

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 12/31/2025

Meeting Overview

Category	Number	Percentage
Number of votable meetings	146	
Number of meetings voted	131	89.73%
Number of meetings with at least 1 vote Against, Withhold or Abstain	66	45.21%

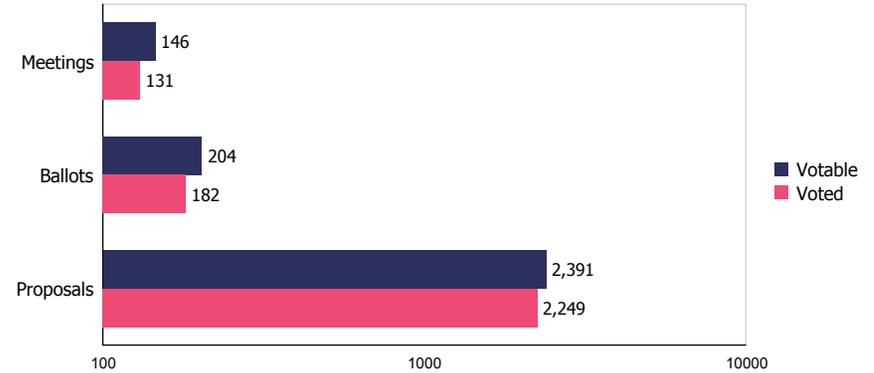
Ballot Overview

Category	Number	Percentage
Number of votable ballots	204	
Number of ballots voted	182	89.22%

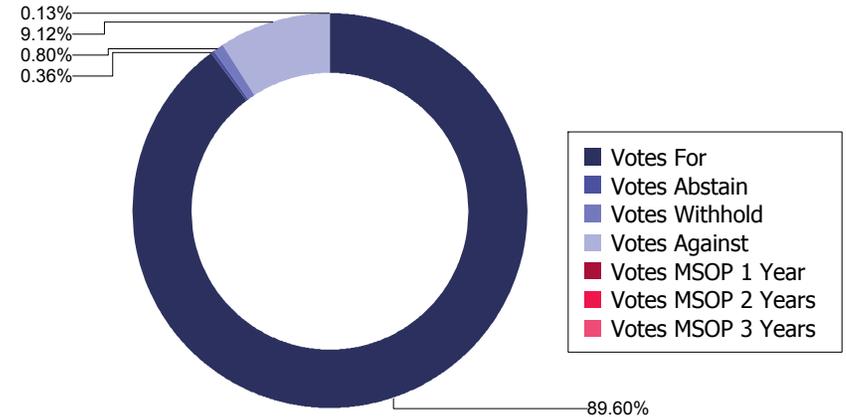
Proposal Overview

Category	Number	Percentage
Number of votable items	2,391	
Number of items voted	2,249	94.06%
Number of votes FOR	2,015	89.60%
Number of votes AGAINST	205	9.12%
Number of votes ABSTAIN	8	0.36%
Number of votes WITHHOLD	18	0.80%
Number of votes on MSOP Frequency 1 Year	3	0.13%
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	2,247	99.91%
Number of votes Against Policy	2	0.09%
Number of votes With Mgmt	2,063	91.73%
Number of votes Against Mgmt	186	8.27%
Number of votes on MSOP (exclude frequency)	152	6.76%
Number of votes on Shareholder Proposals	79	3.51%

