



# Monthly summary of votes cast

## 2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

**Sede legale** Corso Garibaldi 99, 20121 Milano · Tel +39 02 806381 · Fax +39 02 80638222 · Pec [anima@pec.animasgr.it](mailto:anima@pec.animasgr.it)

Socio unico Anima Holding S.p.A. · Capitale sociale € 23.793.000 i.v. · Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 · R.E.A. 1162082

Iscritta all'Albo delle SGR ex art. 35 TUF al n. 8 Sezione Gestori di OICVM e al n. 6 Sezione Gestori di FIA – Aderente al Fondo Nazionale di Garanzia  
Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.



## Monthly summary of votes cast

July  
2025

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# VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2025 to 07/31/2025

## Industria de Diseno Textil SA

Meeting Date: 07/15/2025

Record Date: 07/10/2025

Primary Security ID: E6282J125

Country: Spain

Meeting Type: Annual

Ticker: ITX

Shares Voted: 1,019,992

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.a             | Approve Standalone Financial Statements                    | Mgmt      | For      | For              |
| 1.b             | Approve Discharge of Board                                 | Mgmt      | For      | For              |
| 2               | Approve Consolidated Financial Statements                  | Mgmt      | For      | For              |
| 3               | Approve Non-Financial Information Statement                | Mgmt      | For      | For              |
| 4               | Approve Allocation of Income and Dividends                 | Mgmt      | For      | For              |
| 5               | Elect Roberto Cibeira Moreiras as Director                 | Mgmt      | For      | For              |
| 6               | Renew Appointment of Ernst & Young as Auditor              | Mgmt      | For      | For              |
| 7               | Approve Long-Term Incentive Plan                           | Mgmt      | For      | For              |
| 8               | Advisory Vote on Remuneration Report                       | Mgmt      | For      | For              |
| 9               | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt      | For      | For              |
| 10              | Receive Amendments to Board of Directors Regulations       | Mgmt      |          |                  |

## Macquarie Group Limited

Meeting Date: 07/24/2025

Record Date: 07/22/2025

Primary Security ID: Q57085286

Country: Australia

Meeting Type: Annual

Ticker: MQG

Shares Voted: 26,751

| Proposal Number | Proposal Text                           | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 2a              | Elect Jillian R Broadbent as Director   | Mgmt      | For      | For              |
| 2b              | Elect Philip M Coffey as Director       | Mgmt      | For      | For              |
| 2c              | Elect Michelle A Hinchliffe as Director | Mgmt      | For      | For              |

Macquarie Group Limited

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 3               | Approve Remuneration Report   | Mgmt      | For      | For              |
| 4               | Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan (MEREP) | Mgmt      | For      | For              |
| 5a              | Approve the Amendments to the Company's Constitution  | SH        | Against  | Against          |
| 5b              | Approve the Climate Risk Exposure and Management Disclosures  | SH        | Against  | For              |

Linde Plc

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 07/29/2025       | Country: Ireland     | Ticker: LIN |
| Record Date: 04/28/2025        | Meeting Type: Annual |             |
| Primary Security ID: G54950103 |                      |             |

Shares Voted: 180,708

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Stephen F. Angel                                | Mgmt      | For      | For              |
| 1b              | Elect Director Sanjiv Lamba                                    | Mgmt      | For      | For              |
| 1c              | Elect Director Ann-Kristin Achleitner                          | Mgmt      | For      | For              |
| 1d              | Elect Director Thomas Enders                                   | Mgmt      | For      | For              |
| 1e              | Elect Director Hugh Grant                                      | Mgmt      | For      | For              |
| 1f              | Elect Director Joe Kaeser                                      | Mgmt      | For      | For              |
| 1g              | Elect Director Victoria E. Ossadnik                            | Mgmt      | For      | For              |
| 1h              | Elect Director Paula Rosput Reynolds                           | Mgmt      | For      | For              |
| 1i              | Elect Director Alberto Weisser                                 | Mgmt      | For      | For              |
| 1j              | Elect Director Robert L. Wood                                  | Mgmt      | For      | For              |
| 2a              | Ratify PricewaterhouseCoopers as Auditors                      | Mgmt      | For      | For              |
| 2b              | Authorise Board to Fix Remuneration of Auditors                | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 4               | Advisory Vote on Say on Pay Frequency                          | Mgmt      | One Year | One Year         |
| 5               | Determine Price Range for Reissuance of Treasury Shares        | Mgmt      | For      | For              |
| 6               | Report on Climate Lobbying                                     | SH        | Against  | For              |



## Monthly summary of votes cast

June  
2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

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VOTE SUMMARY REPORT

REPORTING PERIOD: 06/01/2025 to 06/30/2025

Warner Bros. Discovery, Inc.

Meeting Date: 06/02/2025Country: USATicker: WBD

Record Date: 04/04/2025Meeting Type: Annual

Primary Security ID: 934423104

Shares Voted: 428,822

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.1             | Elect Director Samuel A. Di Piazza, Jr.                        | Mgmt      | For      | For              |
| 1.2             | Elect Director Richard W. Fisher                               | Mgmt      | For      | For              |
| 1.3             | Elect Director Paul A. Gould                                   | Mgmt      | For      | For              |
| 1.4             | Elect Director Debra L. Lee                                    | Mgmt      | For      | For              |
| 1.5             | Elect Director Joseph M. Levin                                 | Mgmt      | For      | For              |
| 1.6             | Elect Director Anton J. Levy                                   | Mgmt      | For      | For              |
| 1.7             | Elect Director Kenneth W. Lowe                                 | Mgmt      | For      | For              |
| 1.8             | Elect Director Fazal F. Merchant                               | Mgmt      | For      | For              |
| 1.9             | Elect Director Anthony J. Noto                                 | Mgmt      | For      | For              |
| 1.10            | Elect Director Paula A. Price                                  | Mgmt      | For      | For              |
| 1.11            | Elect Director Daniel E. Sanchez                               | Mgmt      | For      | For              |
| 1.12            | Elect Director Geoffrey Y. Yang                                | Mgmt      | For      | For              |
| 1.13            | Elect Director David M. Zaslav                                 | Mgmt      | For      | For              |
| 2               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | Against          |
| 4               | Provide Right to Call Special Meeting                          | Mgmt      | For      | For              |
| 5               | Amend Qualified Employee Stock Purchase Plan                   | Mgmt      | For      | For              |

General Motors Company

Meeting Date: 06/03/2025Country: USATicker: GM

Record Date: 04/04/2025Meeting Type: Annual

Primary Security ID: 37045V100

# General Motors Company

Shares Voted: 270,573

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Elect Director Mary T. Barra  | Mgmt      | For      | For              |
| 1b              | Elect Director Wesley G. Bush   | Mgmt      | For      | For              |
| 1c              | Elect Director Joanne C. Crevoiserat  | Mgmt      | For      | For              |
| 1d              | Elect Director Joseph Jimenez   | Mgmt      | For      | For              |
| 1e              | Elect Director Alfred F. Kelly, Jr.   | Mgmt      | For      | For              |
| 1f              | Elect Director Jonathan McNeill   | Mgmt      | For      | For              |
| 1g              | Elect Director Judith A. Miscik   | Mgmt      | For      | For              |
| 1h              | Elect Director Patricia F. Russo  | Mgmt      | For      | For              |
| 1i              | Elect Director Mark A. Tatum  | Mgmt      | For      | For              |
| 1j              | Elect Director Jan E. Tighe   | Mgmt      | For      | For              |
| 1k              | Elect Director Devin N. Wenig   | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors  | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation                | Mgmt      | For      | For              |
| 4               | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt      | For      | For              |
| 5               | Report on Supply Chain GHG Emissions Reduction Strategies                     | SH        | Against  | For              |

# Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/03/2025

Country: Taiwan

Ticker: 2330

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: Y84629107

Shares Voted: 109,067

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Meeting for ADR Holders                                     | Mgmt      |          |                  |
| 1               | Approve Business Operations Report and Financial Statements | Mgmt      | For      | For              |
| 2               | Approve Amendments to Articles of Association               | Mgmt      | For      | For              |

PayPal Holdings, Inc.

Meeting Date: 06/05/2025

Record Date: 04/09/2025

Primary Security ID: 70450Y103

Country: USA

Meeting Type: Annual

Ticker: PYPL

Shares Voted: 303,607

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Joy Chik  | Mgmt      | For      | For              |
| 1b              | Elect Director Alex Chriss   | Mgmt      | For      | For              |
| 1c              | Elect Director Jonathan Christodoro  | Mgmt      | For      | For              |
| 1d              | Elect Director Carmine Di Sibio  | Mgmt      | For      | For              |
| 1e              | Elect Director David W. Dorman   | Mgmt      | For      | For              |
| 1f              | Elect Director Enrique J. Lores  | Mgmt      | For      | For              |
| 1g              | Elect Director Gail J. McGovern  | Mgmt      | For      | For              |
| 1h              | Elect Director Deborah M. Messemer   | Mgmt      | For      | For              |
| 1i              | Elect Director David M. Moffett  | Mgmt      | For      | For              |
| 1j              | Elect Director Ann M. Sarnoff  | Mgmt      | For      | For              |
| 1k              | Elect Director Frank D. Yeary  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation             | Mgmt      | For      | For              |
| 3               | Amend Omnibus Stock Plan   | Mgmt      | For      | Against          |
| 4               | Ratify PricewaterhouseCoopers LLP as Auditors                              | Mgmt      | For      | For              |
| 5               | Report on Discrimination in Charitable Contributions                       | SH        | Against  | Against          |
| 6               | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH        | Against  | For              |

Walmart Inc.

