Company-Specific Board-Related	6. Approve Collective Suitability Assessment of Supervisory Board Members	Against
BANK POLSKA KASA OPIEKI SA	06-Mar-25	Poland	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	7. Approve Decision on Covering Costs of Convocation of EGM	Against
Novartis AG	07-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Abu Dhabi Islamic Bank	10-Mar-25	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11. Elect Board of Directors for the Next Three Years	Against
Transcontinental Inc.	11-Mar-25	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mario Plourde	Against
Dubai Islamic Bank PJSC	13-Mar-25	United Arab Emirates	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman Bulls	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ricardo Falu	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Harald von Heynitz	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Barbara Humpton	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Peter Chi-Shun Luk	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Axel Meier	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Letitia ("Tish") Mendoza	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Julian Nebreda	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director John Christopher ("Chris") Shelton	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Simon James Smith	Withhold
The Interpublic Group of Companies, Inc.	18-Mar-25	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	F. Authorize Share Repurchase Program	Against
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	G.1. Reelect Marc Engel as Director	Abstain
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	G.2. Reelect Kasper Rorsted as Director	Abstain
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	S	Social - Weapons	Weapons - Related	I.3. Proposal Regarding Discontinuation of Transportation of Arms	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	2.1.1. Elect Kim Jun-seong as Outside Director	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	2.1.2. Elect Heo Eun-nyeong as Outside Director	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	2.1.3. Elect Yoo Myeong-hui as Outside Director	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4.2. Elect Yoo Myeong-hui as a Member of Audit Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 4 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.a. Reelect Peter Athanas as Director	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.a. Reappoint Peter Athanas as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.b. Reappoint Walter Droege as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.c. Reappoint Frank Tanski as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Platzer Fastigheter Holding AB	19-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	13a.4. Reelect Henrik Forsberg Schoultz as Director	Against
Platzer Fastigheter Holding AB	19-Mar-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13b. Reelect Henrik Forsberg Schoultz as Board Chair	Against
Axfood AB	19-Mar-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Axfood AB	19-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	14.2. Reelect Caroline Berg as Director	Against
Axfood AB	19-Mar-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14.9. Elect Carolin Berg as Board Chair	Against
Banco de Sabadell SA	19-Mar-25	Spain	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Amend Articles Re: Board of Directors	Against
Banco de Sabadell SA	19-Mar-25	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
The Walt Disney Company	20-Mar-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Reconsider Participation in Human Rights Campaign's Corporate Equality Index	Against
The Walt Disney Company	20-Mar-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Discriminating Based on Religious and Political Views	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nordea Bank Abp	20-Mar-25	Finland	E	Environmental - Climate	Restriction of Fossil Fuel Financing	24. Approve Business Activities in Line with the Paris Agreement	Against
NH Investment & Securities Co., Ltd.	24-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Moon Yeon-woo as Non-Independent Non-Executive Director	Against
Akbank TAS	24-Mar-25	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect Directors	Against
Akbank TAS	24-Mar-25	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8. Approve Director Remuneration	Against
Akbank TAS	24-Mar-25	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	11. Approve Upper Limit of Donations for 2025	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.7. Reelect Jacob Wallenberg as Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.9. Reelect Karl Aberg as Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.10. Elect Christian Cederholm as New Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12. Reelect Jan Carlson as Board Chair	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	20. Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	Against
Emaar Properties PJSC	25-Mar-25	United Arab Emirates	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors	Against
Emaar Properties PJSC	25-Mar-25	United Arab Emirates	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	8. Appoint Auditors and Fix Their Remuneration for FY 2025	Against
Korean Air Lines Co., Ltd.	26-Mar-25	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Total Remuneration of Inside Directors and Outside Directors	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Andreas Pecher to the Supervisory Board	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Isabel De Paoli to the Supervisory Board	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Angelika Bullinger-Hoffmann to the Supervisory Board	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Industrial Bank of Korea	26-Mar-25	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Industrial Bank of Korea	26-Mar-25	South Korea	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	4. Authorize Board to Fix Remuneration of Internal Auditor(s)	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Kim Jo-seol as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Bae Hun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Yoon Jae-won as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Yong-guk as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Bae Hun as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.2. Elect Yoon Jae-won as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.3. Elect Lee Yong-guk as a Member of Audit Committee	Against
Swedbank AB	26-Mar-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	22. Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	Against
