

Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jul-25

MICRON TECHNOLOGY INC.

ISIN	US5951121038	Meeting Date	16-Jan-25
Ticker	MU	Deadline Date	09-Jan-25
Country	United States	Record Date	18-Nov-24
Blocking	No	Vote Date	03-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Richard M. Beyer	Management	For	For	For
1b.	Elect Lynn A. Dugle	Management	For	For	For
1c.	Elect Steven J. Gomo	Management	For	For	For
1d.	Elect Linnie M. Haynesworth	Management	For	For	For
1e.	Elect Mary Pat McCarthy	Management	For	For	For
1f.	Elect Sanjay Mehrotra	Management	For	For	For
1g.	Elect Robert Holmes Swan	Management	For	For	For
1h.	Elect MaryAnn Wright	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Approval of the 2025 Equity Incentive Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

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VONOVIA SE

ISIN	DE000A1ML7J1	Meeting Date	24-Jan-25
Ticker	ANN	Deadline Date	12-Jan-25
Country	Germany	Record Date	17-Jan-25
Blocking	No	Vote Date	08-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Intra-Company Control Agreement with Deutsche Wohnen SE	Management	For	For	For

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VISA INC

ISIN	US92826C8394	Meeting Date	28-Jan-25
Ticker	V	Deadline Date	21-Jan-25
Country	United States	Record Date	02-Dec-24
Blocking	No	Vote Date	08-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Lloyd A. Carney	Management	For	For	For
1b.	Elect Kermit R. Crawford	Management	For	For	For
1c.	Elect Francisco Javier Fernández Carbajal	Management	For	For	For
1d.	Elect Ramon L. Laguarda	Management	For	For	For
1e.	Elect Teri L. List	Management	For	For	For
1f.	Elect John F. Lundgren	Management	For	For	For
1g.	Elect Ryan McInerney	Management	For	For	For
1h.	Elect Denise M. Morrison	Management	For	For	For
1i.	Elect Pamela Murphy	Management	For	For	For
1j.	Elect Linda J. Rendle	Management	For	For	For
1k.	Elect Maynard G. Webb, Jr.	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

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3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Report on Benefits and Shareholder Health Program Gaps		Against	Against	For
5.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	Against	For

ACCENTURE PLC

ISIN	IE00B4BNMY34	Meeting Date	06-Feb-25
Ticker	ACN	Deadline Date	25-Jan-25
Country	Ireland	Record Date	09-Dec-24
Blocking	No	Vote Date	15-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Jaime Ardila	Management	For	For	For
1b	Elect Martin Bruder Müller	Management	For	For	For

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1c	Elect Alan Jope	Management	For	For	For
1d	Elect Nancy McKinstry	Management	For	Against	Against
1e	Elect Jennifer Nason	Management	For	For	For
1f	Elect Paula A. Price	Management	For	For	For
1g	Elect Venkata Renduchintala	Management	For	For	For
1h	Elect Arun Sarin	Management	For	For	For
1i	Elect Julie Sweet	Management	For	For	For
1j	Elect Tracey T. Travis	Management	For	For	For
1k	Elect Masahiko Uotani	Management	For	For	For
2	Advisory Vote on Executive Compensation	Management	For	For	For
3	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
4	Reduction in Share Premium Account	Management	For	For	For
5	Authority to Issue Shares	Management	For	For	For
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	For

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COMPASS GROUP PLC

ISIN	GB00BD6K4575	Meeting Date	06-Feb-25
Ticker	CPG	Deadline Date	25-Jan-25
Country	United Kingdom	Record Date	04-Feb-25
Blocking	No	Vote Date	13-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Policy	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Elect Liat Ben-Zur	Management	For	For	For
6	Elect Juliana L. Chugg	Management	For	For	For
7	Elect Ian K. Meakins	Management	For	For	For
8	Elect Dominic Blakemore	Management	For	For	For
9	Elect Petros Parras	Management	For	For	For
10	Elect Palmer Brown	Management	For	For	For
11	Elect Stefan Bomhard	Management	For	For	For
12	Elect John A. Bryant	Management	For	For	For

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13	Elect Arlene Isaacs-Lowe	Management	For	For	For
14	Elect Anne-Françoise Nesmes	Management	For	For	For
15	Elect Sundar Raman	Management	For	For	For
16	Elect Leanne Wood	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Authority to Set Auditor's Fees	Management	For	For	For
19	Authorisation of Political Donations	Management	For	For	For
20	Amendment to Long-Term Incentive Plan	Management	For	For	For
21	Restricted Share Award Plan	Management	For	For	For
22	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
23	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
25	Authority to Repurchase Shares	Management	For	For	For
26	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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INFINEON TECHNOLOGIES AG

ISIN	DE0006231004	Meeting Date	20-Feb-25
Ticker	IFX	Deadline Date	08-Feb-25
Country	Germany	Record Date	13-Feb-25
Blocking	No	Vote Date	06-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Jochen Hanebeck	Management	For	For	For
3.2	Ratify Elke Reichart	Management	For	For	For
3.3	Ratify Sven Schneider	Management	For	For	For
3.4	Ratify Andreas Urschitz	Management	For	For	For
3.5	Ratify Rutger Wijburg	Management	For	For	For
3.6	Ratify Constanze Hufenbecher	Management	For	For	For
4.1	Ratify Herbert Diess	Management	For	For	For
4.2	Ratify Xiaoqun Clever-Steg	Management	For	For	For
4.3	Ratify Johann Dechant	Management	For	For	For
4.4	Ratify Friedrich Eichiner	Management	For	For	For
4.5	Ratify Annette Engelfried	Management	For	For	For

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4.6	Ratify Hermann Eul	Management	For	For	For
4.7	Ratify Peter Gruber	Management	For	For	For
4.8	Ratify Klaus Helmrich	Management	For	For	For
4.9	Ratify Susanne Lachenmann	Management	For	For	For
4.10	Ratify Manfred Puffer	Management	For	For	For
4.11	Ratify Melanie Riedl	Management	For	For	For
4.12	Ratify Jürgen Scholz	Management	For	For	For
4.13	Ratify Ulrich Spiesshofer	Management	For	For	For
4.14	Ratify Margret Suckale	Management	For	For	For
4.15	Ratify Mirco Synde	Management	For	For	For
4.16	Ratify Diana Vitale	Management	For	For	For
4.17	Ratify Ute Wolf	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
7.1	Elect Xiaoqun Clever-Steg	Management	For	For	For
7.2	Elect Friedrich Eichiner	Management	For	For	For
7.3	Elect Ulrich Spiesshofer	Management	For	For	For
7.4	Elect Margret Suckale	Management	For	For	For
8	Increase in Authorised Capital (Employees)	Management	For	For	For
9	Amendments to Articles (Virtual AGM)	Management	For	For	For

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10	Management Board Remuneration Policy	Management	For	For	For
11	Remuneration Report	Management	For	For	For

APPLE INC

ISIN	US0378331005	Meeting Date	25-Feb-25
Ticker	AAPL	Deadline Date	11-Feb-25
Country	United States	Record Date	02-Jan-25
Blocking	No	Vote Date	06-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Wanda M. Austin	Management	For	For	For
1b.	Elect Timothy D. Cook	Management	For	For	For
1c.	Elect Alex Gorsky	Management	For	For	For
1d.	Elect Andrea Jung	Management	For	For	For
1e.	Elect Arthur D. Levinson	Management	For	For	For
1f.	Elect Monica C. Lozano	Management	For	For	For

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1g.	Elect Ronald D. Sugar	Management	For	For	For
1h.	Elect Susan L. Wagner	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Shareholder	Against	For	Against
5.	Shareholder Proposal Regarding Transparency Report on CSAM Identifying Software	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Abolishing Inclusion and Diversity Program and Policies	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions	Shareholder	Against	Against	For

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KONE CORP.

ISIN	F10009013403	Meeting Date	05-Mar-25
Ticker	KNEBV	Deadline Date	21-Feb-25
Country	Finland	Record Date	21-Feb-25
Blocking	No	Vote Date	17-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13a	Elect Banmali Agrawala	Management	For	For	For
13b	Elect Matti Alahuhta	Management	For	For	For
13c	Elect Susan Duinhoven	Management	For	For	For
13d	Elect Marika Fredriksson	Management	For	Against	Against

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13e	Elect Antti Herlin	Management	For	Against	Against
13f	Elect Iiris Herlin	Management	For	For	For
13g	Elect Jussi Herlin	Management	For	Against	Against
13h	Elect Timo Ihamuotila	Management	For	For	For
13i	Elect Krishna Mikkilineni	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Number of Auditors	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	For
18	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

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NOVARTIS AG

ISIN	CH0012005267	Meeting Date	07-Mar-25
Ticker	NOVN	Deadline Date	20-Feb-25
Country	Switzerland	Record Date	04-Mar-25
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Report on Non-Financial Matters	Management	For	TNA	N/A
2	Ratification of Board and Management Acts	Management	For	TNA	N/A
3	Allocation of Dividends	Management	For	TNA	N/A
4	Cancellation of Shares and Reduction in Share Capital	Management	For	TNA	N/A
5	Authority to Repurchase Shares	Management	For	TNA	N/A
6	Confirmation of Virtual Annual General Meeting Authorisation	Management	For	TNA	N/A
7.1	Board Compensation	Management	For	TNA	N/A
7.2	Executive Compensation (Total)	Management	For	TNA	N/A
7.3	Compensation Report	Management	For	TNA	N/A
8.1	Elect Giovanni Caforio as Board Chair	Management	For	TNA	N/A
8.2	Elect Nancy C. Andrews	Management	For	TNA	N/A

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8.3	Elect Ton Büchner	Management	For	TNA	N/A
8.4	Elect Patrice Bula	Management	For	TNA	N/A
8.5	Elect Elizabeth Doherty	Management	For	TNA	N/A
8.6	Elect Bridgette P. Heller	Management	For	TNA	N/A
8.7	Elect Daniel Hochstrasser	Management	For	TNA	N/A
8.8	Elect Frans van Houten	Management	For	TNA	N/A
8.9	Elect Simon Moroney	Management	For	TNA	N/A
8.10	Elect Ana de Pro Gonzalo	Management	For	TNA	N/A
8.11	Elect John D. Young	Management	For	TNA	N/A
8.12	Elect Elizabeth McNally	Management	For	TNA	N/A
9.1	Elect Patrice Bula as Compensation Committee Member	Management	For	TNA	N/A
9.2	Elect Bridgette P. Heller as Compensation Committee Member	Management	For	TNA	N/A
9.3	Elect Simon Moroney as Compensation Committee Member	Management	For	TNA	N/A
9.4	Elect John D. Young as Compensation Committee Member	Management	For	TNA	N/A
10	Appointment of Auditor	Management	For	TNA	N/A
11	Appointment of Independent Proxy	Management	For	TNA	N/A
12	Transaction of Other Business	Management		TNA	N/A

JOHNSON CONTROLS INTERNATIONAL PLC

ISIN	IE00BY7QL619	Meeting Date	12-Mar-25
Ticker	JCI	Deadline Date	03-Mar-25
Country	Ireland	Record Date	07-Jan-25
Blocking	No	Vote Date	19-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Timothy M. Archer	Management	For	For	For
1b	Elect Jean S. Blackwell	Management	For	For	For
1c	Elect Pierre E. Cohade	Management	For	For	For
1d	Elect Patrick K. Decker	Management	For	For	For
1e	Elect W. Roy Dunbar	Management	For	For	For
1f	Elect Gretchen R. Haggerty	Management	For	For	For
1g	Elect Ayesha Khanna	Management	For	For	For

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1h	Elect Seetarama S. Kotagiri	Management	For	For	For
1i	Elect George R. Oliver	Management	For	For	For
1j	Elect Carl Jürgen Tinggren	Management	For	For	For
1k	Elect Mark P. Vergnano	Management	For	For	For
1l	Elect John D. Young	Management	For	For	For
2a	Ratification of Auditor	Management	For	For	For
2b	Authority to Set Auditor's Fees	Management	For	For	For
3	Authority to Repurchase Shares	Management	For	For	For
4	Authorize Price Range at which the Company Can Re- Allot Treasury Shares	Management	For	For	For
5	Advisory Vote on Executive Compensation	Management	For	For	For
6	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For

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BANCO BILBAO VIZCAYA ARGENTARIA S.A.