Meeting Date: 06/05/2025

Record Date: 04/11/2025

Primary Security ID: 931142103

Country: USA

Meeting Type: Annual

Ticker: WMT

Shares Voted: 1,532,983

| Proposal Number | Proposal Text                   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|------------------|
| 1a              | Elect Director Cesar Conde      | Mgmt      | For      | For              |
| 1b              | Elect Director Timothy P. Flynn | Mgmt      | For      | For              |



Walmart Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1c              | Elect Director Sarah J. Friar  | Mgmt      | For      | For              |
| 1d              | Elect Director Carla A. Harris   | Mgmt      | For      | For              |
| 1e              | Elect Director Thomas W. Horton  | Mgmt      | For      | For              |
| 1f              | Elect Director Marissa A. Mayer  | Mgmt      | For      | For              |
| 1g              | Elect Director C. Douglas McMillon   | Mgmt      | For      | For              |
| 1h              | Elect Director Robert E. Moritz, Jr.   | Mgmt      | For      | For              |
| 1i              | Elect Director Brian Niccol  | Mgmt      | For      | For              |
| 1j              | Elect Director Gregory B. Penner   | Mgmt      | For      | Against          |
| 1k              | Elect Director Randall L. Stephenson   | Mgmt      | For      | Against          |
| 1l              | Elect Director Steuart L. Walton   | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors   | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation   | Mgmt      | For      | For              |
| 4               | Amend Omnibus Stock Plan   | Mgmt      | For      | For              |
| 5               | Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use | SH        | Against  | For              |
| 6               | Report on Reduction of Plastic Packaging and Recyclability Claims  | SH        | Against  | For              |
| 7               | Revisit Plastic Packaging Policies   | SH        | Against  | Against          |
| 8               | Conduct and Report a Third-Party Racial Equity Audit   | SH        | Against  | For              |
| 9               | Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives  | SH        | Against  | Against          |
| 10              | Report on Health and Safety Governance   | SH        | Against  | For              |
| 11              | Report on Risks of Discriminating Based on Religious and Political Views   | SH        | Against  | Against          |

Alphabet Inc.

|                                |                      |               |
|--------------------------------|----------------------|---------------|
| Meeting Date: 06/06/2025       | Country: USA         | Ticker: GOOGL |
| Record Date: 04/08/2025        | Meeting Type: Annual |               |
| Primary Security ID: 02079K305 |                      |               |

Shares Voted: 1,530,552

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Elect Director Larry Page   | Mgmt      | For      | Against          |
| 1b              | Elect Director Sergey Brin  | Mgmt      | For      | For              |
| 1c              | Elect Director Sundar Pichai  | Mgmt      | For      | For              |
| 1d              | Elect Director John L. Hennessy   | Mgmt      | For      | Against          |
| 1e              | Elect Director Frances H. Arnold  | Mgmt      | For      | Against          |
| 1f              | Elect Director R. Martin "Marty" Chavez   | Mgmt      | For      | For              |
| 1g              | Elect Director L. John Doerr  | Mgmt      | For      | Against          |
| 1h              | Elect Director Roger W. Ferguson, Jr.   | Mgmt      | For      | For              |
| 1i              | Elect Director K. Ram Shriram   | Mgmt      | For      | Against          |
| 1j              | Elect Director Robin L. Washington  | Mgmt      | For      | Against          |
| 2               | Ratify Ernst & Young LLP as Auditors  | Mgmt      | For      | For              |
| 3               | Provide Right to Act by Written Consent   | SH        | Against  | Against          |
| 4               | Adjust Executive Compensation Metrics for Share Buybacks                            | SH        | Against  | Against          |
| 5               | Report on Discrimination in Charitable Contributions                                | SH        | Against  | Against          |
| 6               | Consider Ending Participation in Human Rights Campaign's Corporate Equality Index   | SH        | Against  | Against          |
| 7               | Report on Meeting 2030 Climate Goals  | SH        | Against  | For              |
| 8               | Approve Recapitalization Plan for all Stock to Have One-vote per Share              | SH        | Against  | For              |
| 9               | Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries | SH        | Against  | For              |
| 10              | Report on Risks of Discrimination in GenAI  | SH        | Against  | Against          |
| 11              | Report on Risks of Improper Use of External Data in Development of AI Products      | SH        | Against  | For              |
| 12              | Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising          | SH        | Against  | For              |
| 13              | Report on Lobbying and Child Safety Online  | SH        | Against  | For              |

## Alphabet Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 14              | Adopt Metrics Evaluating YouTube Child Safety Policies | SH        | Against  | For              |

## Caterpillar, Inc.

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 06/11/2025       | Country: USA         | Ticker: CAT |
| Record Date: 04/14/2025        | Meeting Type: Annual |             |
| Primary Security ID: 149123101 |                      |             |

Shares Voted: 102,299

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.1             | Elect Director Joseph E. Creed                                 | Mgmt      | For      | For              |
| 1.2             | Elect Director James C. Fish, Jr.                              | Mgmt      | For      | Against          |
| 1.3             | Elect Director Gerald Johnson                                  | Mgmt      | For      | For              |
| 1.4             | Elect Director Nazzic S. Keene                                 | Mgmt      | For      | For              |
| 1.5             | Elect Director David W. MacLennan                              | Mgmt      | For      | For              |
| 1.6             | Elect Director Judith F. Marks                                 | Mgmt      | For      | For              |
| 1.7             | Elect Director Debra L. Reed-Klages                            | Mgmt      | For      | For              |
| 1.8             | Elect Director Susan C. Schwab                                 | Mgmt      | For      | For              |
| 1.9             | Elect Director D. James Umpleby, III                           | Mgmt      | For      | For              |
| 1.10            | Elect Director Rayford Wilkins, Jr.                            | Mgmt      | For      | For              |
| 2               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 4               | Report on a Civil Rights Audit                                 | SH        | Against  | For              |
| 5               | Report on Religious Discrimination in Charitable Contributions | SH        | Against  | Against          |
| 6               | Consider Abolishing DEI Policies, Departments, and Goals       | SH        | Against  | Against          |

## Target Corporation

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 06/11/2025       | Country: USA         | Ticker: TGT |
| Record Date: 04/14/2025        | Meeting Type: Annual |             |
| Primary Security ID: 87612E106 |                      |             |

Target Corporation

Shares Voted: 90,115

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director David P. Abney                                    | Mgmt      | For      | For              |
| 1b              | Elect Director Douglas M. Baker, Jr.                             | Mgmt      | For      | For              |
| 1c              | Elect Director George S. Barrett                                 | Mgmt      | For      | For              |
| 1d              | Elect Director Gail K. Boudreaux                                 | Mgmt      | For      | For              |
| 1e              | Elect Director Brian C. Cornell                                  | Mgmt      | For      | Against          |
| 1f              | Elect Director Robert L. Edwards                                 | Mgmt      | For      | For              |
| 1g              | Elect Director Donald R. Knauss                                  | Mgmt      | For      | For              |
| 1h              | Elect Director Christine A. Leahy                                | Mgmt      | For      | For              |
| 1i              | Elect Director Monica C. Lozano                                  | Mgmt      | For      | For              |
| 1j              | Elect Director Grace Puma  | Mgmt      | For      | For              |
| 1k              | Elect Director Derica W. Rice                                    | Mgmt      | For      | For              |
| 1l              | Elect Director Dmitri L. Stockton                                | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors                             | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation   | Mgmt      | For      | For              |
| 4               | Report on Discrimination Risks of Affirmative Action Initiatives | SH        | Against  | Against          |

Tesco Plc

Meeting Date: 06/12/2025Country: United KingdomTicker: TSCO

Record Date: 06/10/2025Meeting Type: Annual

Primary Security ID: G8T67X102

Shares Voted: 3,206,104

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Remuneration Policy                       | Mgmt      | For      | For              |
| 3               | Approve Remuneration Report                       | Mgmt      | For      | For              |
| 4               | Approve Final Dividend                            | Mgmt      | For      | For              |

Tesco Plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 5               | Elect Chris Kennedy as Director  | Mgmt      | For      | For              |
| 6               | Re-elect Melissa Bethell as Director   | Mgmt      | For      | For              |
| 7               | Re-elect Bertrand Bodson as Director   | Mgmt      | For      | For              |
| 8               | Re-elect Dame Carolyn Fairbairn as Director  | Mgmt      | For      | For              |
| 9               | Re-elect Thierry Garnier as Director   | Mgmt      | For      | For              |
| 10              | Re-elect Stewart Gilliland as Director   | Mgmt      | For      | For              |
| 11              | Re-elect Gerry Murphy as Director  | Mgmt      | For      | Against          |
| 12              | Re-elect Ken Murphy as Director  | Mgmt      | For      | For              |
| 13              | Re-elect Imran Nawaz as Director   | Mgmt      | For      | For              |
| 14              | Re-elect Caroline Silver as Director   | Mgmt      | For      | For              |
| 15              | Re-elect Karen Whitworth as Director   | Mgmt      | For      | For              |
| 16              | Reappoint Deloitte LLP as Auditors   | Mgmt      | For      | For              |
| 17              | Authorise the Audit Committee to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 18              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 19              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 20              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 21              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 22              | Authorise Market Purchase of Shares  | Mgmt      | For      | For              |
| 23              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |

Comcast Corporation

|                                |                      |               |
|--------------------------------|----------------------|---------------|
| Meeting Date: 06/18/2025       | Country: USA         | Ticker: CMCSA |
| Record Date: 04/08/2025        | Meeting Type: Annual |               |
| Primary Security ID: 20030N101 |                      |               |

Comcast Corporation

Shares Voted: 1,103,687

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.1             | Elect Director Kenneth J. Bacon                                | Mgmt      | For      | Withhold         |
| 1.2             | Elect Director Thomas J. Baltimore, Jr.                        | Mgmt      | For      | For              |
| 1.3             | Elect Director Madeline S. Bell                                | Mgmt      | For      | Withhold         |
| 1.4             | Elect Director Louise F. Brady                                 | Mgmt      | For      | For              |
| 1.5             | Elect Director Edward D. Breen                                 | Mgmt      | For      | For              |
| 1.6             | Elect Director Jeffrey A. Honickman                            | Mgmt      | For      | Withhold         |
| 1.7             | Elect Director Wonya Y. Lucas                                  | Mgmt      | For      | For              |
| 1.8             | Elect Director Asuka Nakahara                                  | Mgmt      | For      | For              |
| 1.9             | Elect Director David C. Novak                                  | Mgmt      | For      | For              |
| 1.10            | Elect Director Brian L. Roberts                                | Mgmt      | For      | For              |
| 2               | Ratify Deloitte & Touche LLP as Auditors                       | Mgmt      | For      | For              |
| 3               | Amend Nonqualified Employee Stock Purchase Plan                | Mgmt      | For      | For              |
| 4               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 5               | Improve Executive Compensation Program and Policy              | SH        | Against  | Against          |
| 6               | Require Independent Board Chair                                | SH        | Against  | For              |

Mitsui & Co., Ltd.

Meeting Date: 06/18/2025Country: JapanTicker: 8031

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J44690139

Shares Voted: 1,166,500

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt      | For      | For              |
| 2.1             | Elect Director Yasunaga, Tatsuo                               | Mgmt      | For      | For              |
| 2.2             | Elect Director Hori, Kenichi                                  | Mgmt      | For      | For              |
| 2.3             | Elect Director Takemasu, Yoshiaki                             | Mgmt      | For      | For              |

Mitsui & Co., Ltd.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 2.4             | Elect Director Shigeta, Tetsuya  | Mgmt      | For      | For              |
| 2.5             | Elect Director Nakai, Kazumasa   | Mgmt      | For      | For              |
| 2.6             | Elect Director Fukuda, Tetsuya   | Mgmt      | For      | For              |
| 2.7             | Elect Director Samuel Walsh  | Mgmt      | For      | For              |
| 2.8             | Elect Director Uchiyamada, Takeshi   | Mgmt      | For      | For              |
| 2.9             | Elect Director Egawa, Masako   | Mgmt      | For      | For              |
| 2.10            | Elect Director Ishiguro, Fujiyo  | Mgmt      | For      | For              |
| 2.11            | Elect Director Sarah L. Casanova   | Mgmt      | For      | For              |
| 2.12            | Elect Director Jessica Tan Soon Neo  | Mgmt      | For      | For              |
| 3               | Appoint Statutory Auditor Takanami, Hiroyuki   | Mgmt      | For      | For              |
| 4               | Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Statutory Auditor Board   | SH        | Against  | For              |
| 5               | Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement | SH        | Against  | For              |

Sompo Holdings, Inc.

Meeting Date: 06/23/2025Country: JapanTicker: 8630

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J7621A101

Shares Voted: 638,250

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Approve Allocation of Income, with a Final Dividend of JPY 76 | Mgmt      | For      | For              |
| 2.1             | Elect Director Okumura, Mikio                                 | Mgmt      | For      | Against          |
| 2.2             | Elect Director Hamada, Masahiro                               | Mgmt      | For      | For              |
| 2.3             | Elect Director Hara, Shinichi                                 | Mgmt      | For      | For              |
| 2.4             | Elect Director Scott Trevor Davis                             | Mgmt      | For      | For              |
| 2.5             | Elect Director Endo, Isao                                     | Mgmt      | For      | For              |
| 2.6             | Elect Director Higashi, Kazuhiro                              | Mgmt      | For      | For              |

## Sompo Holdings, Inc.

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 2.7             | Elect Director Shibata, Misuzu  | Mgmt      | For      | For              |
| 2.8             | Elect Director Nawa, Takashi  | Mgmt      | For      | For              |
| 2.9             | Elect Director Yamada, Meyumi   | Mgmt      | For      | For              |
| 2.10            | Elect Director Waga, Masayuki   | Mgmt      | For      | For              |
| 2.11            | Elect Director Kajikawa, Toru   | Mgmt      | For      | For              |
| 2.12            | Elect Director Kawauchi, Yuji   | Mgmt      | For      | For              |
| 2.13            | Elect Director Imamura, Shinobu   | Mgmt      | For      | For              |
| 3               | Amend Articles to Change Company Name   | SH        | Against  | Against          |
| 4               | Amend Articles to Add Provision on Business Transparency, Fairness, and Appropriateness   | SH        | Against  | Against          |
| 5               | Amend Articles to Change Location of Head Office  | SH        | Against  | Against          |
| 6               | Amend Articles to Require Two-Thirds Majority Outsider Board  | SH        | Against  | Against          |
| 7               | Amend Articles to Limit Total Tenure of Directors to Five Terms   | SH        | Against  | Against          |
| 8               | Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair                                     | SH        | Against  | For              |
| 9               | Amend Articles to Remove Provisions on Director and Executive Officer Indemnification   | SH        | Against  | Against          |
| 10              | Amend Articles to Require Shareholder Approval for Portion of Compensation for Directors and Executive Officers Exceeding JPY 100 Million | SH        | Against  | Against          |
| 11              | Amend Articles to Limit Total Tenure of External Audit Firm to Five Terms   | SH        | Against  | Against          |

## Mastercard Incorporated

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 06/24/2025       | Country: USA         | Ticker: MA |
| Record Date: 04/25/2025        | Meeting Type: Annual |            |
| Primary Security ID: 57636Q104 |                      |            |



# Mastercard Incorporated

Shares Voted: 175,954

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Elect Director Merit E. Janow   | Mgmt      | For      | For              |
| 1b              | Elect Director Candido Bracher  | Mgmt      | For      | For              |
| 1c              | Elect Director Richard K. Davis                                       | Mgmt      | For      | For              |
| 1d              | Elect Director Julius Genachowski                                     | Mgmt      | For      | For              |
| 1e              | Elect Director Choon Phong Goh  | Mgmt      | For      | For              |
| 1f              | Elect Director Oki Matsumoto  | Mgmt      | For      | For              |
| 1g              | Elect Director Michael Miebach  | Mgmt      | For      | For              |
| 1h              | Elect Director Youngme Moon   | Mgmt      | For      | For              |
| 1i              | Elect Director Rima Qureshi   | Mgmt      | For      | For              |
| 1j              | Elect Director Gabrielle Sulzberger                                   | Mgmt      | For      | For              |
| 1k              | Elect Director Harit Talwar   | Mgmt      | For      | For              |
| 1l              | Elect Director Lance Uggla  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation        | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                         | Mgmt      | For      | For              |
| 4               | Amend Certificate of Incorporation to Limit the Liability of Officers | Mgmt      | For      | For              |
| 5               | Amend Articles of Incorporation to Remove Industry Director Concept   | Mgmt      | For      | For              |
| 6               | Amend Certificate of Incorporation                                    | Mgmt      | For      | For              |
| 7               | Oversee and Report on a Racial Equity Audit                           | SH        | Against  | For              |
| 8               | Report on Discrimination Risks of Affirmative Action Initiatives      | SH        | Against  | Against          |

# Mizuho Financial Group, Inc.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J4599L102

Country: Japan

Meeting Type: Annual

Ticker: 8411

Mizuho Financial Group, Inc.