Voting Statistics

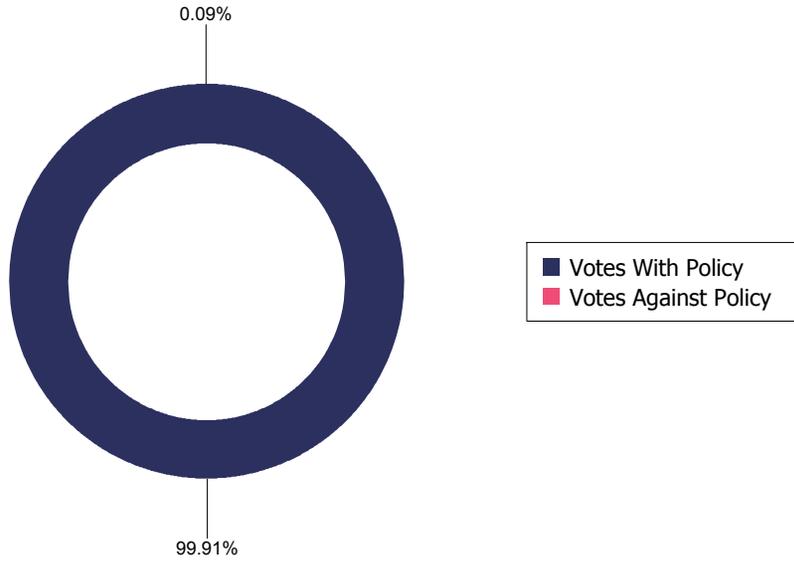


Vote Cast Statistics

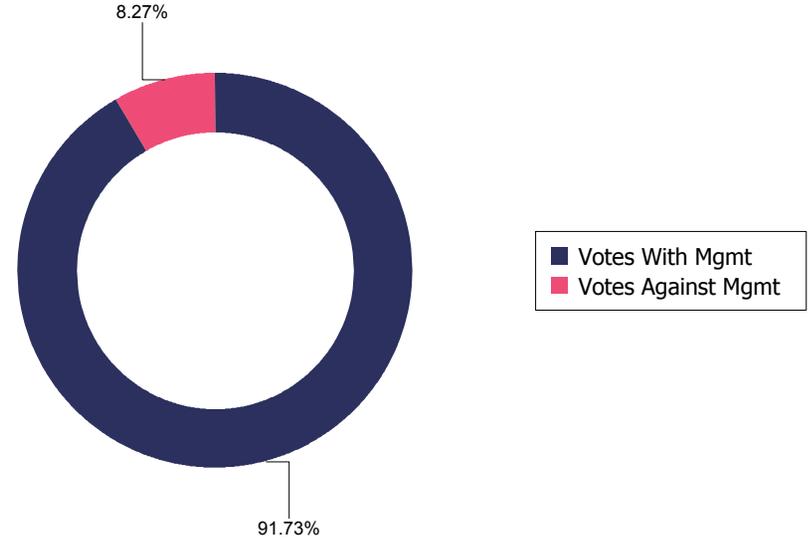


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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>