ISIN	ES0113211835	Meeting Date	20-Mar-25
Ticker	BBVA	Deadline Date	08-Mar-25
Country	Spain	Record Date	14-Mar-25
Blocking	No	Vote Date	13-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Report on Non-Financial Information	Management	For	For	For
1.3	Allocation of Profits/Dividends	Management	For	For	For
1.4	Ratification of Board Acts	Management	For	For	For
2.1	Elect Carlos Torres Vila	Management	For	For	For
2.2	Elect Onur Genç	Management	For	For	For
2.3	Elect Connie Hedegaard Koksbang	Management	For	For	For
3	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
4	Renew Delegation Resolution Regarding Increase Capital in Consideration for Contributions in Kind	Management	For	For	For
5	Maximum Variable Pay Ratio	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	Authorisation of Legal Formalities	Management	For	For	For

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8 Remuneration Report Management For For For

UNICREDIT SPA

ISIN	IT0005239360	Meeting Date	27-Mar-25
Ticker	UCG	Deadline Date	15-Mar-25
Country	Italy	Record Date	18-Mar-25
Blocking	No	Vote Date	13-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Elimination of Negative Reserves	Management	For	For	For
0040	Authority to Repurchase Shares	Management	For	For	For
0050	Elect Doris Honold	Management	For	For	For
0060	Remuneration Policy	Management	For	Against	Against

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0070	Remuneration Report	Management	For	Against	Against
0080	2025 Group Incentive System	Management	For	For	For
0090	Merger/Acquisition (Public Exchange Offer for Banco BPM S.p.A.)	Management	For	For	For
0100	Cancellation of Shares	Management	For	For	For
0110	Authority to Issue Shares to Service 2019 Group Incentive System	Management	For	For	For
0120	Authority to Issue Shares to Service 2020 Group Incentive System	Management	For	For	For
0130	Authority to Issue Shares to Service 2022 Group Incentive System	Management	For	For	For
0140	Authority to Issue Shares to Service 2023 Group Incentive System	Management	For	For	For
0150	Authority to Issue Shares to Service 2024 Group Incentive System	Management	For	For	For
0160	Authority to Issue Shares to Service 2020-2023 Long-Term Incentive Plan	Management	For	For	For

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NOVO NORDISK

ISIN	DK0062498333	Meeting Date	27-Mar-25
Ticker	NOVO B	Deadline Date	18-Mar-25
Country	Denmark	Record Date	20-Mar-25
Blocking	No	Vote Date	11-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5.1	Directors' Fees (2024)	Management	For	For	For
5.2	Directors' Fees (2025)	Management	For	For	For
6.1.1	Elect Helge Lund as Chair	Management	For	For	For
6.2.1	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.1	Elect Laurence Debroux	Management	For	For	For
6.3.2	Elect Andreas Fibig	Management	For	For	For
6.3.3	Elect Sylvie Grégoire	Management	For	For	For
6.3.4	Elect Kasim Kutay	Management	For	For	For
6.3.5	Elect Christina Law	Management	For	For	For

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6.3.6	Elect Martin Mackay	Management	For	For	For
7.1	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	For
8.1	Authority to Repurchase Shares	Management	For	For	For
8.2	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.3	Shareholder Proposal Regarding Collective Agreements for Contracted Employees	Shareholder	Against	For	Against

NOVO NORDISK

ISIN	US6701002056	Meeting Date	27-Mar-25
Ticker	NVO	Deadline Date	15-Mar-25
Country	Denmark	Record Date	19-Feb-25
Blocking	No	Vote Date	11-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For

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5.1	Directors' Fees (2024)	Management	For	For	For
5.2	Directors' Fees (2025)	Management	For	For	For
6.1	Elect Helge Lund as Chair	Management	For	For	For
6.2	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3a	Elect Laurence Debroux	Management	For	For	For
6.3b	Elect Andreas Fibig	Management	For	For	For
6.3c	Elect Sylvie Grégoire	Management	For	For	For
6.3d	Elect Kasim Kutay	Management	For	For	For
6.3e	Elect Christina Law	Management	For	For	For
6.3f	Elect Martin Mackay	Management	For	For	For
7	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	For
8.1	Authority to Repurchase Shares	Management	For	For	For
8.2	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.3	Shareholder Proposal Regarding Collective Agreements for Contracted Employees	Shareholder	Against	For	Against

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BANCO SANTANDER S.A.

ISIN	ES0113900J37	Meeting Date	03-Apr-25
Ticker	SAN	Deadline Date	22-Mar-25
Country	Spain	Record Date	28-Mar-25
Blocking	No	Vote Date	13-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Accounts and Reports	Management	For	For	For
1B	Report on Non-Financial Information	Management	For	For	For
1C	Ratification of Board Acts	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3A	Board Size	Management	For	For	For
3B	Elect Luis Isasi Fernández de Bobadilla	Management	For	For	For
3C	Elect Héctor Grisi Checa	Management	For	For	For
3D	Elect Glenn H. Hutchins	Management	For	For	For
3E	Elect Pamela Ann Walkden	Management	For	For	For
3F	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Management	For	For	For
4	Appointment of Auditor	Management	For	For	For
5	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

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6A	Authority to Cancel Treasury Shares (Buy-Back Program)	Management	For	For	For
6B	Authority to Cancel Treasury Shares	Management	For	For	For
7A	Remuneration Policy	Management	For	For	For
7B	Directors' Fees	Management	For	For	For
7C	Maximum Variable Pay Ratio	Management	For	For	For
7D	Deferred Multiyear Objectives Variable Remuneration Plan	Management	For	For	For
7E	Buy-Out Policy	Management	For	For	For
7F	Remuneration Report	Management	For	For	For
8	Authorisation of Legal Formalities	Management	For	For	For

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DEUTSCHE TELEKOM AG

ISIN	DE0005557508	Meeting Date	09-Apr-25
Ticker	DTE	Deadline Date	28-Mar-25
Country	Germany	Record Date	04-Apr-25
Blocking	No	Vote Date	20-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
7.a	Elect Stefan Range	Management	For	For	For
7.b	Elect Rachel Empey	Management	For	For	For
7.c	Elect Natalie Knight	Management	For	For	For
8	Amendments to Articles (Virtual Meeting)	Management	For	For	For
9	Authority to Repurchase and Reissue Shares	Management	For	For	For
10	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
11	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jul-25

12	Management Board Remuneration Policy	Management	For	For	For
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ZURICH INSURANCE GROUP AG LTD

ISIN	CH0011075394	Meeting Date	09-Apr-25
Ticker	ZURN	Deadline Date	28-Mar-25
Country	Switzerland	Record Date	03-Apr-25
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
1.3	Report on Non-Financial Matters	Management	For	TNA	N/A
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4.1.1	Elect Michel M. Liès as Board Chair	Management	For	TNA	N/A
4.1.2	Elect Joan Lordi C. Amble	Management	For	TNA	N/A

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4.1.3	Elect Catherine P. Bessant	Management	For	TNA	N/A
4.1.4	Elect Christoph Franz	Management	For	TNA	N/A
4.1.5	Elect Michael Halbherr	Management	For	TNA	N/A
4.1.6	Elect Sabine Keller-Busse	Management	For	TNA	N/A
4.1.7	Elect Kishore Mahbubani	Management	For	TNA	N/A
4.1.8	Elect Peter Maurer	Management	For	TNA	N/A
4.1.9	Elect John Rafter	Management	For	TNA	N/A
4.110	Elect Jasmin Staiblin	Management	For	TNA	N/A
4.111	Elect Barry Stowe	Management	For	TNA	N/A
4.112	Elect Thomas Jordan	Management	For	TNA	N/A
4.2.1	Elect Michel M. Liès as Compensation Committee Member	Management	For	TNA	N/A
4.2.2	Elect Catherine P. Bessant as Compensation Committee Member	Management	For	TNA	N/A
4.2.3	Elect Christoph Franz as Compensation Committee Member	Management	For	TNA	N/A
4.2.4	Elect Sabine Keller-Busse as Compensation Committee Member	Management	For	TNA	N/A
4.2.5	Elect Kishore Mahbubani as Compensation Committee Member	Management	For	TNA	N/A
4.2.6	Elect Jasmin Staiblin as Compensation Committee Member	Management	For	TNA	N/A
4.3	Appointment of Independent Proxy	Management	For	TNA	N/A
4.4	Appointment of Auditor	Management	For	TNA	N/A
5.1	Board Compensation	Management	For	TNA	N/A
5.2	Executive Compensation (Total)	Management	For	TNA	N/A

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6 Transaction of Other Business Management TNA N/A

SYNOPSYS, INC.

ISIN	US8716071076	Meeting Date	10-Apr-25
Ticker	SNPS	Deadline Date	03-Apr-25
Country	United States	Record Date	10-Feb-25
Blocking	No	Vote Date	20-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Aart J. de Geus	Management	For	For	For
1b.	Elect John G. Schwarz	Management	For	For	For
1c.	Elect Sassine Ghazi	Management	For	For	For
1d.	Elect Luis A. Borgen	Management	For	For	For
1e.	Elect Janice D. Chaffin	Management	For	Against	Against
1f.	Elect Bruce R. Chizen	Management	For	For	For

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1g.	Elect Mercedes Johnson	Management	For	For	For
1h.	Elect Robert G. Painter	Management	For	For	For
1i.	Elect Jeannine P. Sargent	Management	For	For	For
2.	Amendment to the 2006 Employee Equity Incentive Plan	Management	For	For	For
3.	Amendment to the Employee Stock Purchase Plan	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Ratification of Auditor	Management	For	For	For
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Against

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ASTRAZENECA PLC

ISIN	GB0009895292	Meeting Date	11-Apr-25
Ticker	AZN	Deadline Date	30-Mar-25
Country	United Kingdom	Record Date	09-Apr-25
Blocking	No	Vote Date	19-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5.A	Elect Michel Demaré	Management	For	For	For
5.B	Elect Pascal Soriot	Management	For	For	For
5.C	Elect Aradhana Sarin	Management	For	For	For
5.D	Elect Philip Broadley	Management	For	For	For
5.E	Elect Euan Ashley	Management	For	For	For
5.F	Elect Birgit Conix	Management	For	For	For
5.G	Elect Rene Haas	Management	For	For	For
5.H	Elect Karen Knudsen	Management	For	For	For

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5.I	Elect Diana Layfield	Management	For	For	For
5.J	Elect Anna Manz	Management	For	For	For
5.K	Elect Sherilyn S. McCoy	Management	For	For	For
5.L	Elect Tony Mok	Management	For	For	For
5.M	Elect Nazneen Rahman	Management	For	For	For
5.N	Elect Marcus Wallenberg	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Authorisation of Political Donations	Management	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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BANK OF NEW YORK MELLON CORP

ISIN	US0640581007	Meeting Date	15-Apr-25
Ticker	BK	Deadline Date	08-Apr-25
Country	United States	Record Date	19-Feb-25
Blocking	No	Vote Date	24-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Linda Z. Cook	Management	For	For	For
1b.	Elect Joseph J. Echevarria	Management	For	For	For
1c.	Elect M. Amy Gilliland	Management	For	For	For
1d.	Elect Jeffrey A. Goldstein	Management	For	For	For
1e.	Elect K. Guru Gowrappan	Management	For	For	For
1f.	Elect Ralph Izzo	Management	For	For	For
1g.	Elect Sandie O'Connor	Management	For	For	For
1h.	Elect Elizabeth E. Robinson	Management	For	For	For
1i.	Elect Rakefet Russak-Aminoach	Management	For	For	For
1j.	Elect Robin A. Vince	Management	For	For	For
1k.	Elect Alfred W. Zollar	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

Proxy Voting Summary

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3.	Ratification of Auditor	Management	For	For	For
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MOODY'S CORP.