Shares Voted: 300,630

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Elect Director Kobayashi, Yoshimitsu  | Mgmt      | For      | For              |
| 1.2             | Elect Director Tsukioka, Takashi  | Mgmt      | For      | For              |
| 1.3             | Elect Director Ono, Kotaro  | Mgmt      | For      | For              |
| 1.4             | Elect Director Shinohara, Hiromichi   | Mgmt      | For      | For              |
| 1.5             | Elect Director Noda, Yumiko   | Mgmt      | For      | For              |
| 1.6             | Elect Director Uchida, Takakazu   | Mgmt      | For      | Against          |
| 1.7             | Elect Director Tezuka, Masahiko   | Mgmt      | For      | For              |
| 1.8             | Elect Director Ikuno, Yuki  | Mgmt      | For      | For              |
| 1.9             | Elect Director Imai, Seiji  | Mgmt      | For      | Against          |
| 1.10            | Elect Director Hirama, Hisaaki  | Mgmt      | For      | For              |
| 1.11            | Elect Director Kihara, Masahiro   | Mgmt      | For      | Against          |
| 1.12            | Elect Director Take, Hidekatsu  | Mgmt      | For      | For              |
| 1.13            | Elect Director Kanazawa, Mitsuhiro  | Mgmt      | For      | For              |
| 1.14            | Elect Director Yonezawa, Takefumi   | Mgmt      | For      | For              |
| 2               | Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee  | SH        | Against  | For              |
| 3               | Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans | SH        | Against  | For              |

Telecom Italia SpA

Meeting Date: 06/24/2025Country: ItalyTicker: TIT

Record Date: 06/13/2025Meeting Type: Annual/Special

Primary Security ID: T92778108

Shares Voted: 213,390,311

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                  |
| 1               | Approve Financial Statements, Statutory Reports, and Treatment of Net Loss | Mgmt      | For      | For              |

Telecom Italia SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 2.1             | Approve Remuneration Policy  | Mgmt      | For      | For              |
| 2.2             | Approve Second Section of the Remuneration Report  | Mgmt      | For      | For              |
| 3               | Approve 2025-2027 LTI Performance Shares Plan  | Mgmt      | For      | For              |
| 4               | Amend 2022-2024 Stock Options Plan   | Mgmt      | For      | For              |
| 5               | Approve 2025-2027 Phantom Shares Plan  | Mgmt      | For      | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 6.i             | Amend Company Bylaws Re: Article 3   | Mgmt      | For      | For              |
| 6.ii            | Amend Company Bylaws Re: Article 9   | Mgmt      | For      | For              |
| 6.iii           | Amend Company Bylaws Re: Article 13  | Mgmt      | For      | For              |
| 6.iv            | Amend Company Bylaws Re: Articles 17 and 22  | Mgmt      | For      | For              |
| 6.v             | Amend Company Bylaws Re: Article 19  | Mgmt      | For      | Against          |
| 7.i             | Exemption from Obligation of Subsequent Replenishment in Relation to Legal Reserve Used to Cover 2024 Loss | Mgmt      | For      | For              |
| 7.ii            | Exemption from Obligation of Subsequent Replenishment in Relation to Legal Reserve Used to Cover 2023 Loss | Mgmt      | For      | For              |

Telecom Italia SpA

Meeting Date: 06/24/2025

Record Date: 06/13/2025

Primary Security ID: T92778108

Country: Italy

Meeting Type: Special

Ticker: TIT

Shares Voted: 32,446,810

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Meeting for Holders of Saving Shares  | Mgmt      |          |                  |
|                 | Management Proposal   | Mgmt      |          |                  |
| 1               | Report on the Common Expenses Fund  | Mgmt      | For      | For              |
|                 | Shareholder Proposal Submitted by Davide Leone and Partners Investment Company Ltd and Magallanes Value Investors | Mgmt      |          |                  |

Telecom Italia SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 2               | Appoint Emanuele Rimini as Representative for Holders of Saving Shares; Fix Term for Representative; Approve Representative's Remuneration | SH        | None     | For              |

NVIDIA Corporation

|                                |                      |              |
|--------------------------------|----------------------|--------------|
| Meeting Date: 06/25/2025       | Country: USA         | Ticker: NVDA |
| Record Date: 04/28/2025        | Meeting Type: Annual |              |
| Primary Security ID: 67066G104 |                      |              |

Shares Voted: 5,399,736

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Robert K. Burgess   | Mgmt      | For      | For              |
| 1b              | Elect Director Tench Coxé  | Mgmt      | For      | For              |
| 1c              | Elect Director John O. Dabiri  | Mgmt      | For      | For              |
| 1d              | Elect Director Persis S. Drell   | Mgmt      | For      | For              |
| 1e              | Elect Director Jen-Hsun Huang  | Mgmt      | For      | For              |
| 1f              | Elect Director Dawn Hudson   | Mgmt      | For      | For              |
| 1g              | Elect Director Harvey C. Jones   | Mgmt      | For      | For              |
| 1h              | Elect Director Melissa B. Lora   | Mgmt      | For      | For              |
| 1i              | Elect Director Stephen C. Neal   | Mgmt      | For      | For              |
| 1j              | Elect Director Ellen Ochoa   | Mgmt      | For      | For              |
| 1k              | Elect Director A. Brooke Seawell   | Mgmt      | For      | For              |
| 1l              | Elect Director Aarti Shah  | Mgmt      | For      | For              |
| 1m              | Elect Director Mark A. Stevens   | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation                 | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                                  | Mgmt      | For      | For              |
| 4               | Eliminate Supermajority Vote Requirements                                      | Mgmt      | For      | For              |
| 5               | Amend Right to Call Special Meeting  | SH        | Against  | Against          |
| 6               | Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | SH        | Against  | Against          |
| 7               | Enhance Workforce Data Reporting   | SH        | Against  | For              |

|                                |                         |             |
|--------------------------------|-------------------------|-------------|
| Meeting Date: 06/26/2025       | Country: United Kingdom | Ticker: III |
| Record Date: 06/24/2025        | Meeting Type: Annual    |             |
| Primary Security ID: G88473148 |                         |             |

Shares Voted: 294,600

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report  | Mgmt      | For      | For              |
| 3               | Approve Dividend   | Mgmt      | For      | For              |
| 4               | Re-elect Simon Borrows as Director   | Mgmt      | For      | For              |
| 5               | Re-elect Stephen Daintith as Director  | Mgmt      | For      | For              |
| 6               | Re-elect Jasi Halai as Director  | Mgmt      | For      | For              |
| 7               | Re-elect James Hatchley as Director  | Mgmt      | For      | For              |
| 8               | Re-elect David Hutchison as Director   | Mgmt      | For      | For              |
| 9               | Re-elect Lesley Knox as Director   | Mgmt      | For      | For              |
| 10              | Re-elect Coline McConville as Director   | Mgmt      | For      | For              |
| 11              | Re-elect Peter McKellar as Director  | Mgmt      | For      | For              |
| 12              | Elect Hemant Patel as Director   | Mgmt      | For      | For              |
| 13              | Re-elect Alexandra Schaapveld as Director  | Mgmt      | For      | For              |
| 14              | Reappoint KPMG LLP as Auditors   | Mgmt      | For      | For              |
| 15              | Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors                  | Mgmt      | For      | For              |
| 16              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 17              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 18              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 19              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 20              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |
| 21              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |

The Kroger Co.

Meeting Date: 06/26/2025

Record Date: 04/28/2025

Primary Security ID: 501044101

Country: USA

Meeting Type: Annual

Ticker: KR

Shares Voted: 228,165

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Nora A. Aufreiter   | Mgmt      | For      | For              |
| 1b              | Elect Director Kevin M. Brown  | Mgmt      | For      | For              |
| 1c              | Elect Director Elaine L. Chao  | Mgmt      | For      | For              |
| 1d              | Elect Director Anne Gates  | Mgmt      | For      | For              |
| 1e              | Elect Director Karen M. Hoguet   | Mgmt      | For      | For              |
| 1f              | Elect Director Clyde R. Moore  | Mgmt      | For      | For              |
| 1g              | Elect Director Ronald L. Sargent   | Mgmt      | For      | Against          |
| 1h              | Elect Director J. Amanda Sourry Knox (Amanda Sourry)   | Mgmt      | For      | For              |
| 1i              | Elect Director Mark S. Sutton  | Mgmt      | For      | For              |
| 1j              | Elect Director Ashok Vemuri  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation   | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors  | Mgmt      | For      | For              |
| 4               | Report on Educating Customers on Tobacco Waste   | SH        | Against  | Against          |
| 5               | Report on Implementing Worker-Driven Social Responsibility Principles  | SH        | Against  | For              |
| 6               | Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care | SH        | Against  | For              |

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J44497105

Country: Japan

Meeting Type: Annual

Ticker: 8306

Shares Voted: 2,467,158

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Approve Allocation of Income, with a Final Dividend of JPY 39 | Mgmt      | For      | For              |

## Mitsubishi UFJ Financial Group, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 2.1             | Elect Director Honda, Keiko  | Mgmt      | For      | For              |
| 2.2             | Elect Director Kuwabara, Satoko  | Mgmt      | For      | For              |
| 2.3             | Elect Director Nomoto, Hirofumi  | Mgmt      | For      | Against          |
| 2.4             | Elect Director Mari Elka Pangestu  | Mgmt      | For      | For              |
| 2.5             | Elect Director Shimizu, Hiroshi  | Mgmt      | For      | Against          |
| 2.6             | Elect Director David Sneider   | Mgmt      | For      | For              |
| 2.7             | Elect Director Suzuki, Miyuki  | Mgmt      | For      | For              |
| 2.8             | Elect Director Tsuji, Koichi   | Mgmt      | For      | For              |
| 2.9             | Elect Director Ueda, Teruhisa  | Mgmt      | For      | Against          |
| 2.10            | Elect Director Shinke, Ryoichi   | Mgmt      | For      | For              |
| 2.11            | Elect Director Yasuda, Takayuki  | Mgmt      | For      | For              |
| 2.12            | Elect Director Mike, Kanetsugu   | Mgmt      | For      | Against          |
| 2.13            | Elect Director Kamezawa, Hironori  | Mgmt      | For      | Against          |
| 2.14            | Elect Director Hanzawa, Junichi  | Mgmt      | For      | Against          |
| 2.15            | Elect Director Kobayashi, Makoto   | Mgmt      | For      | Against          |
| 2.16            | Elect Director Kubota, Hiroshi   | Mgmt      | For      | For              |
| 3               | Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee       | SH        | Against  | For              |
| 4               | Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans      | SH        | Against  | For              |
| 5               | Amend Articles to Add Provision concerning Responsible Contribution to Japan's Capital Markets | SH        | Against  | Against          |
| 6               | Amend Articles to Change Company Name  | SH        | Against  | Against          |
| 7               | Amend Articles to Add Provision on Compliance and Etiquette                                    | SH        | Against  | Against          |
| 8               | Initiate Share Repurchase Program (with Trigger Setting)                                       | SH        | Against  | Against          |
| 9.1             | Appoint Shareholder Director Nominee Horie, Takafumi   | SH        | Against  | Against          |
| 9.2             | Appoint Shareholder Director Nominee Tachibana, Takashi  | SH        | Against  | Against          |
| 9.3             | Appoint Shareholder Director Nominee Misaki, Yuta  | SH        | Against  | Against          |