Vote Alignment with Policy



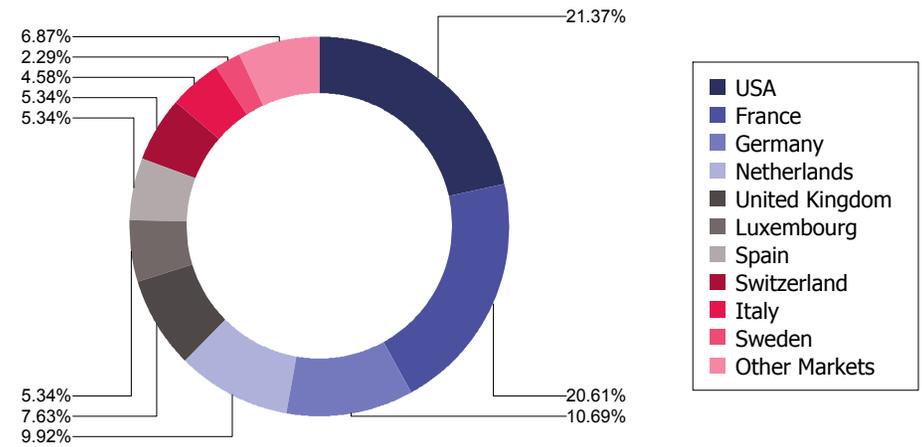
Vote Alignment with Management



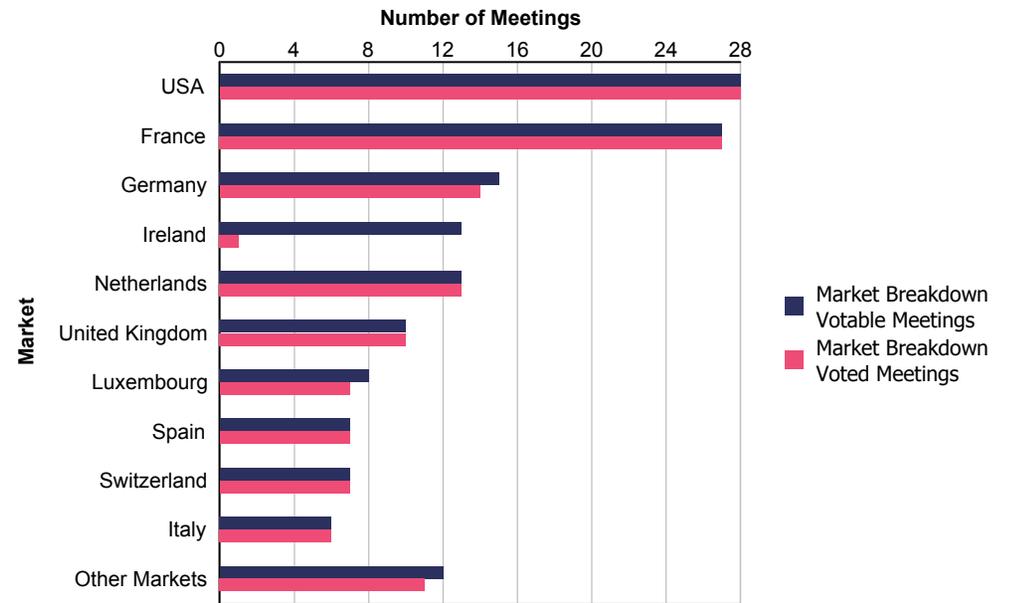
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	28	28	100.00%
France	27	27	100.00%
Germany	15	14	93.33%
Ireland	13	1	7.69%
Netherlands	13	13	100.00%
United Kingdom	10	10	100.00%
Luxembourg	8	7	87.50%
Spain	7	7	100.00%
Switzerland	7	7	100.00%
Italy	6	6	100.00%
Sweden	4	3	75.00%
Denmark	2	2	100.00%
Austria	1	1	100.00%
Belgium	1	1	100.00%
Canada	1	1	100.00%
Finland	1	1	100.00%
Israel	1	1	100.00%
Norway	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Visa Inc.	28-Jan-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Gender-Based Compensation and Benefits Inequities	Against
Visa Inc.	28-Jan-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Report on Company's Policy on Merchant Category Codes	Against
Visa Inc.	28-Jan-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against
Visa Inc.	28-Jan-25	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	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
Siemens Energy AG	20-Feb-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Joe Kaeser to the Supervisory Board	Against
Apple Inc.	25-Feb-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Report on Ethical AI Data Acquisition and Usage	Against
Apple Inc.	25-Feb-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Report on Child Safety Online	Against
Apple Inc.	25-Feb-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Consider Abolishing DEI Policies, Programs, Departments, and Goals	Against
Apple Inc.	25-Feb-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Discrimination in Charitable Contributions	Against
Kone Oyj	05-Mar-25	Finland	G	Director Election - Director Election	Elect Director	13.b. Reelect Matti Alahuhta as Director	Against
Kone Oyj	05-Mar-25	Finland	G	Director Election - Director Election	Elect Director	13.e. Reelect Antti Herlin as Director	Against
Kone Oyj	05-Mar-25	Finland	G	Director Election - Director Election	Elect Director	13.g. Reelect Jussi Herlin as Director	Against
Kone Oyj	05-Mar-25	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novartis AG	07-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	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	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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
BAWAG Group AG	04-Apr-25	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Tamara Kapeller as Supervisory Board Member	Against
BAWAG Group AG	04-Apr-25	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
BAWAG Group AG	04-Apr-25	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Spotify Technology SA	09-Apr-25	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as Director	Against
Spotify Technology SA	09-Apr-25	Luxembourg	G	Director Election - Director Election	Elect Director	4b. Elect Martin Lorentzon as Director	Against
Spotify Technology SA	09-Apr-25	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.e. Reelect Johan Menckel as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.h. Reelect Sebastian Tham as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.i. Reelect Marcus Wallenberg as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.j. Reelect Joakim Westh as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.l. Reelect Marcus Wallenberg as Board Chair	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15.a. Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.b. Approve Equity Plan Financing	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Sandoz Group AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Ferrari NV	16-Apr-25	Netherlands	G	Director Election - Director Election	Elect Director	3a. Reelect John Elkann as Executive Director	Against
Ferrari NV	16-Apr-25	Netherlands	G	Director Election - Director Election	Elect Director	3c. Reelect Piero Ferrari as Non-Executive Director	Against
Nestle SA	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Prysmian SpA	16-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Second Section of the Remuneration Report	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	29. Amend Articles of Bylaws to Incorporate Legal Changes	Against
CTP NV	22-Apr-25	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes and Additional 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Against
CTP NV	22-Apr-25	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Reply SpA	23-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