ISIN	US6153691059	Meeting Date	15-Apr-25
Ticker	MCO	Deadline Date	08-Apr-25
Country	United States	Record Date	19-Feb-25
Blocking	No	Vote Date	25-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jorge A. Bermudez	Management	For	For	For
1b.	Elect Thérèse Esperdy	Management	For	For	For
1c.	Elect Robert Fauber	Management	For	For	For
1d.	Elect Vincent A. Forlenza	Management	For	For	For
1e.	Elect Lloyd W. Howell, Jr.	Management	For	For	For
1f.	Elect Jose M. Minaya	Management	For	For	For

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1g.	Elect Leslie Seidman	Management	For	Against	Against
1h.	Elect Zig Serafin	Management	For	For	For
1i.	Elect Bruce Van Saun	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

Proxy Voting Summary

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VINCI

ISIN	FR0000125486	Meeting Date	17-Apr-25
Ticker	DG	Deadline Date	05-Apr-25
Country	France	Record Date	14-Apr-25
Blocking	No	Vote Date	24-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Consolidated Accounts and Reports	Management	For	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Yannick Assouad	Management	For	For	For
5	Elect Pierre Anjolras	Management	For	For	For
6	Elect Karla Bertocco Trindade	Management	For	For	For
7	Elect Maria Victoria Zingoni	Management	For	For	For
8	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
9	Appointment of Auditor (Ernst & Young)	Management	For	For	For
10	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	For
11	Authority to Repurchase and Reissue Shares	Management	For	For	For
12	2025 Remuneration Policy (Board of Directors)	Management	For	For	For

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13	2025 Remuneration Policy (Chair and CEO)	Management	For	For	For
14	2025 Remuneration Policy (Incoming CEO)	Management	For	For	For
15	2025 Remuneration Policy (Chair)	Management	For	For	For
16	2024 Remuneration Report	Management	For	For	For
17	2024 Remuneration of Xavier Huillard, Chair and CEO	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Increase Capital Through Capitalisations	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
23	Greenshoe	Management	For	For	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For
26	Stock Purchase Plan for Overseas Employees	Management	For	For	For
27	Authority to Issue Performance Shares	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

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BEIERSDORF AG

ISIN	DE0005200000	Meeting Date	17-Apr-25
Ticker	BEI	Deadline Date	05-Apr-25
Country	Germany	Record Date	26-Mar-25
Blocking	No	Vote Date	31-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.a	Appointment of Auditor	Management	For	For	For
5.b	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Management Board Remuneration Policy	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Increase in Authorised Capital I	Management	For	For	For
10	Increase in Authorised Capital II	Management	For	For	For
11	Increase in Authorised Capital III	Management	For	For	For

Proxy Voting Summary

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12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Amendments to Articles (Virtual Meeting)	Management	For	For	For

BROADCOM INC

ISIN	US11135F1012	Meeting Date	21-Apr-25
Ticker	AVGO	Deadline Date	14-Apr-25
Country	United States	Record Date	21-Feb-25
Blocking	No	Vote Date	31-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Diane M. Bryant	Management	For	For	For
1b	Elect Gayla J. Delly	Management	For	For	For
1c	Elect Kenneth Y. Hao	Management	For	For	For
1d	Elect Eddy W. Hartenstein	Management	For	For	For
1e	Elect Check Kian Low	Management	For	For	For

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1f	Elect Justine F. Page	Management	For	For	For
1g	Elect Henry S. Samueli	Management	For	For	For
1h	Elect Hock E. Tan	Management	For	For	For
1i	Elect Harry L. You	Management	For	For	For
2	Ratification of Auditor	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For

ING GROEP N.V.

ISIN	NL0011821202	Meeting Date	22-Apr-25
Ticker	INGA	Deadline Date	10-Apr-25
Country	Netherlands	Record Date	25-Mar-25
Blocking	No	Vote Date	31-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2c.	Remuneration Report	Management	For	For	For
2d.	Accounts and Reports	Management	For	For	For

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3b.	Allocation of Dividends	Management	For	For	For
4a.	Ratification of Management Board Acts	Management	For	For	For
4b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6a.	Elect Steven Van Rijswijk to the Management Board	Management	For	For	For
6b.	Elect Ljiljana Cortan to the Management Board	Management	For	For	For
7a.	Elect Margarete Haase to the Supervisory Board	Management	For	For	For
7b.	Elect Lodewijk Hijmans van den Bergh to the Supervisory Board	Management	For	For	For
7c.	Elect Petri H.M. Hofsté to the Supervisory Board	Management	For	For	For
7d.	Elect Stuart Graham to the Supervisory Board	Management	For	For	For
8a.	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	For
8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares	Management	For	For	For

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PNC FINANCIAL SERVICES GROUP INC

ISIN	US6934751057	Meeting Date	23-Apr-25
Ticker	PNC	Deadline Date	16-Apr-25
Country	United States	Record Date	31-Jan-25
Blocking	No	Vote Date	31-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Joseph Alvarado	Management	For	For	For
1b.	Elect Debra A. Cafaro	Management	For	For	For
1c.	Elect Marjorie Rodgers Cheshire	Management	For	For	For
1d.	Elect Douglas A. Dache	Management	For	For	For
1e.	Elect William S. Demchak	Management	For	For	For
1f.	Elect Andrew T. Feldstein	Management	For	For	For
1g.	Elect Richard J. Harshman	Management	For	For	For
1h.	Elect Daniel R. Hesse	Management	For	For	For
1i.	Elect Renu Khator	Management	For	For	For
1j.	Elect Linda R. Medler	Management	For	For	For
1k.	Elect Robert A. Niblock	Management	For	For	For
1l.	Elect Martin Pfinsgraff	Management	For	For	For

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1m.	Elect Bryan S. Salesky	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	23-Apr-25
Ticker	ASML	Deadline Date	10-Apr-25
Country	Netherlands	Record Date	26-Mar-25
Blocking	No	Vote Date	02-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For

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5.	Long Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
6.	Management Board Remuneration Policy	Management	For	For	For
7.	Supervisory Board Remuneration Policy	Management	For	For	For
8.a.	Elect Birgit Conix to the Supervisory Board	Management	For	For	For
8.b.	Elect Karien van Gennip to the Supervisory Board	Management	For	For	For
9.a.	Appointment of Auditor	Management	For	For	For
9.b.	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
10.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	For
10.b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

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ASSA ABLOY AB

ISIN	SE0007100581	Meeting Date	23-Apr-25
Ticker	ASSA B	Deadline Date	11-Apr-25
Country	Sweden	Record Date	11-Apr-25
Blocking	No	Vote Date	03-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Voting List	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
5	Minutes	Management	For	TNA	N/A
6	Compliance with the Rules of Convocation	Management	For	TNA	N/A
9.a	Accounts and Reports	Management	For	TNA	N/A
9.b	Allocation of Profits/Dividends	Management	For	TNA	N/A
9.c	Ratification of Board and CEO Acts	Management	For	TNA	N/A
10	Board Size	Management	For	TNA	N/A
11.a	Directors' Fees	Management	For	TNA	N/A
11.b	Authority to Set Auditor's Fees	Management	For	TNA	N/A

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12	Election of Directors	Management	For	TNA	N/A
13	Appointment of Auditor	Management	For	TNA	N/A
14	Remuneration Report	Management	For	TNA	N/A
15	Authority to Repurchase and Reissue Shares	Management	For	TNA	N/A
16	Adoption of Share-Based Incentives (LTIP 2025)	Management	For	TNA	N/A

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RELX PLC

ISIN	GB00B2B0DG97	Meeting Date	24-Apr-25
Ticker	REL	Deadline Date	12-Apr-25
Country	United Kingdom	Record Date	22-Apr-25 27-Mar-25 to 31-Mar-25
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For
2.	Remuneration Report	Management	For	For	For
3.	Final Dividend	Management	For	For	For
4.	Appointment of Auditor	Management	For	For	For
5.	Authority to Set Auditor's Fees	Management	For	For	For
6.	Elect Andy Halford	Management	For	For	For
7.	Elect Paul A. Walker	Management	For	For	For
8.	Elect Erik Engstrom	Management	For	For	For
9.	Elect Nicholas Luff	Management	For	For	For
10.	Elect Alistair Cox	Management	For	For	For
11.	Elect June Felix	Management	For	For	For
12.	Elect Charlotte Hogg	Management	For	For	For

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13.	Elect Andrew J. Sukawaty	Management	For	For	For
14.	Elect Bianca Tetteroo	Management	For	For	For
15.	Elect Suzanne H. Wood	Management	For	For	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
19.	Authority to Repurchase Shares	Management	For	For	For
20.	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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DANONE

ISIN	FR0000120644	Meeting Date	24-Apr-25
Ticker	BN	Deadline Date	12-Apr-25
Country	France	Record Date	17-Apr-25
Blocking	No	Vote Date	31-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Antoine de Saint-Affrique	Management	For	For	For
5	Elect Géraldine Picaud	Management	For	For	For
6	Elect Susan Roberts	Management	For	For	For
7	Elect Patrice Louvet	Management	For	For	For
8	2024 Remuneration Report	Management	For	For	For
9	2024 Remuneration of Antoine de Saint-Affrique, CEO	Management	For	For	For
10	2024 Remuneration of Gilles Schnepp, Chair	Management	For	For	For
11	2025 Remuneration Policy (Executives)	Management	For	For	For
12	2025 Remuneration Policy (Chair)	Management	For	For	For

Proxy Voting Summary

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13	2025 Remuneration Policy (Board of Directors)	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights	Management	For	For	For
17	Greenshoe	Management	For	For	For
18	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
20	Authority to Increase Capital Through Capitalisations	Management	For	For	For
21	Employee Stock Purchase Plan (French Entities)	Management	For	For	For
22	Stock Purchase Plan for International Employees	Management	For	For	For
23	Authority to Issue Performance Shares	Management	For	For	For
24	Authority to Issue Restricted Shares	Management	For	For	For
25	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
26	Article Amendment Regarding Written Consultations	Management	For	For	For
27	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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AMERICAN EXPRESS CO.

ISIN	US0258161092	Meeting Date	29-Apr-25
Ticker	AXP	Deadline Date	22-Apr-25
Country	United States	Record Date	03-Mar-25
Blocking	No	Vote Date	09-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Michael J. Angelakis	Management	For	For	For
1b.	Elect Thomas J. Baltimore, Jr.	Management	For	Against	Against
1c.	Elect John J. Brennan	Management	For	For	For
1d.	Elect Theodore J. Leonsis	Management	For	Against	Against
1e.	Elect Deborah P. Majoras	Management	For	For	For
1f.	Elect Karen L. Parkhill	Management	For	For	For
1g.	Elect Charles E. Phillips, Jr.	Management	For	For	For
1h.	Elect Lynn A. Pike	Management	For	For	For
1i.	Elect Stephen J. Squeri	Management	For	For	For
1j.	Elect Daniel Luzius Vasella	Management	For	For	For

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1k.	Elect Lisa W. Wardell	Management	For	For	For
1l.	Elect Christopher D. Young	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements	Shareholder	Against	Against	For
5.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Shareholder	Against	Against	For

CITIGROUP INC

ISIN	US1729674242	Meeting Date	29-Apr-25
Ticker	C	Deadline Date	22-Apr-25
Country	United States	Record Date	03-Mar-25
Blocking	No	Vote Date	17-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Titi Cole	Management	For	For	For
1b.	Elect Ellen M. Costello	Management	For	For	For

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1c.	Elect Grace E. Dailey	Management	For	For	For
1d.	Elect John C. Dugan	Management	For	For	For
1e.	Elect Jane N. Fraser	Management	For	For	For
1f.	Elect Duncan P. Hennes	Management	For	For	For
1g.	Elect Peter B. Henry	Management	For	For	For
1h.	Elect Renée J. James	Management	For	For	For
1i.	Elect Gary M. Reiner	Management	For	For	For
1j.	Elect Diana L. Taylor	Management	For	For	For
1k.	Elect James S. Turley	Management	For	For	For
1l.	Elect Casper W. von Koskull	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment to the 2019 Stock Incentive Plan	Management	For	For	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	Shareholder	Against	Against	For

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L'OREAL

ISIN	FR0000120321	Meeting Date	29-Apr-25
Ticker	OR	Deadline Date	17-Apr-25
Country	France	Record Date	24-Apr-25
Blocking	No	Vote Date	10-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Téthys (Alexandre Benais)	Management	For	For	For
5	Elect Isabelle Seillier	Management	For	For	For
6	Elect Aurélie Jean	Management	For	For	For
7	Elect Nicolas Hieronimus	Management	For	For	For