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/27/2025

Record Date: 03/31/2025

Primary Security ID: J7771X109

Country: Japan

Meeting Type: Annual

Ticker: 8316

Shares Voted: 632,990

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Approve Allocation of Income, with a Final Dividend of JPY 62                             | Mgmt      | For      | For              |
| 2.1             | Elect Director Takashima, Makoto  | Mgmt      | For      | For              |
| 2.2             | Elect Director Nakashima, Toru  | Mgmt      | For      | Against          |
| 2.3             | Elect Director Kudo, Teiko  | Mgmt      | For      | For              |
| 2.4             | Elect Director Anchi, Kazuyuki  | Mgmt      | For      | For              |
| 2.5             | Elect Director Isshiki, Toshihiro   | Mgmt      | For      | For              |
| 2.6             | Elect Director Matsugasaki, Honami  | Mgmt      | For      | For              |
| 2.7             | Elect Director Kadonaga, Sonosuke   | Mgmt      | For      | For              |
| 2.8             | Elect Director Sawada, Jun  | Mgmt      | For      | For              |
| 2.9             | Elect Director Goto, Yoriko   | Mgmt      | For      | For              |
| 2.10            | Elect Director Teshirogi, Isao  | Mgmt      | For      | Against          |
| 2.11            | Elect Director Takashima, Norimitsu   | Mgmt      | For      | For              |
| 2.12            | Elect Director Charles D. Lake II   | Mgmt      | For      | For              |
| 2.13            | Elect Director Jenifer Rogers   | Mgmt      | For      | For              |
| 3               | Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee  | SH        | Against  | For              |
| 4               | Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans | SH        | Against  | For              |
| 5               | Approve Alternate Final Dividend of JPY 70 per Share                                      | SH        | Against  | Against          |





## Monthly summary of votes cast

May  
2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

**Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.**

**Sede legale** Corso Garibaldi 99, 20121 Milano • Tel +39 02 806381 • Fax +39 02 80638222

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 • Capitale Sociale euro 23.793.000 int. vers. R.E.A. di Milano n. 1162082

Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA – Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 05/01/2025 to 05/31/2025

Intuitive Surgical, Inc.

Meeting Date: 05/01/2025

Record Date: 03/03/2025

Primary Security ID: 46120E602

Country: USA

Meeting Type: Annual

Ticker: ISRG

Shares Voted: 100,367

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Craig H. Barratt                                | Mgmt      | For      | For              |
| 1b              | Elect Director Joseph C. Beery                                 | Mgmt      | For      | For              |
| 1c              | Elect Director Lewis Chew                                      | Mgmt      | For      | For              |
| 1d              | Elect Director Gary S. Guthart                                 | Mgmt      | For      | For              |
| 1e              | Elect Director Amal M. Johnson                                 | Mgmt      | For      | For              |
| 1f              | Elect Director Sreelakshmi Kolli                               | Mgmt      | For      | For              |
| 1g              | Elect Director Amy L. Ladd                                     | Mgmt      | For      | For              |
| 1h              | Elect Director Keith R. Leonard, Jr.                           | Mgmt      | For      | For              |
| 1i              | Elect Director Jami Dover Nachtsheim                           | Mgmt      | For      | For              |
| 1j              | Elect Director Monica P. Reed                                  | Mgmt      | For      | For              |
| 1k              | Elect Director David J. Rosa                                   | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 4               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | For              |
| 5               | Improve Executive Compensation Program                         | SH        | Against  | Against          |
| 6               | Submit Severance Agreement to Shareholder Vote                 | SH        | Against  | For              |

London Stock Exchange Group plc

Meeting Date: 05/01/2025

Record Date: 04/29/2025

Primary Security ID: G5689U103

Country: United Kingdom

Meeting Type: Annual

Ticker: LSEG

Shares Voted: 208,994

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 2               | Approve Final Dividend   | Mgmt      | For      | For              |
| 3               | Approve Remuneration Report  | Mgmt      | For      | Against          |
| 4               | Re-elect Dominic Blakemore as Director   | Mgmt      | For      | For              |
| 5               | Re-elect Martin Brand as Director  | Mgmt      | For      | For              |
| 6               | Re-elect Kathleen DeRose as Director   | Mgmt      | For      | For              |
| 7               | Re-elect Tsega Gebreyes as Director  | Mgmt      | For      | For              |
| 8               | Re-elect Scott Guthrie as Director   | Mgmt      | For      | For              |
| 9               | Re-elect Cressida Hogg as Director   | Mgmt      | For      | For              |
| 10              | Re-elect Michel-Alain Proch as Director  | Mgmt      | For      | For              |
| 11              | Re-elect Val Rahmani as Director   | Mgmt      | For      | For              |
| 12              | Re-elect Don Robert as Director  | Mgmt      | For      | Against          |
| 13              | Re-elect David Schwimmer as Director   | Mgmt      | For      | For              |
| 14              | Re-elect William Vereker as Director   | Mgmt      | For      | For              |
| 15              | Elect Lloyd Pitchford as Director  | Mgmt      | For      | For              |
| 16              | Reappoint Deloitte LLP as Auditors   | Mgmt      | For      | For              |
| 17              | Authorise the Audit Committee to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 18              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 19              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 20              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 21              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 22              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |

## London Stock Exchange Group plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 23              | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt      | For      | For              |

## Rolls-Royce Holdings Plc

|                                |                         |            |
|--------------------------------|-------------------------|------------|
| Meeting Date: 05/01/2025       | Country: United Kingdom | Ticker: RR |
| Record Date: 04/29/2025        | Meeting Type: Annual    |            |
| Primary Security ID: G76225104 |                         |            |

Shares Voted: 4,100,518

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports             | Mgmt      | For      | For              |
| 2               | Approve Remuneration Policy                                   | Mgmt      | For      | For              |
| 3               | Approve Remuneration Report                                   | Mgmt      | For      | For              |
| 4               | Approve Final Dividend  | Mgmt      | For      | For              |
| 5               | Re-elect Dame Anita Frew as Director                          | Mgmt      | For      | For              |
| 6               | Re-elect Tufan Erginbilgic as Director                        | Mgmt      | For      | For              |
| 7               | Re-elect Helen McCabe as Director                             | Mgmt      | For      | For              |
| 8               | Re-elect George Culmer as Director                            | Mgmt      | For      | For              |
| 9               | Re-elect Birgit Behrendt as Director                          | Mgmt      | For      | For              |
| 10              | Re-elect Stuart Bradie as Director                            | Mgmt      | For      | For              |
| 11              | Re-elect Paulo Silva as Director                              | Mgmt      | For      | For              |
| 12              | Re-elect Lord Jitesh Gadhia as Director                       | Mgmt      | For      | For              |
| 13              | Re-elect Beverly Goulet as Director                           | Mgmt      | For      | For              |
| 14              | Re-elect Nick Luff as Director                                | Mgmt      | For      | Against          |
| 15              | Re-elect Wendy Mars as Director                               | Mgmt      | For      | For              |
| 16              | Re-elect Dame Angela Strank as Director                       | Mgmt      | For      | For              |
| 17              | Reappoint PricewaterhouseCoopers LLP as Auditors              | Mgmt      | For      | For              |
| 18              | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt      | For      | For              |

## Rolls-Royce Holdings Plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 19              | Authorise UK Political Donations and Expenditure                               | Mgmt      | For      | For              |
| 20              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 21              | Approve Capitalisation of Merger Reserve                                       | Mgmt      | For      | For              |
| 22              | Authorise Issue of Equity without Pre-emptive Rights                           | Mgmt      | For      | For              |
| 23              | Authorise Market Purchase of Ordinary Shares                                   | Mgmt      | For      | For              |
| 24              | Authorise Cancellation of Capital Reduction Share and the Reduction of Capital | Mgmt      | For      | For              |