BE Semiconductor Industries NV	23-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Johnson & Johnson	24-Apr-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement to Shareholder Vote	Against
Johnson & Johnson	24-Apr-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Oversee and Report Human Rights Impact Assessment	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ENGIE SA	24-Apr-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Against
L'Oreal SA	29-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Hermes International SCA	30-Apr-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-25	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	30-Apr-25	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	27. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	30-Apr-25	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	28. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Intuitive Surgical, Inc.	01-May-25	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	5. Improve Executive Compensation Program	Against
DSM-Firmenich AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	11. Reelect Eivind Reiten, Per A. Sorlie, Morten Henriksen, Merete Hverven and Kristin Faerovik as Directors (Vote for All Candidates)	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Director Election - Director Election	Elect Director	11.3. Reelect Morten Henriksen as Director	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing	Against
Schneider Electric SE	07-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	B. Elect François Durif as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	C. Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	D. Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	E. Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Against
ACS, Actividades de Construcción y Servicios SA	08-May-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Against
ACS, Actividades de Construcción y Servicios SA	08-May-25	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Euronext NV	15-May-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.b.. Approve Remuneration Report	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	4. Ratify Appointment of Valérie Guillemet as Director	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Bernard Fontana as Director	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Delphine Gény-Stephann as Director	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	7. Reelect Anne Rigail as Director	Against
JPMorgan Chase & Co.	20-May-25	USA	E, S	Environmental - Climate	Report on "Just Transition"	5. Report on Social Impacts of Climate Transition Finance	Against
Nemetschek SE	20-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Amazon.com, Inc.	21-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	21-May-25	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	Against
Amazon.com, Inc.	21-May-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Amazon.com, Inc.	21-May-25	USA	E	Environmental - Climate	GHG Emissions	6. Disclose All Material Scope 3 Emissions	Against
Amazon.com, Inc.	21-May-25	USA	E	Environmental - Climate	GHG Emissions	7. Report on Impact of Data Centers on Climate Commitments	Against
Amazon.com, Inc.	21-May-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	8. Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	Against
Amazon.com, Inc.	21-May-25	USA	E	Environmental - Pollution	Recycling	9. Report on Efforts to Reduce Plastic Packaging	Against
Amazon.com, Inc.	21-May-25	USA	S	Social - Health & Safety	Facility Safety	10. Commission Independent Audit and Report on Warehouse Working Conditions	Against
Amazon.com, Inc.	21-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Unethical Use of External Data in Development of AI Products	Against
CTS Eventim AG & Co. KGaA	21-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
CTS Eventim AG & Co. KGaA	21-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Sopra Steria Group SA	21-May-25	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Directors	Against
Dassault Systemes SE	22-May-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-25	France	G	Director Election - Director Election	Elect Director	10. Elect Marie-Hélène Habert-Dassault as Director	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
RaySearch Laboratories AB	22-May-25	Sweden	G	Director Election - Director Election	Elect Director	12.b. Reelect Johan Lof as Director	Against
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Director	8. Elect Laurent Mignon as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Against