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8	Elect Paul Bulcke	Management	For	For	For
9	Elect Alexandre Ricard	Management	For	For	For
10	2025 Directors' Fees	Management	For	For	For
11	2024 Remuneration Report	Management	For	For	For
12	2024 Remuneration of Jean-Paul Agon, Chair	Management	For	For	For
13	2024 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	For
14	2025 Remuneration Policy (Board of Directors)	Management	For	For	For
15	2025 Remuneration Policy (Chair)	Management	For	For	For
16	2025 Remuneration Policy (CEO)	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Increase Capital Through Capitalisations	Management	For	For	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
21	Employee Stock Purchase Plan	Management	For	For	For
22	Stock Purchase Plan for Overseas Employees	Management	For	For	For
23	Amendments Regarding Written Consultations	Management	For	For	For
24	Amendments Regarding Broadcasting of Shareholder Meetings	Management	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For

INTESA SANPAOLO SPA

ISIN	IT0000072618	Meeting Date	29-Apr-25
Ticker	ISP	Deadline Date	17-Apr-25
Country	Italy	Record Date	16-Apr-25
Blocking	No	Vote Date	17-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	TNA	N/A
0020	Allocation of Dividends	Management	For	TNA	N/A
0030	Board Size	Management	For	TNA	N/A
004A	List Presented by Shareholders' Agreement	Management		TNA	N/A
004B	List Presented by Group of Institutional Investors Representing 1.51% of Share Capital	Management		TNA	N/A
0050	Elect Gian Maria Gros-Pietro as Chair and Paola Tagliavini as Vice Chair	Management	For	TNA	N/A
0060	Remuneration Policy (Board of Directors)	Management	For	TNA	N/A

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0070	Directors' Fees	Management	For	TNA	N/A
0080	Remuneration Policy (Group)	Management	For	TNA	N/A
0090	Remuneration Report	Management	For	TNA	N/A
0100	2025 Annual Incentive Plan	Management	For	TNA	N/A
0110	Authority to Repurchase Shares	Management	For	TNA	N/A
0120	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For	TNA	N/A
0130	Authority to Repurchase and Reissue Shares	Management	For	TNA	N/A
0140	Cancellation of Shares	Management	For	TNA	N/A

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AMERIPRISE FINANCIAL INC

ISIN	US03076C1062	Meeting Date	30-Apr-25
Ticker	AMP	Deadline Date	23-Apr-25
Country	United States	Record Date	03-Mar-25
Blocking	No	Vote Date	09-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect James M. Cracchiolo	Management	For	For	For
1b.	Elect Robert F. Sharpe, Jr.	Management	For	For	For
1c.	Elect Dianne Neal Blixt	Management	For	For	For
1d.	Elect Amy DiGeso	Management	For	For	For
1e.	Elect Christopher J. Williams	Management	For	For	For
1f.	Elect Glynis A. Bryan	Management	For	For	For
1g.	Elect Brian T. Shea	Management	For	For	For
1h.	Elect W. Edward Walter III	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

HERMES INTERNATIONAL

ISIN	FR0000052292	Meeting Date	30-Apr-25
Ticker	RMS	Deadline Date	18-Apr-25
Country	France	Record Date	25-Apr-25
Blocking	No	Vote Date	10-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Ratification of Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For

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7	2024 Remuneration Report	Management	For	Against	Against
8	2024 Remuneration of Axel Dumas, Executive Chair	Management	For	Against	Against
9	2024 Remuneration of Émile Hermès SAS, General Managing Partner	Management	For	Against	Against
10	2024 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For	For	For
11	2025 Remuneration Policy (Executive Chair and General Managing Partner)	Management	For	Against	Against
12	2025 Remuneration Policy (Supervisory Board)	Management	For	For	For
13	Elect Charles-Éric Bauer	Management	For	For	For
14	Elect Estelle Brachlianoff	Management	For	For	For
15	Elect Julie Guerrand	Management	For	For	For
16	Elect Cécile Béliot-Zind	Management	For	For	For
17	Elect Jean-Laurent Bonnafé	Management	For	For	For
18	Elect Bernard Émié	Management	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
20	Authority to Increase Capital Through Capitalisations	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	Against	Against

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23	Employee Stock Purchase Plan	Management	For	For	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	Against	Against
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	Against	Against
26	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Management	For	Against	Against
27	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	Management	For	Against	Against
28	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	Management	For	Against	Against
29	Authorisation of Legal Formalities	Management	For	For	For

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ESSILORLUXOTTICA

ISIN	FR0000121667	Meeting Date	30-Apr-25
Ticker	EI	Deadline Date	18-Apr-25
Country	France	Record Date	25-Apr-25
Blocking	No	Vote Date	09-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends; Scrip Dividend	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2024 Remuneration Report	Management	For	Against	Against
6	2024 Remuneration of Francesco Milleri, Chair and CEO	Management	For	Against	Against
7	2024 Remuneration of Paul du Saillant, Deputy CEO	Management	For	Against	Against
8	2025 Remuneration Policy (Board of Directors)	Management	For	For	For

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9	2025 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
10	2025 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
11	Appointment of Auditor (Mazars)	Management	For	For	For
12	Appointment of Auditor (Ernst & Young)	Management	For	For	For
13	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Article Amendment Regarding Alternate Auditors	Management	For	For	For
17	Authorisation of Legal Formalities	Management	For	For	For

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MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

ISIN	DE0008430026	Meeting Date	30-Apr-25
Ticker	MUV2	Deadline Date	14-Apr-25
Country	Germany	Record Date	23-Apr-25
Blocking	Yes	Vote Date	09-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Joachim Wenning	Management	For	For	For
3.2	Ratify Thomas Blunck	Management	For	For	For
3.3	Ratify Nicholas Gartside	Management	For	For	For
3.4	Ratify Stefan Golling	Management	For	For	For
3.5	Ratify Christoph Jurecka	Management	For	For	For
3.6	Ratify Achim Kassow	Management	For	For	For
3.7	Ratify Michael Kerner	Management	For	For	For
3.8	Ratify Clarisse Kopff	Management	For	For	For
3.9	Ratify Mari-Lizette Malherbe	Management	For	For	For
3.10	Ratify Markus Rieß	Management	For	For	For
4.1	Ratify Nikolaus von Bomhard	Management	For	For	For

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4.2	Ratify Anne Horstmann	Management	For	For	For
4.3	Ratify Ann-Kristin Achleitner	Management	For	For	For
4.4	Ratify Matthias Beier	Management	For	For	For
4.5	Ratify Clement B. Booth	Management	For	For	For
4.6	Ratify Ruth Brown	Management	For	For	For
4.7	Ratify Roland Busch	Management	For	For	For
4.8	Ratify Grzegorz Czlowiekowski	Management	For	For	For
4.9	Ratify Stephan Eberl	Management	For	For	For
4.10	Ratify Frank Fassin	Management	For	For	For
4.11	Ratify Ursula Gather	Management	For	For	For
4.12	Ratify Martina Grundler	Management	For	For	For
4.13	Ratify Gerd Häusler	Management	For	For	For
4.14	Ratify Angelika Judith Herzog	Management	For	For	For
4.15	Ratify Julia Jäkel	Management	For	For	For
4.16	Ratify Renata Jungo Brüngger	Management	For	For	For
4.17	Ratify Stefan Kaindl	Management	For	For	For
4.18	Ratify Carinne Knoche-Brouillon	Management	For	For	For
4.19	Ratify Andrea Maier	Management	For	For	For
4.20	Ratify Gabriele Mücke	Management	For	For	For
4.21	Ratify Victoria E. Ossadnik	Management	For	For	For

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4.22	Ratify Ulrich Plottke	Management	For	For	For
4.23	Ratify Manfred Rassy	Management	For	For	For
4.24	Ratify Carsten Spohr	Management	For	For	For
4.25	Ratify Anita Stocker-Napravnik	Management	For	For	For
4.26	Ratify Karl-Heinz Streibich	Management	For	For	For
4.27	Ratify Susanne Terhoeven	Management	For	For	For
4.28	Ratify Jens-Jürgen Vogel	Management	For	For	For
4.29	Ratify Markus Wagner	Management	For	For	For
4.30	Ratify Jens Weidmann	Management	For	For	For
4.31	Ratify Maximilian Zimmerer	Management	For	For	For
5.1	Appointment of Auditor	Management	For	For	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
5.3	Appointment of Auditor for Interim Statements (First Quarter of FY2026)	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Management Board Remuneration Policy	Management	For	For	For
8	Amendments to Articles (Virtual Meeting)	Management	For	For	For
9.1	Amendments to Articles (Transfer of Shares)	Management	For	For	For
9.2	Amendments to Articles (Nominee Shareholders - Registration)	Management	For	For	For
9.3	Amendments to Articles (Nominee Shareholders - Voting Rights Restriction)	Management	For	For	For

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9.4	Amendments to Articles (Share Capital)	Management	For	For	For
9.5	Amendments to Articles (General Meeting Registration)	Management	For	For	For
9.6	Amendments to Articles (General Meeting Chair)	Management	For	For	For
10	Increase in Authorised Capital	Management	For	For	For
11	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For

UNILEVER PLC

ISIN	GB00B10RZP78	Meeting Date	30-Apr-25
Ticker	ULVR	Deadline Date	18-Apr-25
Country	United Kingdom	Record Date	28-Apr-25
Blocking	No	Vote Date	10-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Elect Benoît Potier	Management	For	For	For

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4	Elect Zoë A. Yujnovich	Management	For	For	For
5	Elect Fernando Fernandez	Management	For	For	For
6	Elect Adrian Hennah	Management	For	For	For
7	Elect Susan Kilsby	Management	For	For	For
8	Elect Ruby Lu	Management	For	For	For
9	Elect Judith McKenna	Management	For	For	For
10	Elect Ian K. Meakins	Management	For	For	For
11	Elect Nelson Peltz	Management	For	For	For
12	Appointment of Auditor	Management	For	For	For
13	Authority to Set Auditor's Fees	Management	For	For	For
14	Authorisation of Political Donations	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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LILLY(ELI) & CO

ISIN	US5324571083	Meeting Date	05-May-25
Ticker	LLY	Deadline Date	28-Apr-25
Country	United States	Record Date	26-Feb-25
Blocking	No	Vote Date	15-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Raul Alvarez	Management	For	For	For
1b.	Elect Mary Lynne Hedley	Management	For	For	For
1c.	Elect Kimberly H. Johnson	Management	For	For	For
1d.	Elect Juan R. Luciano	Management	For	Against	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Repeal of Classified Board	Management	For	For	For
5.	Elimination of Supermajority Requirements	Management	For	For	For

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DANAHER CORP.