## HSBC Holdings Plc

Meeting Date: 05/02/2025

Country: United Kingdom

Ticker: HSBA

Record Date: 05/01/2025

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 3,487,763

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Management Proposals                              | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report                       | Mgmt      | For      | For              |
| 3               | Approve Remuneration Policy                       | Mgmt      | For      | For              |
| 4a              | Elect Manveen Kaur as Director                    | Mgmt      | For      | For              |
| 4b              | Re-elect Geraldine Buckingham as Director         | Mgmt      | For      | For              |
| 4c              | Re-elect Rachel Duan as Director                  | Mgmt      | For      | For              |
| 4d              | Re-elect Georges Elhedery as Director             | Mgmt      | For      | For              |
| 4e              | Re-elect Dame Carolyn Fairbairn as Director       | Mgmt      | For      | For              |
| 4f              | Re-elect James Forese as Director                 | Mgmt      | For      | For              |
| 4g              | Re-elect Ann Godbehere as Director                | Mgmt      | For      | For              |
| 4h              | Re-elect Steven Guggenheimer as Director          | Mgmt      | For      | For              |
| 4i              | Re-elect Jose Antonio Meade Kuribrena as Director | Mgmt      | For      | For              |
| 4j              | Re-elect Kalpana Morparia as Director             | Mgmt      | For      | For              |

## HSBC Holdings Plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 4k              | Re-elect Eileen Murray as Director   | Mgmt      | For      | For              |
| 4l              | Re-elect Brendan Nelson as Director  | Mgmt      | For      | For              |
| 4m              | Re-elect Swee Lian Teo as Director   | Mgmt      | For      | For              |
| 4n              | Re-elect Sir Mark Tucker as Director   | Mgmt      | For      | For              |
| 5               | Reappoint PricewaterhouseCoopers LLP as Auditors   | Mgmt      | For      | For              |
| 6               | Authorise the Group Audit Committee to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 7               | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 8               | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 9               | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 10              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 11              | Authorise Directors to Allot Any Repurchased Shares  | Mgmt      | For      | For              |
| 12              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |
| 13              | Approve Share Repurchase Contract  | Mgmt      | For      | For              |
| 14              | Authorise Issue of Equity in Relation to Contingent Convertible Securities   | Mgmt      | For      | For              |
| 15              | Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities              | Mgmt      | For      | For              |
| 16              | Approve Scrip Dividend Alternative   | Mgmt      | For      | For              |
| 17              | Approve Amendment to the Rules of HSBC Share Plan 2011   | Mgmt      | For      | For              |
| 18              | Approve Cancellation of Share Premium Account and Capital Redemption Reserve                                       | Mgmt      | For      | For              |
| 19              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |
|                 | Shareholder Proposal   | Mgmt      |          |                  |
| 20              | To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023            | SH        | Against  | Against          |

Gilead Sciences, Inc.

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 375558103

Country: USA

Meeting Type: Annual

Ticker: GILD

Shares Voted: 437,932

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Jacqueline K. Barton  | Mgmt      | For      | For              |
| 1b              | Elect Director Jeffrey A. Bluestone  | Mgmt      | For      | For              |
| 1c              | Elect Director Sandra J. Horning   | Mgmt      | For      | For              |
| 1d              | Elect Director Kelly A. Kramer   | Mgmt      | For      | For              |
| 1e              | Elect Director Ted W. Love   | Mgmt      | For      | For              |
| 1f              | Elect Director Harish M. Manwani   | Mgmt      | For      | For              |
| 1g              | Elect Director Daniel P. O'Day   | Mgmt      | For      | For              |
| 1h              | Elect Director Javier J. Rodriguez   | Mgmt      | For      | For              |
| 1i              | Elect Director Anthony Walters   | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors   | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation                 | Mgmt      | For      | For              |
| 4               | Report on Pay Disparity  | SH        | Against  | Against          |
| 5               | Require Independent Board Chair  | SH        | Against  | For              |
| 6               | Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process | SH        | Against  | For              |
| 7               | Report on the Risks of DEI Practices for Contractors                           | SH        | Against  | Against          |

MFE-MEDIAFOREUROPE NV

Meeting Date: 05/07/2025

Record Date: 04/09/2025

Primary Security ID: N5673Q110

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: MFEB

Shares Voted: 5,014,484

| Proposal Number | Proposal Text                | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|------------------|
|                 | Extraordinary Meeting Agenda | Mgmt      |          |                  |

MFE-MEDIAFOREUROPE NV

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.              | Open Meeting  | Mgmt      |          |                  |
| 2.              | Discuss Voluntary Public Takeover Offer by the Company for the Acquisition of the Shares of ProSiebenSat.1 Media SE | Mgmt      |          |                  |
| 3.              | Grant Board Authority to Issue Ordinary Shares A and Restrict/Exclude Preemptive Rights                             | Mgmt      | For      | For              |
| 4.              | Close Meeting   | Mgmt      |          |                  |

Technogym SpA

Meeting Date: 05/07/2025

Record Date: 04/25/2025

Primary Security ID: T9200L101

Country: Italy

Meeting Type: Annual/Special

Ticker: TGYM

Shares Voted: 2,901,901

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
| 3.1             | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 3.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
| 4.1.1           | Slate Submitted by TGH Srl  | SH        | None     | Against          |
| 4.1.2           | Slate Submitted by Institutional Investors (Assogestioni)                                 | SH        | None     | For              |
| 4.2             | Appoint Chairman of Internal Statutory Auditors   | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by TGH Srl   | Mgmt      |          |                  |
| 4.3             | Approve Internal Auditors' Remuneration   | SH        | None     | For              |
|                 | Management Proposals  | Mgmt      |          |                  |
| 5               | Approve 2025-2027 Performance Shares Plan   | Mgmt      | For      | Against          |



Technogym SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares          | Mgmt      | For      | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 1               | Authorize Board to Increase Capital to Service 2025-2027 Performance Shares Plan | Mgmt      | For      | Against          |

Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: RKT

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G74079107

Shares Voted: 241,474

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report                       | Mgmt      | For      | For              |
| 3               | Approve Remuneration Policy                       | Mgmt      | For      | For              |
| 4               | Approve Final Dividend                            | Mgmt      | For      | For              |
| 5               | Re-elect Andrew Bonfield as Director              | Mgmt      | For      | For              |
| 6               | Re-elect Margherita Della Valle as Director       | Mgmt      | For      | For              |
| 7               | Re-elect Mehmood Khan as Director                 | Mgmt      | For      | For              |
| 8               | Re-elect Elane Stock as Director                  | Mgmt      | For      | For              |
| 9               | Re-elect Sir Jeremy Darroch as Director           | Mgmt      | For      | For              |
| 10              | Re-elect Tamara Ingram as Director                | Mgmt      | For      | For              |
| 11              | Re-elect Kris Licht as Director                   | Mgmt      | For      | For              |
| 12              | Re-elect Shannon Eisenhardt as Director           | Mgmt      | For      | For              |
| 13              | Re-elect Marybeth Hays as Director                | Mgmt      | For      | For              |
| 14              | Elect Fiona Dawson as Director                    | Mgmt      | For      | For              |
| 15              | Elect Stefan Oschmann as Director                 | Mgmt      | For      | For              |
| 16              | Elect Mahesh Madhavan as Director                 | Mgmt      | For      | For              |

Reckitt Benckiser Group Plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 17              | Reappoint KPMG LLP as Auditors   | Mgmt      | For      | For              |
| 18              | Authorise the Audit Committee to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 19              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 20              | Approve Long-Term Incentive Plan   | Mgmt      | For      | For              |
| 21              | Approve Sharesave Plan   | Mgmt      | For      | For              |
| 22              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 23              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 24              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 25              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |
| 26              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |

Stryker Corporation

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 863667101

Country: USA

Meeting Type: Annual

Ticker: SYK

Shares Voted: 116,212

| Proposal Number | Proposal Text                       | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|------------------|
| 1a              | Elect Director Mary K. Brainerd     | Mgmt      | For      | For              |
| 1b              | Elect Director Giovanni Caforio     | Mgmt      | For      | For              |
| 1c              | Elect Director Kevin A. Lobo        | Mgmt      | For      | For              |
| 1d              | Elect Director Emmanuel P. Maceda   | Mgmt      | For      | For              |
| 1e              | Elect Director Sherilyn S. McCoy    | Mgmt      | For      | For              |
| 1f              | Elect Director Rachel M. Ruggeri    | Mgmt      | For      | For              |
| 1g              | Elect Director Andrew K. Silvernail | Mgmt      | For      | For              |
| 1h              | Elect Director Lisa M. Skeete Tatum | Mgmt      | For      | For              |
| 1i              | Elect Director Ronda E. Stryker     | Mgmt      | For      | For              |

## Stryker Corporation

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1j              | Elect Director Rajeev Suri                                     | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors                           | Mgmt      | For      | For              |
| 3               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | For              |
| 4               | Amend Restricted Stock Plan                                    | Mgmt      | For      | For              |
| 5               | Amend Qualified Employee Stock Purchase Plan                   | Mgmt      | For      | For              |
| 6               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 7               | Report on Political Contributions and Expenditures             | SH        | Against  | For              |

## The Kraft Heinz Company

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 05/08/2025       | Country: USA         | Ticker: KHC |
| Record Date: 03/10/2025        | Meeting Type: Annual |             |
| Primary Security ID: 500754106 |                      |             |