argenx SE	27-May-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.. Approve Remuneration Report	Against
argenx SE	27-May-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.. Approve Remuneration Policy	Against
Accor SA	28-May-25	France	G	Director Election - Director Election	Elect Director	4. Reelect Sébastien Bazin as Director	Against
Accor SA	28-May-25	France	G	Director Election - Director Election	Elect Director	9. Reelect Nicolas Sarkozy as Director	Against
Accor SA	28-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Sébastien Bazin, Chairman and CEO	Against
Accor SA	28-May-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	21. Approve Auditors' Special Report on Related-Party Transactions	Against
Accor SA	28-May-25	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	22. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John Elkann	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Meta Platforms, Inc.	28-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	28-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Child Safety and Harm Reduction	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	28-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Combatting Risks of Online Child Exploitation	Against
Meta Platforms, Inc.	28-May-25	USA	E	Environmental - Climate	GHG Emissions	12. Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	Against
Meta Platforms, Inc.	28-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Investing in Bitcoin	Against
DocuSign, Inc.	29-May-25	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Blake J. Irving	Against
DocuSign, Inc.	29-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Poste Italiane SpA	30-May-25	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Director Related - Discharge	Withhold/Postpone Discharge of Supervisory Board, Management Board, Board of Directors, Senior Management	3.5. Withhold Discharge of Management Board Member Frank Niehage (until April 30, 2024) for Fiscal Year 2024	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Reelect Stefan Mueller to the Supervisory Board	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Reelect Bernd Foertsch to the Supervisory Board	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	14.1. Approve Virtual-Only Shareholder Meetings Until 2027	Against
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adam Foroughi	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Herald Chen	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret Georgiadis	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alyssa Harvey Dawson	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Barbara Messing	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
Compagnie de Saint-Gobain SA	05-Jun-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Bazin as Director	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry Page	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	06-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	3. Provide Right to Act by Written Consent	Against
Alphabet Inc.	06-Jun-25	USA	G	Compensation - Compensation	Adjust Executive Compensation Metrics for Share Buybacks	4. Adjust Executive Compensation Metrics for Share Buybacks	Against
Alphabet Inc.	06-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Discrimination in Charitable Contributions	Against
Alphabet Inc.	06-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	Against
Alphabet Inc.	06-Jun-25	USA	E	Environmental - Climate	GHG Emissions	7. Report on Meeting 2030 Climate Goals	Against
Alphabet Inc.	06-Jun-25	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	Against
Alphabet Inc.	06-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Risks of Discrimination in GenAI	Against
Alphabet Inc.	06-Jun-25	USA	S	Social - Political Spending	Political Lobbying Disclosure	13. Report on Lobbying and Child Safety Online	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	06-Jun-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Adopt Metrics Evaluating YouTube Child Safety Policies	Against
NVIDIA Corporation	25-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against
NVIDIA Corporation	25-Jun-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against
NVIDIA Corporation	25-Jun-25	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Enhance Workforce Data Reporting	Against