Swedbank AB	26-Mar-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	23. Approve Proposal Regarding Improving the Security of BankID Usage	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valmet Corp.	26-Mar-25	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
ABB Ltd.	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Essity AB	27-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	12.h. Reelect Karl Aberg as Director	Against
Essity AB	27-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	12.j. Elect Katarina Martinson as New Director	Against
Novo Nordisk A/S	27-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	27-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	27-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	27-Mar-25	Denmark	S	Social - Health & Safety	Facility Safety	8.3. Approve Proposal Regarding Regulated Working Conditions at Construction Sites	Against
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
TIM SA	27-Mar-25	Brazil	G	Director Related - Board Related	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	6. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against
TIM SA	27-Mar-25	Brazil	G	Director Related - Board Related	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	7. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.1. Percentage of Votes to Be Assigned - Elect Adrian Calaza as Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.2. Percentage of Votes to Be Assigned - Elect Alberto Mario Griselli as Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.3. Percentage of Votes to Be Assigned - Elect Alessandra Michelini as Director	Abstain

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.4. Percentage of Votes to Be Assigned - Elect Claudio Giovanni Ezio Ongaro as Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.5. Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as Independent Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.6. Percentage of Votes to Be Assigned - Elect Gesner Jose de Oliveira Filho as Independent Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.7. Percentage of Votes to Be Assigned - Elect Gigliola Bonino as Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.8. Percentage of Votes to Be Assigned - Elect Herculano Anibal Alves as Independent Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.9. Percentage of Votes to Be Assigned - Elect Leonardo de Carvalho Capdeville as Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.10. Percentage of Votes to Be Assigned - Elect Nicandro Durante as Independent Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Related - Board Related	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	9. As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Related - Board Related	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	12. In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election	As an Ordinary Shareholder, Would You Like to Request a Separate Minority Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	13. As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TIM SA	27-Mar-25	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	14. Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	Against
Dentsu Group, Inc.	28-Mar-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Igarashi, Hiroshi	Against
Nisshinbo Holdings, Inc.	28-Mar-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Murakami, Masahiro	Against
Nisshinbo Holdings, Inc.	28-Mar-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ishii, Yasuji	Against
COWAY Co., Ltd.	31-Mar-25	South Korea	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2.2. Amend Articles of Incorporation (Differentiated Cumulative Voting for Directors)	Against
Anima Holding SpA	31-Mar-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
PTT Exploration and Production Public Company Limited	31-Mar-25	Thailand	G	Routine Business - Routine Business	Other Business	7. Other Business	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
COWAY Co., Ltd.	31-Mar-25	South Korea	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2.1. Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Western Mining Co., Ltd.	22-Jan-25	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	2. Approve Related Party Transaction of Controlled Subsidiary	Against
RWS Holdings Plc	11-Feb-25	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
RWS Holdings Plc	11-Feb-25	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Julie Southern as Director	Against
Siemens AG	13-Feb-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Technology One Limited	19-Feb-25	Australia	G	Director Election - Director Election	Elect Director	2. Elect Pat O'Sullivan as Director	Against
Infineon Technologies AG	20-Feb-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Ulrich Spiesshofer to the Supervisory Board	Against
Infineon Technologies AG	20-Feb-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Margret Suckale to the Supervisory Board	Against
Infineon Technologies AG	20-Feb-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Aristocrat Leisure Limited	20-Feb-25	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	Against
Emirates NBD Bank (P.J.S.C)	24-Feb-25	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11. Elect Directors	Against
Deere & Company	26-Feb-25	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Efforts to Create a Meritocratic Workplace	For
Deere & Company	26-Feb-25	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Report on a Civil Rights Audit	For
AECOM	28-Feb-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bradley W. Buss	Against
Novartis AG	07-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Abu Dhabi Islamic Bank	10-Mar-25	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11. Elect Board of Directors for the Next Three Years	Against
Transcontinental Inc.	11-Mar-25	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mario Plourde	Against
Dubai Islamic Bank PJSC	13-Mar-25	United Arab Emirates	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman Bulls	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ricardo Falu	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Harald von Heynitz	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Barbara Humpton	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Peter Chi-Shun Luk	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Axel Meier	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Letitia ("Tish") Mendoza	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Julian Nebreda	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director John Christopher ("Chris") Shelton	Withhold
Fluence Energy, Inc.	17-Mar-25	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Simon James Smith	Withhold