Shares Voted: 307,189

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Carlos Abrams-Rivera                            | Mgmt      | For      | For              |
| 1b              | Elect Director Humberto P. Alfonso                             | Mgmt      | For      | For              |
| 1c              | Elect Director John T. Cahill                                  | Mgmt      | For      | For              |
| 1d              | Elect Director Lori Dickerson Fouche                           | Mgmt      | For      | For              |
| 1e              | Elect Director Diane Gherson                                   | Mgmt      | For      | For              |
| 1f              | Elect Director Timothy Kenesey                                 | Mgmt      | For      | For              |
| 1g              | Elect Director Alicia Knapp                                    | Mgmt      | For      | For              |
| 1h              | Elect Director Elio Leoni Sceti                                | Mgmt      | For      | For              |
| 1i              | Elect Director James Park                                      | Mgmt      | For      | For              |
| 1j              | Elect Director Miguel Patricio                                 | Mgmt      | For      | For              |
| 1k              | Elect Director John C. Pope                                    | Mgmt      | For      | For              |
| 1l              | Elect Director Debby Soo                                       | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |

## The Kraft Heinz Company

| Proposal Number | Proposal Text                   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|------------------|
| 4               | Report on Recyclability Claims  | SH        | Against  | For              |
| 5               | Report on Plastic Packaging     | SH        | Against  | For              |
| 6               | Require Independent Board Chair | SH        | Against  | For              |

## Buzzi SpA

|                                |                              |             |
|--------------------------------|------------------------------|-------------|
| Meeting Date: 05/13/2025       | Country: Italy               | Ticker: BZU |
| Record Date: 05/02/2025        | Meeting Type: Annual/Special |             |
| Primary Security ID: T2320M109 |                              |             |

Shares Voted: 1,191,885

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                  |
|                 | Management Proposals   | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports                        | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income   | Mgmt      | For      | For              |
| 3               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares  | Mgmt      | For      | Against          |
| 4.1             | Approve Remuneration Policy  | Mgmt      | For      | Against          |
| 4.2             | Approve Second Section of the Remuneration Report                        | Mgmt      | For      | For              |
|                 | Shareholder Proposal Submitted by Institutional Investors (Assogestioni) | Mgmt      |          |                  |
| 5               | Appoint Massimo De Buglio as Alternate Internal Statutory Auditor        | SH        | None     | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
|                 | Management Proposal  | Mgmt      |          |                  |
| 1               | Amend Company Bylaws Re: Article 21                                      | Mgmt      | For      | For              |

## Italgas SpA

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 05/13/2025       | Country: Italy       | Ticker: IG |
| Record Date: 05/02/2025        | Meeting Type: Annual |            |
| Primary Security ID: T6R89Z103 |                      |            |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
| 3.1             | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 3.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | For              |
| 4.1             | Fix Board Terms for Directors   | Mgmt      | For      | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates                   | Mgmt      |          |                  |
| 4.2.1           | Slate Submitted by CDP Reti SpA and Snam SpA  | SH        | None     | Against          |
| 4.2.2           | Slate Submitted by Inarcassa  | SH        | None     | Against          |
| 4.2.3           | Slate Submitted by Institutional Investors (Assogestioni)                                 | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by CDP Reti SpA and Snam SpA                               | Mgmt      |          |                  |
| 4.3             | Elect Paolo Ciocca as Board Chair   | SH        | None     | For              |
|                 | Management Proposal   | Mgmt      |          |                  |
| 4.4             | Approve Remuneration of Directors   | Mgmt      | For      | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
| 5.1.1           | Slate Submitted by CDP Reti SpA   | SH        | None     | Against          |
| 5.1.2           | Slate Submitted by Inarcassa  | SH        | None     | Against          |
| 5.1.3           | Slate Submitted by Institutional Investors (Assogestioni)                                 | SH        | None     | For              |
| 5.2             | Appoint Chairman of Internal Statutory Auditors   | SH        | None     | For              |
|                 | Management Proposal   | Mgmt      |          |                  |
| 5.3             | Approve Internal Auditors' Remuneration   | Mgmt      | For      | For              |

Elevance Health, Inc.

Meeting Date: 05/14/2025

Record Date: 03/17/2025

Primary Security ID: 036752103

Country: USA

Meeting Type: Annual

Ticker: ELV

Shares Voted: 36,538

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Elect Director Susan D. DeVore                                      | Mgmt      | For      | For              |
| 1.2             | Elect Director Bahija Jallal  | Mgmt      | For      | For              |
| 1.3             | Elect Director Ryan M. Schneider                                    | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation      | Mgmt      | For      | For              |
| 3               | Ratify Ernst & Young LLP as Auditors                                | Mgmt      | For      | For              |
| 4               | Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | SH        | Against  | For              |

SNAM SpA

Meeting Date: 05/14/2025

Record Date: 05/05/2025

Primary Security ID: T8578N103

Country: Italy

Meeting Type: Annual

Ticker: SRG

Shares Voted: 464,560

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports                       | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income and Dividend Distribution                  | Mgmt      | For      | For              |
| 3               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt      | For      | For              |
| 4               | Approve Employee Share Ownership Plan 2025-2027                         | Mgmt      | For      | For              |
| 5.1             | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 5.2             | Approve Second Section of the Remuneration Report                       | Mgmt      | For      | For              |
| 6               | Fix Number of Directors   | Mgmt      | For      | For              |
| 7               | Fix Board Terms for Directors   | Mgmt      | For      | For              |

SNAM SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 8.1             | Appoint Directors (Slate Election) - Choose One of the Following Slates                   | Mgmt      |          |                  |
|                 | Slate Submitted by CDP Reti SpA   | SH        | None     | Against          |
|                 | Slate Submitted by Institutional Investors (Assogestioni)                                 | SH        | None     | For              |
| 9               | Shareholder Proposal Submitted by CDP Reti SpA  | Mgmt      |          |                  |
|                 | Elect Alessandro Zehentner as Board Chair   | SH        | None     | For              |
| 10              | Management Proposal   | Mgmt      |          |                  |
|                 | Approve Remuneration of Directors   | Mgmt      | For      | For              |
| 11.1            | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
|                 | Slate Submitted by CDP Reti SpA   | SH        | None     | Against          |
|                 | Slate Submitted by Institutional Investors (Assogestioni)                                 | SH        | None     | For              |
| 12              | Appoint Chairman of Internal Statutory Auditors   | SH        | None     | For              |
|                 | Management Proposal   | Mgmt      |          |                  |
| 13              | Approve Internal Auditors' Remuneration   | Mgmt      | For      | For              |

SOL SpA

Meeting Date: 05/14/2025

Record Date: 05/05/2025

Primary Security ID: T8711D103

Country: Italy

Meeting Type: Annual/Special

Ticker: SOL

Shares Voted: 16,365

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Ordinary Business                                      | Mgmt      |          |                  |
|                 | Management Proposals                                   | Mgmt      |          |                  |
| 2               | Accept Financial Statements and Statutory Reports      | Mgmt      | For      | For              |
| 3               | Approve Allocation of Income and Dividend Distribution | Mgmt      | For      | For              |
| 4               | Approve Remuneration Policy                            | Mgmt      | For      | Against          |
| 5               | Approve Second Section of the Remuneration Report      | Mgmt      | For      | Against          |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 5               | Shareholder Proposal Submitted by Gas and Technologies World BV         | Mgmt      |          |                  |
|                 | Fix Number of Directors   | SH        | None     | For              |
| 6.1             | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
|                 | Slate Submitted by Gas and Technologies World BV                        | SH        | None     | Against          |
| 6.2             | Slate Submitted by Institutional Investors (Assogestioni)               | SH        | None     | For              |
| 7               | Shareholder Proposals Submitted by Gas and Technologies World BV        | Mgmt      |          |                  |
|                 | Fix Board Terms for Directors   | SH        | None     | For              |
| 8               | Approve Remuneration of Directors                                       | SH        | None     | For              |
| 1               | Extraordinary Business  | Mgmt      |          |                  |
|                 | Management Proposal   | Mgmt      |          |                  |
| 1               | Amend Company Bylaws Re: Article 11                                     | Mgmt      | For      | For              |

BlackRock, Inc.