Tecnicas Reunidas SA	26-Jun-25	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	6. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 200 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Linde Plc	29-Jul-25	Ireland	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Fredrik Borjesson as Director	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Malin Nordesjo as Director	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14. Reelect Fredrik Borjesson as Board Chair	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Kering SA	09-Sep-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Anton Rupert as Director	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Reelect Gary Saage as Director	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Eamonn O'Hare as Director	Abstain
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	14. Approve Renewal of Rights Attached to the Management Shares	Against
Tesla, Inc.	06-Nov-25	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	06-Nov-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	06-Nov-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Tesla, Inc.	06-Nov-25	USA	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award	Against
Tesla, Inc.	06-Nov-25	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Authorize Board to Invest Company Funds in xAI	Against
Tesla, Inc.	06-Nov-25	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	8. Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	Against
Tesla, Inc.	06-Nov-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	9. Report on the Use of Child Labor in Connection with Electric Vehicles	Against
Tesla, Inc.	06-Nov-25	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Amend the Bylaws To Repeal 3% Derivative Suit Ownership Threshold	Against
Tesla, Inc.	06-Nov-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	11. Amend Bylaws	Against
CyberArk Software Ltd.	13-Nov-25	Israel	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Merger Agreement	Against
CyberArk Software Ltd.	13-Nov-25	Israel	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve 2024 Share Incentive Plan	Against
Novo Nordisk A/S	14-Nov-25	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1.1. Elect Lars Rebien Sorensen (Chair) as New Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novo Nordisk A/S	14-Nov-25	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1.2. Elect Cees de Jong (Vice Chair) as New Director	Abstain
Novo Nordisk A/S	14-Nov-25	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1.3.1. Elect Britt Meelby Jensen as New Director	Abstain
Novo Nordisk A/S	14-Nov-25	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1.3.2. Elect Mikael Dolsten as New Director	Abstain
Novo Nordisk A/S	14-Nov-25	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1.3.3. Elect Stephan Engels as New Director	Abstain
Oracle Corporation	18-Nov-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	18-Nov-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	18-Nov-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arteche Lantegi Elkarte SA	04-Dec-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Microsoft Corporation	05-Dec-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech	Against
Microsoft Corporation	05-Dec-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Risks of Censorship in Generative Artificial Intelligence	Against
Microsoft Corporation	05-Dec-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on AI Data Usage Oversight	Against
Microsoft Corporation	05-Dec-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	Against
Palo Alto Networks, Inc.	09-Dec-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	09-Dec-25	USA	G	Compensation - Compensation	Adjust Executive Compensation Metrics for Share Buybacks	5. Adjust Executive Compensation Metrics for Share Buybacks	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,08 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 360,000	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-19	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	21. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	22. Authorize Issuance up to 10 Percent of Issued Capital of Warrants (BSA, BSAANE and/or BSAAR) without Preemptive Rights	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	23. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
2CRSI SA	18-Dec-25	France	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	25. Approve Decision to extend the Exercise Period of the 2020-2025 BSPCE issued under Plan no. 2	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CyberArk Software Ltd.	13-Nov-25	Israel	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Merger Agreement	Against
CyberArk Software Ltd.	13-Nov-25	Israel	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve 2024 Share Incentive Plan	Against