ISIN	US2358511028	Meeting Date	06-May-25
Ticker	DHR	Deadline Date	29-Apr-25
Country	United States	Record Date	07-Mar-25
Blocking	No	Vote Date	15-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Rainer M. Blair	Management	For	For	For
1b.	Elect Feroz Dewan	Management	For	For	For
1c.	Elect Linda P. Hefner Filler	Management	For	For	For
1d.	Elect Charles W. Lamanna	Management	For	For	For
1e.	Elect Teri L. List	Management	For	For	For
1f.	Elect Jessica L. Mega	Management	For	For	For
1g.	Elect Mitchell P. Rales	Management	For	For	For

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1h.	Elect Steven M. Rales	Management	For	For	For
1i.	Elect A. Shane Sanders	Management	For	For	For
1j.	Elect John T. Schwieters	Management	For	For	For
1k.	Elect Alan G. Spoon	Management	For	For	For
1l.	Elect Raymond C. Stevens	Management	For	For	For
1m.	Elect Elias A. Zerhouni	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

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AIR LIQUIDE S.A

ISIN	FR0000120073	Meeting Date	06-May-25
Ticker	AI	Deadline Date	24-Apr-25
Country	France	Record Date	30-Apr-25
Blocking	No	Vote Date	15-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Authority to Repurchase and Reissue Shares	Management	For	For	For
5	Elect Xavier Huillard	Management	For	For	For
6	Elect Aiman Ezzat	Management	For	Against	Against
7	Elect Bertrand Dumazy	Management	For	For	For
8	Special Auditors Report on Regulated Agreements	Management	For	For	For
9	2024 Remuneration of François Jackow, CEO	Management	For	For	For
10	2024 Remuneration of Benoît Potier, Chair	Management	For	For	For
11	2024 Remuneration Report	Management	For	For	For

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12	2025 Remuneration Policy (CEO)	Management	For	For	For
13	2025 Remuneration Policy (Chair)	Management	For	For	For
14	2025 Remuneration Policy (Board of Directors)	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
17	Greenshoe	Management	For	For	For
18	Authority to Grant Stock Options	Management	For	For	For
19	Authority to Issue Restricted Shares	Management	For	For	For
20	Employee Stock Purchase Plan	Management	For	For	For
21	Stock Purchase Plan for Overseas Employees	Management	For	For	For
22	Article Amendment Regarding Board Meetings and Deliberations	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

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S&P GLOBAL INC

ISIN	US78409V1044	Meeting Date	07-May-25
Ticker	SPGI	Deadline Date	30-Apr-25
Country	United States	Record Date	17-Mar-25
Blocking	No	Vote Date	17-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Marco Alverà	Management	For	For	For
1.2	Elect Martina Cheung	Management	For	For	For
1.3	Elect Jacques Esculier	Management	For	For	For
1.4	Elect William D. Green	Management	For	For	For
1.5	Elect Stephanie C. Hill	Management	For	For	For
1.6	Elect Rebecca Jacoby	Management	For	For	For
1.7	Elect Ian P. Livingston	Management	For	For	For
1.8	Elect Maria R. Morris	Management	For	Against	Against
1.9	Elect Gregory Washington	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

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4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	Against	For
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SCHNEIDER ELECTRIC SE

ISIN	FR0000121972	Meeting Date	07-May-25
Ticker	SU	Deadline Date	25-Apr-25
Country	France	Record Date	02-May-25
Blocking	No	Vote Date	17-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2024 Remuneration Report	Management	For	For	For
6	2024 Remuneration of Olivier Blum, CEO (From November 1 to December 31, 2024)	Management	For	For	For

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7	2024 Remuneration of Peter Herweck, Former CEO (until November 1, 2024)	Management	For	Against	Against
8	2024 Remuneration of Jean-Pascal Tricoire, Chair	Management	For	Against	Against
9	2025 Remuneration Policy (CEO)	Management	For	For	For
10	2025 Remuneration Policy (Chair)	Management	For	For	For
11	2025 Remuneration Policy (Board of Directors)	Management	For	For	For
12	Elect Jean-Pascal Tricoire	Management	For	For	For
13	Elect Anna Ohlsson-Leijon	Management	For	Against	Against
14	Ratification of the Co-option of Clotilde Delbos	Management	For	For	For
15	Elect Xiaohong (Laura) Ding as Employee Shareholder Representative	Management	For	For	For
16	Elect Alban de Beaulaincourt as Employee Shareholder Representative	Management	Against	Against	For
17	Elect François Durif as Employee Shareholder Representative	Management	Against	Against	For
18	Elect Venkat Garimella as Employee Shareholder Representative	Management	Against	Against	For
19	Elect Gérard Le Gouefflec as Employee Shareholder Representative	Management	Against	Against	For
20	Elect Amandine Petitdemange as Employee Shareholder Representative	Management	Against	Against	For
21	Authority to Repurchase and Reissue Shares	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For

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24	Authority to Issue Shares Through Private Placement	Management	For	For	For
25	Greenshoe	Management	For	For	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
27	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights (Qualified Investors)	Management	For	For	For
28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Named Persons)	Management	For	For	For
29	Authority to Increase Capital Through Capitalisations	Management	For	For	For
30	Authority to Issue Performance Shares	Management	For	For	For
31	Employee Stock Purchase Plan	Management	For	For	For
32	Stock Purchase Plan for Overseas Employees	Management	For	For	For
33	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
34	Amendments to Articles Regarding Employee Shareholder Representatives	Management	For	For	For
35	Amendments to Articles regarding Written Consultation	Management	For	For	For
36	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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ECOLAB, INC.

ISIN	US2788651006	Meeting Date	08-May-25
Ticker	ECL	Deadline Date	01-May-25
Country	United States	Record Date	11-Mar-25
Blocking	No	Vote Date	28-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Judson Althoff	Management	For	For	For
1b.	Elect Shari L Ballard	Management	For	For	For
1c.	Elect Christophe Beck	Management	For	For	For
1d.	Elect Michel Doukeris	Management	For	For	For
1e.	Elect Eric M. Green	Management	For	For	For
1f.	Elect Marion K Gross	Management	For	For	For
1g.	Elect Michael Larson	Management	For	For	For
1h.	Elect David W. MacLennan	Management	For	For	For
1i.	Elect Tracy B. McKibben	Management	For	For	For
1j.	Elect Lionel L. Nowell, III	Management	For	For	For
1k.	Elect Victoria J. Reich	Management	For	For	For
1l.	Elect Suzanne M. Vautrinot	Management	For	For	For

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1m.	Elect John J. Zillmer	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Management	For	Against	Against

CRH PLC

ISIN	IE0001827041	Meeting Date	08-May-25
Ticker	CRH	Deadline Date	29-Apr-25
Country	Ireland	Record Date	12-Mar-25
Blocking	No	Vote Date	17-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Richard Boucher	Management	For	For	For
1b	Elect Caroline Dowling	Management	For	For	For
1c	Elect Richard H. Fearon	Management	For	For	For

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1d	Elect Johan Karlström	Management	For	For	For
1e	Elect Shaun Kelly	Management	For	For	For
1f	Elect Badar Khan	Management	For	For	For
1g	Elect H. Lamar McKay	Management	For	For	For
1h	Elect Jim Mintern	Management	For	For	For
1i	Elect Gillian L. Platt	Management	For	For	For
1j	Elect Mary K. Rhinehart	Management	For	For	For
1k	Elect Siobhán Talbot	Management	For	For	For
1l	Elect Christina Verchere	Management	For	For	For
2	Advisory Vote on Executive Compensation	Management	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4	Approval of the CRH plc Equity Incentive Plan	Management	For	For	For
5a	Appointment of Auditor	Management	For	For	For
5b	Authority to Set Auditor's Fees	Management	For	For	For
6	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
8	Authority to Repurchase Shares	Management	For	For	For
9	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For	For	For
10	Amendment to Articles Regarding Advance Notice Provisions	Management	For	For	For
11a	Adoption of Plurality Voting Standard in Contested Election	Management	For	For	For

Proxy Voting Summary

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11b	Amendment to Articles Regarding Board Authority to Fix Board Size	Management	For	For	For
12	Amendments to Articles to Allow the Board to Determine Limit on Directors' Fees and Certain Administrative Amendments	Management	For	For	For

ALLIANZ SE

ISIN	DE0008404005	Meeting Date	08-May-25
Ticker	ALV	Deadline Date	26-Apr-25
Country	Germany	Record Date	30-Apr-25
Blocking	Yes	Vote Date	22-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.a	Ratify Oliver Bäte	Management	For	For	For
3.b	Ratify Sirma Boshnakova	Management	For	For	For
3.c	Ratify Claire-Marie Coste-Lepoutre	Management	For	For	For
3.d	Ratify Barbara Karuth-Zelle	Management	For	For	For
3.e	Ratify Klaus-Peter Röhler	Management	For	For	For

Proxy Voting Summary

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3.f	Ratify Günther Thallinger	Management	For	For	For
3.g	Ratify Christopher Townsend	Management	For	For	For
3.h	Ratify Renate Wagner	Management	For	For	For
3.i	Ratify Andreas Wimmer	Management	For	For	For
4.a	Ratify Michael Diekmann	Management	For	For	For
4.b	Ratify Gabriele Burkhardt-Berg	Management	For	For	For
4.c	Ratify Jörg Schneider	Management	For	For	For
4.d	Ratify Sophie Boissard	Management	For	For	For
4.e	Ratify Christine Bosse	Management	For	For	For
4.f	Ratify Nadine Brandl	Management	For	For	For
4.g	Ratify Stephanie Bruce	Management	For	For	For
4.h	Ratify Rashmy Chatterjee	Management	For	For	For
4.i	Ratify Friedrich Eichiner	Management	For	For	For
4.j	Ratify Jean-Claude Le Goaër	Management	For	For	For
4.k	Ratify Martina Grundler	Management	For	For	For
4.l	Ratify Herbert Hainer	Management	For	For	For
4.m	Ratify Frank Kirsch	Management	For	For	For
4.n	Ratify Jürgen Lawrenz	Management	For	For	For
4.o	Ratify Primiano Di Paolo	Management	For	For	For
4.p	Ratify Katharina Wesenick	Management	For	For	For

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5.a	Appointment of Auditor	Management	For	For	For
5.b	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Management Board Remuneration Policy	Management	For	For	For
8	Elect Ralf P. Thomas to the Supervisory Board	Management	For	For	For
9	Amendments to Articles	Management	For	For	For
10	Amendments to Articles (Virtual Meetings)	Management	For	For	For

CRH PLC

ISIN	IE0001827041	Meeting Date	08-May-25
Ticker	CRG	Deadline Date	26-Apr-25
Country	Ireland	Record Date	12-Mar-25
Blocking	No	Vote Date	17-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Richard Boucher	Management	For	TNA	N/A

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1b	Elect Caroline Dowling	Management	For	TNA	N/A
1c	Elect Richard H. Fearon	Management	For	TNA	N/A
1d	Elect Johan Karlström	Management	For	TNA	N/A
1e	Elect Shaun Kelly	Management	For	TNA	N/A
1f	Elect Badar Khan	Management	For	TNA	N/A
1g	Elect H. Lamar McKay	Management	For	TNA	N/A
1h	Elect Jim Minter	Management	For	TNA	N/A
1i	Elect Gillian L. Platt	Management	For	TNA	N/A
1j	Elect Mary K. Rhinehart	Management	For	TNA	N/A
1k	Elect Siobhán Talbot	Management	For	TNA	N/A
1l	Elect Christina Verchere	Management	For	TNA	N/A
2	Advisory Vote on Executive Compensation	Management	For	TNA	N/A
3.1	Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	Management	For	TNA	N/A
3.2	Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Management	Do Not Vote	TNA	N/A
3.3	Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Management	Do Not Vote	TNA	N/A
3.4	Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Management	Do Not Vote	TNA	N/A
4	Approval of the CRH plc Equity Incentive Plan	Management	For	TNA	N/A
5a	Appointment of Auditor	Management	For	TNA	N/A
5b	Authority to Set Auditor's Fees	Management	For	TNA	N/A

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6	Authority to Issue Shares w/ Preemptive Rights	Management	For	TNA	N/A
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	TNA	N/A
8	Authority to Repurchase Shares	Management	For	TNA	N/A
9	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For	TNA	N/A
10	Amendment to Articles Regarding Advance Notice Provisions	Management	For	TNA	N/A
11a	Adoption of Plurality Voting Standard in Contested Election	Management	For	TNA	N/A
11b	Amendment to Articles Regarding Board Authority to Fix Board Size	Management	For	TNA	N/A
12	Amendments to Articles to Allow the Board to Determine Limit on Directors' Fees and Certain Administrative Amendments	Management	For	TNA	N/A

Proxy Voting Summary

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ABBVIE INC

ISIN	US00287Y1091	Meeting Date	09-May-25
Ticker	ABBV	Deadline Date	28-Apr-25
Country	United States	Record Date	10-Mar-25
Blocking	No	Vote Date	22-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect William H.L. Burnside	Management	For	For	For
1b.	Elect Thomas C. Freyman	Management	For	For	For
1c.	Elect Brett J. Hart	Management	For	For	For
1d.	Elect Edward J. Rapp	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Elimination of Supermajority Requirement	Management	For	For	For
5.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jul-25