QUALCOMM Incorporated	18-Mar-25	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Climate Risk in Retirement Plan Options	For
The Interpublic Group of Companies, Inc.	18-Mar-25	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	F. Authorize Share Repurchase Program	Against
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	G.1. Reelect Marc Engel as Director	Abstain
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	G.2. Reelect Kasper Rorsted as Director	Abstain
A.P. Moller-Maersk A/S	18-Mar-25	Denmark	S	Social - Human Rights	Human Rights Risk Assessment	I.2. Proposal Regarding Disclosure of Human Rights Due Diligence Processes	For
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	2.1.1. Elect Kim Jun-seong as Outside Director	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	2.1.2. Elect Heo Eun-nyeong as Outside Director	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	2.1.3. Elect Yoo Myeong-hui as Outside Director	Against
Samsung Electronics Co., Ltd.	19-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4.2. Elect Yoo Myeong-hui as a Member of Audit Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 4 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.a. Reelect Peter Athanas as Director	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.a. Reappoint Peter Athanas as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.b. Reappoint Walter Droege as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.c. Reappoint Frank Tanski as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Platzer Fastigheter Holding AB	19-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	13a.4. Reelect Henrik Forsberg Schoultz as Director	Against
Platzer Fastigheter Holding AB	19-Mar-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13b. Reelect Henrik Forsberg Schoultz as Board Chair	Against
Axfood AB	19-Mar-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Axfood AB	19-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	14.2. Reelect Caroline Berg as Director	Against
Axfood AB	19-Mar-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14.9. Elect Carolin Berg as Board Chair	Against
Banco de Sabadell SA	19-Mar-25	Spain	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Amend Articles Re: Board of Directors	Against
Banco de Sabadell SA	19-Mar-25	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
The Walt Disney Company	20-Mar-25	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Climate Risk in Retirement Plan Options	For
NH Investment & Securities Co., Ltd.	24-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Moon Yeon-woo as Non-Independent Non-Executive Director	Against
Akbank TAS	24-Mar-25	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect Directors	Against
Akbank TAS	24-Mar-25	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8. Approve Director Remuneration	Against
Akbank TAS	24-Mar-25	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	11. Approve Upper Limit of Donations for 2025	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.7. Reelect Jacob Wallenberg as Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.9. Reelect Karl Aberg as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	11.10. Elect Christian Cederholm as New Director	Against
Telefonaktiebolaget LM Ericsson	25-Mar-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12. Reelect Jan Carlson as Board Chair	Against
Emaar Properties PJSC	25-Mar-25	United Arab Emirates	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors	Against
Emaar Properties PJSC	25-Mar-25	United Arab Emirates	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	8. Appoint Auditors and Fix Their Remuneration for FY 2025	Against
Korean Air Lines Co., Ltd.	26-Mar-25	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Andreas Pecher to the Supervisory Board	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Isabel De Paoli to the Supervisory Board	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Angelika Bullinger-Hoffmann to the Supervisory Board	Against
Carl Zeiss Meditec AG	26-Mar-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Industrial Bank of Korea	26-Mar-25	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Industrial Bank of Korea	26-Mar-25	South Korea	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	4. Authorize Board to Fix Remuneration of Internal Auditor(s)	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Kim Jo-seol as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Bae Hun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Yoon Jae-won as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Yong-guk as Outside Director	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Bae Hun as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.2. Elect Yoon Jae-won as a Member of Audit Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shinhan Financial Group Co., Ltd.	26-Mar-25	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.3. Elect Lee Yong-guk as a Member of Audit Committee	Against
Valmet Corp.	26-Mar-25	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
ABB Ltd.	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Essity AB	27-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	12.h. Reelect Karl Aberg as Director	Against
Essity AB	27-Mar-25	Sweden	G	Director Election - Director Election	Elect Director	12.j. Elect Katarina Martinson as New Director	Against
Novo Nordisk A/S	27-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	27-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	27-Mar-25	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
TIM SA	27-Mar-25	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
TIM SA	27-Mar-25	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	14. Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	Against
Dentsu Group, Inc.	28-Mar-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Igarashi, Hiroshi	Against
Nisshinbo Holdings, Inc.	28-Mar-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Murakami, Masahiro	Against
Nisshinbo Holdings, Inc.	28-Mar-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ishii, Yasuji	Against
COWAY Co., Ltd.	31-Mar-25	South Korea	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2.1. Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	For
COWAY Co., Ltd.	31-Mar-25	South Korea	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2.2. Amend Articles of Incorporation (Differentiated Cumulative Voting for Directors)	Against
Anima Holding SpA	31-Mar-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
PTT Exploration and Production Public Company Limited	31-Mar-25	Thailand	G	Routine Business - Routine Business	Other Business	7. Other Business	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Danske Bank A/S	20-Mar-25	Annual	Denmark	1924581