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Siemens Energy AG	20-Feb-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Joe Kaeser to the Supervisory Board	Against
Kone Oyj	05-Mar-25	Finland	G	Director Election - Director Election	Elect Director	13.b. Reelect Matti Alahuhta as Director	Against
Kone Oyj	05-Mar-25	Finland	G	Director Election - Director Election	Elect Director	13.e. Reelect Antti Herlin as Director	Against
Kone Oyj	05-Mar-25	Finland	G	Director Election - Director Election	Elect Director	13.g. Reelect Jussi Herlin as Director	Against
Kone Oyj	05-Mar-25	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novartis AG	07-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
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
BAWAG Group AG	04-Apr-25	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Tamara Kapeller as Supervisory Board Member	Against
BAWAG Group AG	04-Apr-25	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
BAWAG Group AG	04-Apr-25	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Spotify Technology SA	09-Apr-25	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as Director	Against
Spotify Technology SA	09-Apr-25	Luxembourg	G	Director Election - Director Election	Elect Director	4b. Elect Martin Lorentzon as Director	Against
Spotify Technology SA	09-Apr-25	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.e. Reelect Johan Menckel as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.h. Reelect Sebastian Tham as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.i. Reelect Marcus Wallenberg as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.j. Reelect Joakim Westh as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.l. Reelect Marcus Wallenberg as Board Chair	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15.a. Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.b. Approve Equity Plan Financing	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Sandoz Group AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Ferrari NV	16-Apr-25	Netherlands	G	Director Election - Director Election	Elect Director	3a. Reelect John Elkann as Executive Director	Against
Ferrari NV	16-Apr-25	Netherlands	G	Director Election - Director Election	Elect Director	3c. Reelect Piero Ferrari as Non-Executive Director	Against
Prysmian SpA	16-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Second Section of the Remuneration Report	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	29. Amend Articles of Bylaws to Incorporate Legal Changes	Against
Adobe Inc.	22-Apr-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	For
CTP NV	22-Apr-25	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes and Additional 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Against
CTP NV	22-Apr-25	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Reply SpA	23-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
BE Semiconductor Industries NV	23-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Galderma Group AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
ENGIE SA	24-Apr-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Against
L'Oreal SA	29-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Hermes International SCA	30-Apr-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-25	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	30-Apr-25	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	30-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Against
Hermes International SCA	30-Apr-25	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	27. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	30-Apr-25	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	28. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Intuitive Surgical, Inc.	01-May-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement to Shareholder Vote	For
DSM-Firmenich AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	11. Reelect Eivind Reiten, Per A. Sorlie, Morten Henriksen, Merete Hverven and Kristin Faerovik as Directors (Vote for All Candidates)	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Director Election - Director Election	Elect Director	11.3. Reelect Morten Henriksen as Director	Against
Kongsberg Gruppen ASA	07-May-25	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing	Against
Schneider Electric SE	07-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against
ACS, Actividades de Construccion y Servicios SA	08-May-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ACS, Actividades de Construccion y Servicios SA	08-May-25	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Euronext NV	15-May-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.b.. Approve Remuneration Report	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	4. Ratify Appointment of Valérie Guillemet as Director	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Bernard Fontana as Director	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Delphine Gény-Stephann as Director	Against
Thales SA	16-May-25	France	G	Director Election - Director Election	Elect Director	7. Reelect Anne Rigail as Director	Against
JPMorgan Chase & Co.	20-May-25	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Nemetschek SE	20-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Amazon.com, Inc.	21-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CTS Eventim AG & Co. KGaA	21-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
CTS Eventim AG & Co. KGaA	21-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Sopra Steria Group SA	21-May-25	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Directors	Against
Dassault Systemes SE	22-May-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-25	France	G	Director Election - Director Election	Elect Director	10. Elect Marie-Hélène Habert-Dassault as Director	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
RaySearch Laboratories AB	22-May-25	Sweden	G	Director Election - Director Election	Elect Director	12.b. Reelect Johan Lof as Director	Against
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Director	8. Elect Laurent Mignon as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
argenx SE	27-May-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.. Approve Remuneration Report	Against
argenx SE	27-May-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.. Approve Remuneration Policy	Against
Accor SA	28-May-25	France	G	Director Election - Director Election	Elect Director	4. Reelect Sébastien Bazin as Director	Against
Accor SA	28-May-25	France	G	Director Election - Director Election	Elect Director	9. Reelect Nicolas Sarkozy as Director	Against
Accor SA	28-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Sébastien Bazin, Chairman and CEO	Against
Accor SA	28-May-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	21. Approve Auditors' Special Report on Related-Party Transactions	Against
Accor SA	28-May-25	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	22. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John Elkann	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	28-May-25	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Meta Platforms, Inc.	28-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	28-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
Meta Platforms, Inc.	28-May-25	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	6. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	28-May-25	USA	G	Corporate Governance - Shareholder Rights	Proxy Voting Disclosure	7. Disclosure of Voting Results Based on Class of Shares	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	28-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Hate Targeting Marginalized Communities	For