LONZA GROUP AG

ISIN	CH0013841017	Meeting Date	09-May-25
Ticker	LONN	Deadline Date	27-Apr-25
Country	Switzerland	Record Date	24-Apr-25
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	TNA	N/A
2	Report on Non-Financial Matters	Management	For	TNA	N/A
3	Compensation Report	Management	For	TNA	N/A
4	Ratification of Board and Management Acts	Management	For	TNA	N/A
5	Allocation of Profits/Dividends	Management	For	TNA	N/A
6.1.1	Elect Marion Helmes	Management	For	TNA	N/A
6.1.2	Elect Jean-Marc Huët	Management	For	TNA	N/A
6.1.3	Elect Angelica Kohlmann	Management	For	TNA	N/A
6.1.4	Elect Christoph Mäder	Management	For	TNA	N/A
6.1.5	Elect Roger Nitsch	Management	For	TNA	N/A
6.1.6	Elect Barbara M. Richmond	Management	For	TNA	N/A
6.1.7	Elect Jürgen B. Steinemann	Management	For	TNA	N/A

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6.2.1	Elect Juan Andres	Management	For	TNA	N/A
6.2.2	Elect Eric Drapé	Management	For	TNA	N/A
6.2.3	Elect David Meline	Management	For	TNA	N/A
6.3	Appoint Jean-Marc Huët as Board Chair	Management	For	TNA	N/A
6.4.1	Elect Angelica Kohlmann as Compensation Committee Member	Management	For	TNA	N/A
6.4.2	Elect Christoph Mäder as Compensation Committee Member	Management	For	TNA	N/A
6.4.3	Elect Jürgen B. Steinemann as Compensation Committee Member	Management	For	TNA	N/A
6.4.4	Elect Eric Drapé as Compensation Committee Member	Management	For	TNA	N/A
6.4.5	Elect David Meline as Compensation Committee Member	Management	For	TNA	N/A
7	Appointment of Auditor	Management	For	TNA	N/A
8	Appointment of Independent Proxy	Management	For	TNA	N/A
9	Board Compensation	Management	For	TNA	N/A
10.1	Executive Compensation (Short-Term)	Management	For	TNA	N/A
10.2	Executive Compensation (Fixed and Long-term)	Management	For	TNA	N/A
11	Additional or Amended Proposals	Management		TNA	N/A

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ASM INTERNATIONAL NV

ISIN	NL0000334118	Meeting Date	12-May-25
Ticker	ASM	Deadline Date	30-Apr-25
Country	Netherlands	Record Date	14-Apr-25
Blocking	No	Vote Date	24-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	Against	Against
3.b.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Elect Paul A.H. Verhagen to the Management Board	Management	For	For	For
6.a.	Elect Pauline van der Meer Mohr to the Supervisory Board	Management	For	For	For
6.b.	Elect Adalio T. Sanchez to the Supervisory Board	Management	For	For	For
6.c.	Elect Stefanie Kahle-Galonske to the Supervisory Board	Management	For	For	For
7.a.	Appointment of Auditor for Sustainability Reporting (FY2025)	Management	For	For	For
7.b.	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

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7.c.	Appointment of Auditor for Sustainability Reporting (FY2026)	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For

WASTE MANAGEMENT, INC.

ISIN	US94106L1098	Meeting Date	13-May-25
Ticker	WM	Deadline Date	06-May-25
Country	United States	Record Date	18-Mar-25
Blocking	No	Vote Date	22-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Thomas L. Bené	Management	For	For	For
1b.	Elect Bruce E. Chinn	Management	For	For	For
1c.	Elect James C. Fish, Jr.	Management	For	For	For
1d.	Elect Andrés R. Gluski	Management	For	For	For

Proxy Voting Summary

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1e.	Elect Victoria M. Holt	Management	For	For	For
1f.	Elect Kathleen M. Mazzarella	Management	For	For	For
1g.	Elect Sean E. Menke	Management	For	For	For
1h.	Elect William B. Plummer	Management	For	For	For
1i.	Elect Maryrose T. Sylvester	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

SAP SE

ISIN	DE0007164600	Meeting Date	13-May-25
Ticker	SAP	Deadline Date	30-Apr-25
Country	Germany	Record Date	21-Apr-25
Blocking	No	Vote Date	24-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For

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3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor	Management	For	For	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Increase in Authorised Capital I	Management	For	For	For
7.2	Increase in Authorised Capital II	Management	For	For	For
8	Amendments to Articles (Virtual Meeting)	Management	For	For	For

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VERTEX PHARMACEUTICALS, INC.

ISIN	US92532F1003	Meeting Date	14-May-25
Ticker	VRTX	Deadline Date	07-May-25
Country	United States	Record Date	17-Mar-25
Blocking	No	Vote Date	24-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sangeeta N. Bhatia	Management	For	For	For
1b.	Elect Lloyd A. Carney	Management	For	For	For
1c.	Elect Alan M. Garber	Management	For	For	For
1d.	Elect Reshma Kewalramani	Management	For	For	For
1e.	Elect Michel Lagarde	Management	For	For	For
1f.	Elect Jeffrey M. Leiden	Management	For	For	For
1g.	Elect Diana L. McKenzie	Management	For	For	For
1h.	Elect Bruce I. Sachs	Management	For	For	For
1i.	Elect Jennifer Schneider	Management	For	For	For
1j.	Elect Nancy A. Thornberry	Management	For	For	For
1k.	Elect Suketu Upadhyay	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For

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3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Against

FIRST SOLAR INC

ISIN	US3364331070	Meeting Date	14-May-25
Ticker	FSLR	Deadline Date	07-May-25
Country	United States	Record Date	20-Mar-25
Blocking	No	Vote Date	22-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Michael J. Ahearn	Management	For	For	For
1.2	Elect Anita Marangoly George	Management	For	For	For
1.3	Elect Lisa A. Kro	Management	For	For	For
1.4	Elect William J. Post	Management	For	For	For
1.5	Elect Venkata Renduchintala	Management	For	For	For

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1.6	Elect Paul H. Stebbins	Management	For	For	For
1.7	Elect Michael T. Sweeney	Management	For	For	For
1.8	Elect Mark Widmar	Management	For	For	For
1.9	Elect Norman L. Wright	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Shareholder	Against	For	Against

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BAYERISCHE MOTOREN WERKE AG

ISIN	DE0005190003	Meeting Date	14-May-25
Ticker	BMW	Deadline Date	02-May-25
Country	Germany	Record Date	22-Apr-25
Blocking	No	Vote Date	28-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratify Norbert Reithofer	Management	For	For	For
4.2	Ratify Martin Kimmich	Management	For	For	For
4.3	Ratify Stefan Quandt	Management	For	For	For
4.4	Ratify Stefan Schmid	Management	For	For	For
4.5	Ratify Kurt Bock	Management	For	For	For
4.6	Ratify Christiane Benner	Management	For	For	For
4.7	Ratify Ulrich Bauer	Management	For	For	For
4.8	Ratify Marc Bitzer	Management	For	For	For
4.9	Ratify Bernhard Ebner	Management	For	For	For
4.10	Ratify Rachel Empey	Management	For	For	For

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4.11	Ratify Heinrich Hiesinger	Management	For	For	For
4.12	Ratify Johann Horn	Management	For	For	For
4.13	Ratify Susanne Klatten	Management	For	For	For
4.14	Ratify Jens Köhler	Management	For	For	For
4.15	Ratify Gerhard Kurz	Management	For	For	For
4.16	Ratify André Mandl	Management	For	For	For
4.17	Ratify Dominique Mohabeer	Management	For	For	For
4.18	Ratify Michael Nikolaides	Management	For	For	For
4.19	Ratify Horst Ott	Management	For	For	For
4.20	Ratify Anke Schäferkordt	Management	For	For	For
4.21	Ratify Christoph M. Schmidt	Management	For	For	For
4.22	Ratify Vishal Sikka	Management	For	For	For
4.23	Ratify Sibylle Wankel	Management	For	For	For
4.24	Ratify Johanna Wenckebach	Management	For	For	For
5.1	Appointment of Auditor	Management	For	For	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6.1	Elect Marc R. Bitzer	Management	For	For	For
6.2	Elect Rachel Empey	Management	For	For	For
6.3	Elect Nicolas Peter as Board Chair	Management	For	Against	Against

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6.4	Elect Anke Schäferkordt	Management	For	For	For
6.5	Elect Christoph M. Schmidt	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8	Management Board Remuneration Policy	Management	For	For	For
9	Supervisory Board Remuneration Policy	Management	For	For	For
10	Amendments to Articles (Virtual Meeting)	Management	For	For	For
11	Authority to Repurchase and Reissue Shares	Management	For	For	For

DEUTSCHE BOERSE AG

ISIN	DE0005810055	Meeting Date	14-May-25
Ticker	DB1	Deadline Date	02-May-25
Country	Germany	Record Date	07-May-25
Blocking	No	Vote Date	28-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For

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3	Ratification of Management Board Acts	Management	For	Against	Against
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Amendments to Articles (Electronic Shares)	Management	For	For	For
6	Increase in Authorised Capital	Management	For	For	For
7	Elect Jean-Pierre Mustier as Supervisory Board member	Management	For	For	For
8	Amendments to Articles (Virtual Meeting)	Management	For	For	For
9	Management Board Remuneration Policy	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11.a	Appointment of Auditor	Management	For	For	For
11.b	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

Proxy Voting Summary

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HOLCIM LTD

ISIN	CH0012214059	Meeting Date	14-May-25
Ticker	HOLN	Deadline Date	02-May-25
Country	Switzerland	Record Date	05-May-25
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
1.3	Report on Non-Financial Matters	Management	For	TNA	N/A
1.4	Advisory Vote on Climate Report	Management	For	TNA	N/A
2	Ratification of Board and Management Acts	Management	For	TNA	N/A
3.1	Dividend in Kind to Effect Spin-Off of Amrize AG	Management	For	TNA	N/A
3.2	Allocation of Profits; Dividend from Reserves	Management	For	TNA	N/A
4	Cancellation of Shares and Reduction in Share Capital	Management	For	TNA	N/A
5.1.1	Elect Kim Fausing as Board Chair	Management	For	TNA	N/A
5.1.2	Elect Philippe Block	Management	For	TNA	N/A
5.1.3	Elect Leanne Geale	Management	For	TNA	N/A
5.1.4	Elect Catrin Hinkel	Management	For	TNA	N/A

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5.1.5	Elect Naïna Lal Kidwai	Management	For	TNA	N/A
5.1.6	Elect Ilias Läber	Management	For	TNA	N/A
5.1.7	Elect Michael H. McGarry	Management	For	TNA	N/A
5.1.8	Elect Claudia Sender Ramírez	Management	For	TNA	N/A
5.2.1	Elect Adolfo Orive	Management	For	TNA	N/A
5.2.2	Elect Sven Schneider	Management	For	TNA	N/A
5.3.1	Elect Ilias Läber as Nominating, Compensation and Governance Committee Member	Management	For	TNA	N/A
5.3.2	Elect Michael H. McGarry as Nominating, Compensation and Governance Committee Member	Management	For	TNA	N/A
5.3.3	Elect Claudia Sender Ramírez as Nominating, Compensation and Governance Committee Member	Management	For	TNA	N/A
5.4.1	Elect Leanne Geale as Nominating, Compensation and Governance Committee Member	Management	For	TNA	N/A
5.5.1	Appointment of Auditor	Management	For	TNA	N/A
5.5.2	Appointment of Independent Proxy	Management	For	TNA	N/A
6.1	Board Compensation	Management	For	TNA	N/A
6.2	Executive Compensation (Total)	Management	For	TNA	N/A
7	Transaction of Other Business	Management		TNA	N/A

Proxy Voting Summary

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SWISS LIFE HOLDING

ISIN	CH0014852781	Meeting Date	14-May-25
Ticker	SLHN	Deadline Date	02-May-25
Country	Switzerland	Record Date	30-Apr-25
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
1.3	Report on Non-Financial Matters	Management	For	TNA	N/A
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board Acts	Management	For	TNA	N/A
4.1	Board Compensation	Management	For	TNA	N/A
4.2	Executive Compensation (Short-Term)	Management	For	TNA	N/A
4.3	Executive Compensation (Fixed and Long-term)	Management	For	TNA	N/A
5.1	Elect Rolf Dörig as Board Chair	Management	For	TNA	N/A
5.2	Elect Thomas Buess	Management	For	TNA	N/A
5.3	Elect Monika Bütler	Management	For	TNA	N/A
5.4	Elect Philomena Colatrella	Management	For	TNA	N/A