Meta Platforms, Inc.	28-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Risks of Unethical Use of External Data to Develop AI Products	For
Meta Platforms, Inc.	28-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Report on Data Collection and Advertising Practices	For
DocuSign, Inc.	29-May-25	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Blake J. Irving	Against
DocuSign, Inc.	29-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Director Related - Discharge	Withhold/Postpone Discharge of Supervisory Board, Management Board, Board of Directors, Senior Management	3.5. Withhold Discharge of Management Board Member Frank Niehage (until April 30, 2024) for Fiscal Year 2024	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Reelect Stefan Mueller to the Supervisory Board	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Reelect Bernd Foertsch to the Supervisory Board	Against
flatexDEGIRO AG	02-Jun-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	14.1. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Booking Holdings Inc.	03-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adam Foroughi	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Herald Chen	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret Georgiadis	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alyssa Harvey Dawson	Withhold
AppLovin Corporation	04-Jun-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Barbara Messing	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie de Saint-Gobain SA	05-Jun-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Bazin as Director	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry Page	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	06-Jun-25	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	06-Jun-25	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	8. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Alphabet Inc.	06-Jun-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Risks of Improper Use of External Data in Development of AI Products	For
Alphabet Inc.	06-Jun-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	12. Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	For
Tecnicas Reunidas SA	26-Jun-25	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	6. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 200 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Fredrik Borjesson as Director	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Malin Nordesjo as Director	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14. Reelect Fredrik Borjesson as Board Chair	Against
Lagercrantz Group AB	26-Aug-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Kering SA	09-Sep-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Anton Rupert as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Reelect Gary Saage as Director	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Eamonn O'Hare as Director	Abstain
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Zegona Communications Plc	24-Sep-25	United Kingdom	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	14. Approve Renewal of Rights Attached to the Management Shares	Against
Tesla, Inc.	06-Nov-25	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	06-Nov-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	06-Nov-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Tesla, Inc.	06-Nov-25	USA	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award	Against
Tesla, Inc.	06-Nov-25	USA	G	Director Related - Board Related	Declassify the Board of Directors	12. Declassify the Board of Directors	For
Tesla, Inc.	06-Nov-25	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	13. Reduce Supermajority Vote Requirement	For
Tesla, Inc.	06-Nov-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	14. Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	For
CyberArk Software Ltd.	13-Nov-25	Israel	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Merger Agreement	Against
CyberArk Software Ltd.	13-Nov-25	Israel	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve 2024 Share Incentive Plan	Against
Oracle Corporation	18-Nov-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	18-Nov-25	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	18-Nov-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arteche Lantegi Elkartea SA	04-Dec-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Microsoft Corporation	05-Dec-25	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	05-Dec-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	9. Human Rights Risk Assessment	For
Palo Alto Networks, Inc.	09-Dec-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	09-Dec-25	USA	G	Director Related - Board Related	Declassify the Board of Directors	6. Declassify the Board of Directors	For
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1,08 Million	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 360,000	Against
2CRSI SA	18-Dec-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-19	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	21. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
2CRSI SA	18-Dec-25	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	22. Authorize Issuance up to 10 Percent of Issued Capital of Warrants (BSA, BSAANE and/or BSAAR) without Preemptive Rights	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	23. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
2CRSI SA	18-Dec-25	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
2CRSI SA	18-Dec-25	France	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	25. Approve Decision to extend the Exercise Period of the 2020-2025 BSPCE issued under Plan no. 2	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
iShares II plc - iShares \$ Corp Bond 0-3yr ESG UCITS ETF	18-Apr-25	Annual	Ireland	1925681	
iShares II plc - iShares \$ Corp Bond ESG UCITS ETF	18-Apr-25	Annual	Ireland	1925683	
iShares II plc - iShares Corp Bond ESG UCITS ETF	18-Apr-25	Annual	Ireland	1925690	
iShares II plc - iShares Global Water UCITS ETF	18-Apr-25	Annual	Ireland	1925704	
iShares II Public Limited Company - iShares Core EURO STOXX 50 UCITS ETF EUR (Di	18-Apr-25	Annual	Ireland	1925709	
iShares II plc - iShares MSCI Europe SRI UCITS ETF	18-Apr-25	Annual	Ireland	1925721	
Allianz SE	08-May-25	Annual	Germany	1925776	
iShares IV plc - iShares MSCI EM SRI UCITS ETF	17-Oct-25	Annual	Ireland	2002895	
iShares IV plc - iShares Digitalisation UCITS ETF	17-Oct-25	Annual	Ireland	2002898	
iShares IV plc - iShares MSCI Japan SRI UCITS ETF	17-Oct-25	Annual	Ireland	2002916	
JPMorgan Funds - US Technology Fund	19-Nov-25	Annual	Luxembourg	2016954	
HANZA AB	21-Nov-25	Extraordinary Shareholders	Sweden	2017447	Rejected - NO POA
iShares VII plc - iShares MSCI Korea UCITS ETF USD (Acc)	19-Dec-25	Annual	Ireland	2023268	
iShares III plc - iShares Core MSCI Japan IMI UCITS ETF	12-Dec-25	Annual	Ireland	2023927	
iShares III Public Limited Company - iShares MSCI Emerging Markets UCITS ETF (Ac	12-Dec-25	Annual	Ireland	2023952	Rejected - SERVICE NOT OFFERED
iShares III Public Limited Company - iShares MSCI Emerging Markets UCITS ETF (Ac	12-Dec-25	Annual	Ireland	2023952	

PARAMETERS

ESG Pillar: All Pillars
Market Indexes: All Indexes
Markets: All Markets
Proposal Category: All Categories
Proposal Subcategory: All Subcategories

Account Watchlist: None
Country Watchlist: None
Issuer Type Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
WorkflowTag: All Meetings