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5.5	Elect Adrienne Corboud Fumagalli	Management	For	TNA	N/A
5.6	Elect Damir Filipovic	Management	For	TNA	N/A
5.7	Elect Stefan Loacker	Management	For	TNA	N/A
5.8	Elect Severin Moser	Management	For	TNA	N/A
5.9	Elect Henry Peter	Management	For	TNA	N/A
5.10	Elect Martin Schmid	Management	For	TNA	N/A
5.11	Elect Franziska Tschudi Sauber	Management	For	TNA	N/A
5.12	Elect Klaus Tschüscher	Management	For	TNA	N/A
5.13	Elect Monika Bütler as Compensation Committee Member	Management	For	TNA	N/A
5.14	Elect Martin Schmid as Compensation Committee Member	Management	For	TNA	N/A
5.15	Elect Klaus Tschüscher as Compensation Committee Member	Management	For	TNA	N/A
6	Appointment of Independent Proxy	Management	For	TNA	N/A
7	Appointment of Auditor	Management	For	TNA	N/A
8	Cancellation of Shares and Reduction in Share Capital	Management	For	TNA	N/A
9	Transaction of Other Business	Management		TNA	N/A

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WOLTERS KLUWERS NV

ISIN	NL0000395903	Meeting Date	15-May-25
Ticker	WKL	Deadline Date	03-May-25
Country	Netherlands	Record Date	17-Apr-25
Blocking	No	Vote Date	28-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.c.	Remuneration Report	Management	For	For	For
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Elect Kevin Entricken	Management	For	For	For
5.b.	Elect Stacey Caywood	Management	For	For	For
6.	Elect Ann E. Ziegler to the Supervisory Board	Management	For	For	For
7.	Remuneration Policy	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

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10.	Cancellation of Shares	Management	For	For	For
11.	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

INTERCONTINENTAL EXCHANGE INC

ISIN	US45866F1049	Meeting Date	16-May-25
Ticker	ICE	Deadline Date	09-May-25
Country	United States	Record Date	20-Mar-25
Blocking	No	Vote Date	24-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sharon Y. Bowen	Management	For	For	For
1b.	Elect Shantella E. Cooper	Management	For	For	For
1c.	Elect Duriya M. Farooqui	Management	For	For	For
1d.	Elect Lord Hague of Richmond	Management	For	For	For
1e.	Elect Mark F. Mulhern	Management	For	For	For
1f.	Elect Thomas E. Noonan	Management	For	For	For

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1g.	Elect Caroline L. Silver	Management	For	For	For
1h.	Elect Jeffrey C. Sprecher	Management	For	For	For
1i.	Elect Judith A. Sprieser	Management	For	For	For
1j.	Elect Martha A. Tirinnanzi	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Adopt Voting Limitations for Regulatory Compliance	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

MICHELIN

ISIN	FR001400AJ45	Meeting Date	16-May-25
Ticker	ML	Deadline Date	04-May-25
Country	France	Record Date	13-May-25
Blocking	No	Vote Date	28-Apr-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

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2	Allocation of Profits/Dividends	Management	For	For	For
3	Consolidated Accounts and Reports	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Authority to Repurchase and Reissue Shares	Management	For	For	For
6	2025 Remuneration Policy (Managers)	Management	For	For	For
7	2025 Remuneration Policy (Supervisory Board)	Management	For	For	For
8	2024 Remuneration Report	Management	For	For	For
9	2024 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	For
10	2024 Remuneration of Yves Chapot, General Manager	Management	For	For	For
11	2024 Remuneration of Barbara Dalibard, Supervisory Board Chair	Management	For	For	For
12	Elect Wolf-Henning Scheider	Management	For	For	For
13	2025 Supervisory Board's Fees	Management	For	For	For
14	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
15	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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TERNA - TRASMISSIONE ELETTRICITA RETE NAZIONALE

ISIN	IT0003242622	Meeting Date	21-May-25
Ticker	TRN	Deadline Date	09-May-25
Country	Italy	Record Date	12-May-25
Blocking	No	Vote Date	08-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Approval of the 2025-2029 Performance Share Plan	Management	For	For	For
0040	Authority to Repurchase and Reissue Shares to Service 2025-2029 Performance Share Plan	Management	For	For	For
0050	Remuneration Policy	Management	For	For	For
0060	Remuneration Report	Management	For	For	For

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SERVICENOW INC

ISIN	US81762P1021	Meeting Date	22-May-25
Ticker	NOW	Deadline Date	09-May-25
Country	United States	Record Date	24-Mar-25
Blocking	No	Vote Date	08-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Susan L. Bostrom	Management	For	For	For
1b.	Elect Teresa Briggs	Management	For	For	For
1c.	Elect Jonathan C. Chadwick	Management	For	For	For
1d.	Elect Paul E. Chamberlain	Management	For	For	For
1e.	Elect Lawrence J. Jackson, Jr.	Management	For	For	For
1f.	Elect Frederic B. Luddy	Management	For	For	For
1g.	Elect William R. McDermott	Management	For	For	For
1h.	Elect Joseph Quinlan	Management	For	For	For
1i.	Elect Anita M. Sands	Management	For	Against	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

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4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	Against	Against
5.	Elimination of Supermajority Requirement	Management	For	For	For
6.	Shareholder Proposal Regarding Right to Cure Nomination Defects	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Shareholder	Against	Against	For

PUBLICIS GROUPE SA

ISIN	FR0000130577	Meeting Date	27-May-25
Ticker	PUB	Deadline Date	15-May-25
Country	France	Record Date	22-May-25
Blocking	No	Vote Date	09-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

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4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	For
7	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	For
8	2024 Remuneration Report	Management	For	For	For
9	2024 Remuneration of Maurice Lévy, Former Supervisory Board Chair (until May 29, 2024)	Management	For	Against	Against
10	2024 Remuneration of Arthur Sadoun, Management Board Chair (until May 29, 2024)	Management	For	Against	Against
11	2024 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member (until May 29, 2024)	Management	For	For	For
12	2024 Remuneration of Loris Nold, Management Board Member (from February 8 until May 29, 2024)	Management	For	For	For
13	2024 Remuneration of Michel-Alain Proch, Former Management Board Member (until February 8, 2024)	Management	For	For	For
14	2024 Remuneration of Arthur Sadoun, Chair and CEO (since May 29, 2024)	Management	For	Against	Against
15	2025 Remuneration Policy (Chair and CEO)	Management	For	For	For
16	2025 Remuneration Policy (Board of Directors)	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Grant Stock Options	Management	For	For	For
20	Employee Stock Purchase Plan (Domestic and Overseas)	Management	For	For	For

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21	Employee Stock Purchase Plan (Specific Categories)	Management	For	For	For
22	Amendments to Articles	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

LEGRAND SA

ISIN	FR0010307819	Meeting Date	27-May-25
Ticker	LR	Deadline Date	15-May-25
Country	France	Record Date	22-May-25
Blocking	No	Vote Date	12-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non-Tax Deductible Expenses	Management	For	TNA	N/A
2	Consolidated Accounts and Reports	Management	For	TNA	N/A
3	Allocation of Profits/Dividends	Management	For	TNA	N/A
4	2024 Remuneration Report	Management	For	TNA	N/A
5	2024 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	TNA	N/A

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6	2024 Remuneration of Benoît Coquart, CEO	Management	For	TNA	N/A
7	2025 Remuneration Policy (Chair)	Management	For	TNA	N/A
8	2025 Remuneration Policy (CEO)	Management	For	TNA	N/A
9	2025 Remuneration Policy (Board of Directors)	Management	For	TNA	N/A
10	Elect Stéphane Pallez	Management	For	TNA	N/A
11	Elect Patrick Koller	Management	For	TNA	N/A
12	Elect Florent Menegaux	Management	For	TNA	N/A
13	Authority to Repurchase and Reissue Shares	Management	For	TNA	N/A
14	Authority to Cancel Shares and Reduce Capital	Management	For	TNA	N/A
15	Authority to Issue Performance Shares	Management	For	TNA	N/A
16	Amendments to Articles Regarding Board Decisions	Management	For	TNA	N/A
17	Authorisation of Legal Formalities	Management	For	TNA	N/A

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VONOVIA SE

ISIN	DE000A1ML7J1	Meeting Date	28-May-25
Ticker	ANN	Deadline Date	16-May-25
Country	Germany	Record Date	21-May-25
Blocking	No	Vote Date	12-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor	Management	For	For	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Management Board Remuneration Policy	Management	For	For	For
8.1	Elect Michael Martin Rüdiger	Management	For	For	For
8.2	Elect Marcus Schenck	Management	For	For	For
9	Amendments to Articles (Virtual Meetings)	Management	For	For	For
10	Increase in Authorised Capital	Management	For	For	For

Proxy Voting Summary

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11	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
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ARISTA NETWORKS INC

ISIN	US0404132054	Meeting Date	30-May-25
Ticker	ANET	Deadline Date	23-May-25
Country	United States	Record Date	02-Apr-25
Blocking	No	Vote Date	12-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Charles H. Giancarlo	Management	For	Withhold	Against
1.2	Elect Daniel Scheinman	Management	For	Withhold	Against
1.3	Elect Yvonne Wassenaar	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against

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3.	Ratification of Auditor	Management	For	For	For
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LOWE`S COS., INC.

ISIN	US5486611073	Meeting Date	30-May-25
Ticker	LOW	Deadline Date	23-May-25
Country	United States	Record Date	24-Mar-25
Blocking	No	Vote Date	12-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Raul Alvarez	Management	For	For	For
1.2	Elect Scott H. Baxter	Management	For	For	For
1.3	Elect Sandra B. Cochran	Management	For	For	For
1.4	Elect Laurie Z. Douglas	Management	For	For	For
1.5	Elect Richard W. Dreiling	Management	For	For	For
1.6	Elect Marvin R. Ellison	Management	For	For	For
1.7	Elect Navdeep Gupta	Management	For	For	For

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1.8	Elect Brian C. Rogers	Management	For	For	For
1.9	Elect Bertram L. Scott	Management	For	For	For
1.10	Elect Lawrence Simkins	Management	For	For	For
1.11	Elect Colleen Taylor	Management	For	For	For
1.12	Elect Mary Elizabeth West	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

BOOKING HOLDINGS INC

ISIN	US09857L1089	Meeting Date	03-Jun-25
Ticker	BKNG	Deadline Date	27-May-25
Country	United States	Record Date	08-Apr-25
Blocking	No	Vote Date	12-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Glenn D. Fogel	Management	For	For	For

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1.2	Elect Mirian M. Graddick-Weir	Management	For	For	For
1.3	Elect Kelly J. Grier	Management	For	For	For
1.4	Elect Robert J. Mylod Jr.	Management	For	For	For
1.5	Elect Charles H. Noski	Management	For	For	For
1.6	Elect Joseph Quinlan	Management	For	For	For
1.7	Elect Nicholas J. Read	Management	For	For	For
1.8	Elect Thomas E. Rothman	Management	For	For	For
1.9	Elect Sumit Singh	Management	For	For	For
1.10	Elect Lynn M. Vojvodich Radakovich	Management	For	For	For
1.11	Elect Vanessa A. Wittman	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	Against

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AMADEUS IT GROUP S.A.

ISIN	ES0109067019	Meeting Date	03-Jun-25
Ticker	AMS	Deadline Date	22-May-25
Country	Spain	Record Date	29-May-25
Blocking	No	Vote Date	26-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6	Board Size	Management	For	For	For
7.1	Elect Leo Puri	Management	For	For	For
7.2	Elect William L. Connelly	Management	For	For	For
7.3	Elect Luis Maroto Camino	Management	For	For	For
7.4	Elect Pilar García Ceballos-Zúñiga	Management	For	For	For
7.5	Elect Stephan Gemkow	Management	For	For	For
7.6	Elect Peter Kürpick	Management	For	For	For

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7.7	Elect Xiaoqun Clever-Steg	Management	For	For	For
7.8	Elect Amanda Mesler	Management	For	For	For
7.9	Elect Jana Eggers	Management	For	For	For
7.10	Elect Eriikka Söderström	Management	For	For	For
7.11	Elect David Vegara Figueras	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authorisation of Legal Formalities	Management	For	For	For

TAIWAN SEMICONDUCTOR MANUFACTURING

ISIN	US8740391003	Meeting Date	03-Jun-25
Ticker	TSM	Deadline Date	16-May-25
Country	Taiwan	Record Date	05-Apr-25
Blocking	No	Vote Date	20-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	2024 Business Report and Financial Statements	Management	for	For	For

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2 Amendments to Articles Management for For For

SALESFORCE INC

ISIN	US79466L3024	Meeting Date	05-Jun-25
Ticker	CRM	Deadline Date	23-May-25
Country	United States	Record Date	11-Apr-25
Blocking	No	Vote Date	20-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc R. Benioff	Management	For	For	For
1b.	Elect Laura Alber	Management	For	For	For
1c.	Elect Craig A. Conway	Management	For	For	For
1d.	Elect Arnold W. Donald	Management	For	For	For
1e.	Elect Parker Harris	Management	For	For	For
1f.	Elect Neelie Kroes	Management	For	For	For
1g.	Elect Sachin Mehra	Management	For	For	For

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1h.	Elect G. Mason Morfit	Management	For	For	For
1i.	Elect Oscar Munoz	Management	For	Against	Against
1j.	Elect John V. Roos	Management	For	For	For
1k.	Elect Robin L. Washington	Management	For	Against	Against
1l.	Elect Maynard G. Webb, Jr.	Management	For	For	For
2.	Amendment to the 2013 Equity Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	Against	Against

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TJX COMPANIES, INC.

ISIN	US8725401090	Meeting Date	10-Jun-25
Ticker	TJX	Deadline Date	03-Jun-25
Country	United States	Record Date	15-Apr-25
Blocking	No	Vote Date	22-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect José B. Alvarez	Management	For	For	For
1b.	Elect Alan M. Bennett	Management	For	For	For
1c.	Elect Rosemary T. Berkery	Management	For	For	For
1d.	Elect David T. Ching	Management	For	For	For
1e.	Elect C. Kim Goodwin	Management	For	For	For
1f.	Elect Ernie Herrman	Management	For	For	For
1g.	Elect Amy B. Lane	Management	For	For	For
1h.	Elect Carol Meyrowitz	Management	For	For	For
1i.	Elect Jackwyn L. Nemerov	Management	For	For	For
1j.	Elect Charles F. Wagner, Jr.	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

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CHIPOTLE MEXICAN GRILL

ISIN	US1696561059	Meeting Date	11-Jun-25
Ticker	CMG	Deadline Date	04-Jun-25
Country	United States	Record Date	15-Apr-25
Blocking	No	Vote Date	26-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Albert S. Baldocchi	Management	For	For	For
1b.	Elect Scott Boatwright	Management	For	For	For
1c.	Elect Matthew Carey	Management	For	For	For
1d.	Elect Patricia D. Fili-Krushel	Management	For	For	For
1e.	Elect Laura Fuentes	Management	For	For	For
1f.	Elect Mauricio Gutierrez	Management	For	For	For
1g.	Elect Robin Hickenlooper	Management	For	For	For
1h.	Elect Scott H. Maw	Management	For	For	For

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1i.	Elect Mary A. Winston	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	For

INGERSOLL-RAND INC

ISIN	US45687V1061	Meeting Date	12-Jun-25
Ticker	IR	Deadline Date	05-Jun-25
Country	United States	Record Date	17-Apr-25
Blocking	No	Vote Date	22-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Vicente Reynal	Management	For	For	For
1b.	Elect William P. Donnelly	Management	For	Against	Against

Proxy Voting Summary

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1c.	Elect Jennifer Hartssock	Management	For	For	For
1d.	Elect John Humphrey	Management	For	For	For
1e.	Elect Marc E. Jones	Management	For	For	For
1f.	Elect JoAnna Sohovich	Management	For	For	For
1g.	Elect Mark Stevenson	Management	For	For	For
1h.	Elect Michelle Swanenburg	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

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REGENERON PHARMACEUTICALS, INC.

ISIN	US75886F1075	Meeting Date	13-Jun-25
Ticker	REGN	Deadline Date	06-Jun-25
Country	United States	Record Date	15-Apr-25
Blocking	No	Vote Date	26-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Bonnie L. Bassler	Management	For	For	For
1b.	Elect Michael S. Brown	Management	For	Against	Against
1c.	Elect Leonard S. Schleifer	Management	For	For	For
1d.	Elect George D. Yancopoulos	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Repeal of Classified Board	Management	For	For	For
5a.	Elimination of Supermajority Requirement Relating to the Mandatory Conversion of Class A Stock to Common Stock	Management	For	For	For
5b.	Elimination of Supermajority Requirement Relating to Removal of Directors	Management	For	For	For

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MARVELL TECHNOLOGY INC

ISIN	US5738741041	Meeting Date	13-Jun-25
Ticker	MRVL	Deadline Date	06-Jun-25
Country	United States	Record Date	17-Apr-25
Blocking	No	Vote Date	26-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sara C. Andrews	Management	For	For	For
1b.	Elect William Tudor Brown	Management	For	For	For
1c.	Elect Brad W. Buss	Management	For	For	For
1d.	Elect Daniel Durn	Management	For	For	For
1e.	Elect Rebecca House	Management	For	For	For
1f.	Elect Marachel Knight	Management	For	For	For
1g.	Elect Matthew J. Murphy	Management	For	For	For

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1h.	Elect Richard P. Wallace	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

MERCADOLIBRE INC

ISIN	US58733R1023	Meeting Date	17-Jun-25
Ticker	MELI	Deadline Date	10-Jun-25
Country	United States	Record Date	21-Apr-25
Blocking	No	Vote Date	30-May-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Stello Passos Tolda	Management	For	For	For

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1b.	Elect Emiliano Calemzuk	Management	For	Withhold	Against
1c.	Elect Marcos Galperin	Management	For	For	For
1d.	Elect Martin Lawson	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Reincorporation from Delaware to Texas	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jul-25

MASTERCARD INCORPORATED

ISIN	US57636Q1040	Meeting Date	24-Jun-25
Ticker	MA	Deadline Date	11-Jun-25
Country	United States	Record Date	25-Apr-25
Blocking	No	Vote Date	10-Jun-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Merit E. Janow	Management	For	For	For
1b.	Elect Candido Botelho Bracher	Management	For	For	For
1c.	Elect Richard K. Davis	Management	For	For	For
1d.	Elect Julius Genachowski	Management	For	For	For
1e.	Elect Goh Choon Phong	Management	For	For	For
1f.	Elect Oki Matsumoto	Management	For	For	For
1g.	Elect Michael Miebach	Management	For	For	For
1h.	Elect Youngme E. Moon	Management	For	For	For
1i.	Elect Rima Qureshi	Management	For	For	For
1j.	Elect Gabrielle Sulzberger	Management	For	For	For
1k.	Elect Harit Talwar	Management	For	For	For
1l.	Elect Lance Uggla	Management	For	For	For

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2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Management	For	Against	Against
5.	Amendment to Certificate of Incorporation to Remove Industry Director Concept	Management	For	For	For
6.	Amendment to Certificate of Incorporation to Implement Other Miscellaneous Changes	Management	For	For	For
7.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Report on Affirmative Action Risks	Shareholder	Against	Against	For

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NVIDIA CORP

ISIN	US67066G1040	Meeting Date	25-Jun-25
Ticker	NVDA	Deadline Date	12-Jun-25
Country	United States	Record Date	28-Apr-25
Blocking	No	Vote Date	10-Jun-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Robert K. Burgess	Management	For	For	For
1b.	Elect Tench Coxe	Management	For	For	For
1c.	Elect John O. Dabiri	Management	For	For	For
1d.	Elect Persis S. Drell	Management	For	For	For
1e.	Elect Jen-Hsun Huang	Management	For	For	For
1f.	Elect Dawn Hudson	Management	For	For	For
1g.	Elect Harvey C. Jones	Management	For	For	For
1h.	Elect Melissa B. Lora	Management	For	For	For
1i.	Elect Stephen C. Neal	Management	For	For	For
1j.	Elect Ellen Ochoa	Management	For	For	For
1k.	Elect A. Brooke Seawell	Management	For	For	For

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1l.	Elect Aarti Shah	Management	For	Against	Against
1m.	Elect Mark A. Stevens	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Elimination of Supermajority Requirement	Management	For	For	For
5.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Workforce Data	Shareholder	Against	For	Against

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3I GROUP PLC

ISIN	GB00B1YW4409	Meeting Date	26-Jun-25
Ticker	III	Deadline Date	14-Jun-25
Country	United Kingdom	Record Date	24-Jun-25
Blocking	No	Vote Date	10-Jun-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For
02	Remuneration Report	Management	For	For	For
03	Final Dividend	Management	For	For	For
04	Elect Simon A. Borrows	Management	For	For	For
05	Elect Stephen Daintith	Management	For	For	For
06	Elect Jasi Halai	Management	For	For	For
07	Elect James Hatchley	Management	For	For	For
08	Elect David Hutchison	Management	For	For	For
09	Elect Lesley Knox	Management	For	For	For
10	Elect Coline McConville	Management	For	For	For
11	Elect Peter McKellar	Management	For	For	For
12	Elect Hemant Patel	Management	For	For	For

Proxy Voting Summary

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13	Elect Alexandra Schaapveld	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authorisation of Political Donations	Management	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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SUMITOMO MITSUI FINANCIAL GROUP INC

ISIN	JP3890350006	Meeting Date	27-Jun-25
Ticker	8316	Deadline Date	17-Jun-25
Country	Japan	Record Date	31-Mar-25
Blocking	No	Vote Date	12-Jun-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Makoto Takashima	Management	For	For	For
2.2	Elect Toru Nakashima	Management	For	For	For
2.3	Elect Teiko Kudo	Management	For	For	For
2.4	Elect Kazuyuki Anchi	Management	For	For	For
2.5	Elect Toshihiro Isshiki	Management	For	For	For
2.6	Elect Honami Matsugasaki	Management	For	For	For
2.7	Elect Sonosuke Kadonaga	Management	For	For	For
2.8	Elect Jun Sawada	Management	For	For	For
2.9	Elect Yoriko Goto	Management	For	For	For
2.10	Elect Isao Teshirogi	Management	For	Against	Against

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2.11	Elect Norimitsu Takashima	Management	For	For	For
2.12	Elect Charles D. Lake II	Management	For	For	For
2.13	Elect Jenifer S. Rogers	Management	For	For	For
3	Shareholder Proposal Regarding Assessment of Risk	Shareholder	Against	Against	For
4	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	Against	For	Against
5	Shareholder Proposal Regarding Appropriation of Surplus	Shareholder	Against	Against	For

INDUSTRIA DE DISENO TEXTIL SA

ISIN	ES0148396007	Meeting Date	15-Jul-25
Ticker	ITX	Deadline Date	03-Jul-25
Country	Spain	Record Date	10-Jul-25
Blocking	No	Vote Date	23-Jun-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.a	Individual Accounts and Reports	Management	For	For	For
1.b	Ratification of Board Acts	Management	For	For	For

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2	Consolidated Accounts and Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Elect Roberto Cibeira Moreiras	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	2025-2029 Long-Term Incentive Plan	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9	Authorisation of Legal Formalities	Management	For	For	For

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LINDE PLC

ISIN	IE00BZ12WP82	Meeting Date	29-Jul-25
Ticker	LIN	Deadline Date	17-Jul-25
Country	Ireland	Record Date	28-Apr-25
Blocking	No	Vote Date	08-Jul-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Stephen F. Angel	Management	For	For	For
1b.	Elect Sanjiv Lamba	Management	For	For	For
1c.	Elect Ann-Kristin Achleitner	Management	For	For	For
1d.	Elect Thomas Enders	Management	For	For	For
1e.	Elect Hugh Grant	Management	For	For	For
1f.	Elect Joe Kaeser	Management	For	For	For
1g.	Elect Victoria E. Ossadnik	Management	For	Against	Against
1h.	Elect Paula Rosput Reynolds	Management	For	For	For
1i.	Elect Alberto Weisser	Management	For	For	For
1j.	Elect Robert L. Wood	Management	For	For	For
2a.	Ratification of Auditor	Management	For	For	For

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2b.	Authority to Set Auditor's Fees	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Determination of Price Range for Re-allotment of Treasury Shares	Management	For	For	For
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Neutral Goal	Shareholder	Against	For	Against