Meeting Date: 05/15/2025

Record Date: 03/24/2025

Primary Security ID: 09290D101

Country: USA

Meeting Type: Annual

Ticker: BLK

Shares Voted: 50,352

| Proposal Number | Proposal Text                              | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Pamela Daley                | Mgmt      | For      | For              |
| 1b              | Elect Director Laurence D. Fink            | Mgmt      | For      | For              |
| 1c              | Elect Director Gregory J. Fleming          | Mgmt      | For      | For              |
| 1d              | Elect Director William E. Ford             | Mgmt      | For      | For              |
| 1e              | Elect Director Fabrizio Freda              | Mgmt      | For      | For              |
| 1f              | Elect Director Murry S. Gerber             | Mgmt      | For      | For              |
| 1g              | Elect Director Margaret "Peggy" L. Johnson | Mgmt      | For      | For              |
| 1h              | Elect Director Robert S. Kapito            | Mgmt      | For      | For              |
| 1i              | Elect Director Cheryl D. Mills             | Mgmt      | For      | For              |
| 1j              | Elect Director Kathleen Murphy             | Mgmt      | For      | For              |



BlackRock, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1k              | Elect Director Amin H. Nasser                                  | Mgmt      | For      | For              |
| 1l              | Elect Director Gordon M. Nixon                                 | Mgmt      | For      | For              |
| 1m              | Elect Director Adebayo O. Ogunlesi                             | Mgmt      | For      | For              |
| 1n              | Elect Director Kristin C. Peck                                 | Mgmt      | For      | For              |
| 1o              | Elect Director Charles H. Robbins                              | Mgmt      | For      | For              |
| 1p              | Elect Director Hans E. Vestberg                                | Mgmt      | For      | For              |
| 1q              | Elect Director Susan L. Wagner                                 | Mgmt      | For      | For              |
| 1r              | Elect Director Mark Wilson                                     | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | Against          |
| 3               | Ratify Deloitte & Touche LLP as Auditors                       | Mgmt      | For      | For              |
| 4               | Report on Risks of Stakeholder Capitalism                      | SH        | Against  | Against          |
| 5               | Require More Director Nominations Than Open Seats              | SH        | Against  | Against          |

Lloyds Banking Group Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: LLOY

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 35,183,980

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Re-elect Sir Robin Budenberg as Director          | Mgmt      | For      | For              |
| 3               | Re-elect Charlie Nunn as Director                 | Mgmt      | For      | For              |
| 4               | Elect Nathan Bostock as Director                  | Mgmt      | For      | For              |
| 5               | Re-elect William Chalmers as Director             | Mgmt      | For      | For              |
| 6               | Re-elect Sarah Legg as Director                   | Mgmt      | For      | For              |
| 7               | Re-elect Amanda Mackenzie as Director             | Mgmt      | For      | For              |
| 8               | Re-elect Harmeen Mehta as Director                | Mgmt      | For      | For              |

## Lloyds Banking Group Plc

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 9               | Re-elect Cathy Turner as Director   | Mgmt      | For      | For              |
| 10              | Re-elect Scott Wheway as Director   | Mgmt      | For      | For              |
| 11              | Re-elect Catherine Woods as Director  | Mgmt      | For      | For              |
| 12              | Approve Remuneration Report   | Mgmt      | For      | For              |
| 13              | Approve Final Dividend  | Mgmt      | For      | For              |
| 14              | Reappoint Deloitte LLP as Auditors  | Mgmt      | For      | For              |
| 15              | Authorise the Audit Committee to Fix Remuneration of Auditors   | Mgmt      | For      | For              |
| 16              | Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016 | Mgmt      | For      | For              |
| 17              | Authorise UK Political Donations and Expenditure  | Mgmt      | For      | For              |
| 18              | Authorise Issue of Equity   | Mgmt      | For      | For              |
| 19              | Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments  | Mgmt      | For      | For              |
| 20              | Authorise Issue of Equity without Pre-emptive Rights  | Mgmt      | For      | For              |
| 21              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment  | Mgmt      | For      | For              |
| 22              | Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments   | Mgmt      | For      | For              |
| 23              | Authorise Market Purchase of Ordinary Shares  | Mgmt      | For      | For              |
| 24              | Authorise Market Purchase of Preference Shares  | Mgmt      | For      | For              |
| 25              | Authorise the Company to Call General Meeting with Two Weeks' Notice  | Mgmt      | For      | For              |

# Morgan Stanley

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 617446448

Country: USA

Meeting Type: Annual

Ticker: MS

Shares Voted: 199,607

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Megan Butler                                    | Mgmt      | For      | For              |
| 1b              | Elect Director Thomas H. Glocer                                | Mgmt      | For      | For              |
| 1c              | Elect Director Robert H. Herz                                  | Mgmt      | For      | For              |
| 1d              | Elect Director Erika H. James                                  | Mgmt      | For      | For              |
| 1e              | Elect Director Hironori Kamezawa                               | Mgmt      | For      | For              |
| 1f              | Elect Director Shelley B. Leibowitz                            | Mgmt      | For      | For              |
| 1g              | Elect Director Jami Miscik                                     | Mgmt      | For      | For              |
| 1h              | Elect Director Masato Miyachi                                  | Mgmt      | For      | For              |
| 1i              | Elect Director Dennis M. Nally                                 | Mgmt      | For      | For              |
| 1j              | Elect Director Douglas L. Peterson                             | Mgmt      | For      | For              |
| 1k              | Elect Director Edward Pick                                     | Mgmt      | For      | For              |
| 1l              | Elect Director Mary L. Schapiro                                | Mgmt      | For      | For              |
| 1m              | Elect Director Perry M. Traquina                               | Mgmt      | For      | For              |
| 1n              | Elect Director Rayford Wilkins, Jr.                            | Mgmt      | For      | For              |
| 2               | Ratify Deloitte & Touche LLP as Auditors                       | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 4               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | Against          |
| 5               | Report Annually on Energy Supply Ratio                         | SH        | Against  | For              |

# Redcare Pharmacy NV

Meeting Date: 05/15/2025

Record Date: 04/17/2025

Primary Security ID: N7975Z103

Country: Netherlands

Meeting Type: Annual

Ticker: RDC

Redcare Pharmacy NV

Shares Voted: 55,485

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Annual Meeting Agenda   | Mgmt      |          |                  |
| 1.              | Open Meeting  | Mgmt      |          |                  |
| 2.a.            | Receive Report of Management Board  | Mgmt      | For      | For              |
| 2.b.            | Approve Remuneration Report   | Mgmt      | For      | For              |
| 3.              | Adopt Financial Statements and Statutory Reports                                  | Mgmt      | For      | For              |
| 4.a.            | Approve Discharge of Management Board   | Mgmt      | For      | For              |
| 4.b.            | Approve Discharge of Supervisory Board  | Mgmt      | For      | For              |
| 5.a.            | Ratify Mazars Accountants N.V. as Auditors  | Mgmt      | For      | For              |
| 5.b.            | Appoint Mazars Accountants N.V. as Auditor for Sustainability Reporting           | Mgmt      | For      | For              |
| 6.a.            | Reelect Jerome Cochet to Supervisory Board  | Mgmt      | For      | Against          |
| 6.b.            | Elect Michael Kohler to Supervisory Board   | Mgmt      | For      | For              |
| 6.c.            | Elect Stephan Weber to Supervisory Board  | Mgmt      | For      | For              |
| 7.              | Grant Management Board Authority to Issue Shares in Connection with the 2019 ESOP | Mgmt      | For      | For              |
| 8.              | Authorize Repurchase of Shares  | Mgmt      | For      | For              |
| 9.              | Amend Articles of Association   | Mgmt      | For      | For              |
| 10              | Allow Questions   | Mgmt      |          |                  |
| 11              | Close Meeting   | Mgmt      |          |                  |

JPMorgan Chase & Co.

Meeting Date: 05/20/2025Country: USATicker: JPM

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 670,544

| Proposal Number | Proposal Text                   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|------------------|
| 1a              | Elect Director Linda B. Bammann | Mgmt      | For      | For              |

JPMorgan Chase & Co.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1b              | Elect Director Michele G. Buck                                 | Mgmt      | For      | For              |
| 1c              | Elect Director Stephen B. Burke                                | Mgmt      | For      | For              |
| 1d              | Elect Director Todd A. Combs                                   | Mgmt      | For      | For              |
| 1e              | Elect Director Alicia Boler Davis                              | Mgmt      | For      | For              |
| 1f              | Elect Director James Dimon                                     | Mgmt      | For      | For              |
| 1g              | Elect Director Alex Gorsky                                     | Mgmt      | For      | For              |
| 1h              | Elect Director Mellody Hobson                                  | Mgmt      | For      | For              |
| 1i              | Elect Director Phebe N. Novakovic                              | Mgmt      | For      | For              |
| 1j              | Elect Director Virginia M. Rometty                             | Mgmt      | For      | For              |
| 1k              | Elect Director Brad D. Smith                                   | Mgmt      | For      | For              |
| 1l              | Elect Director Mark A. Weinberger                              | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 4               | Require Independent Board Chair                                | SH        | Against  | For              |
| 5               | Report on Social Impacts of Climate Transition Finance         | SH        | Against  | For              |

McDonald's Corporation

Meeting Date: 05/20/2025

Record Date: 03/24/2025

Primary Security ID: 580135101

Country: USA

Meeting Type: Annual

Ticker: MCD

Shares Voted: 174,667

| Proposal Number | Proposal Text                      | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|------------------|
| 1a              | Elect Director Anthony Capuano     | Mgmt      | For      | For              |
| 1b              | Elect Director Kareem Daniel       | Mgmt      | For      | For              |
| 1c              | Elect Director Lloyd Dean          | Mgmt      | For      | For              |
| 1d              | Elect Director Catherine Engelbert | Mgmt      | For      | For              |
| 1e              | Elect Director Margaret Georgiadis | Mgmt      | For      | For              |
| 1f              | Elect Director Michael Hsu         | Mgmt      | For      | For              |

McDonald's Corporation

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1g              | Elect Director Christopher Kempczinski   | Mgmt      | For      | Against          |
| 1h              | Elect Director Jennifer Taubert  | Mgmt      | For      | For              |
| 1i              | Elect Director Paul Walsh  | Mgmt      | For      | Against          |
| 1j              | Elect Director Amy Weaver  | Mgmt      | For      | For              |
| 1k              | Elect Director Miles White   | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation                                     | Mgmt      | For      | For              |
| 3               | Ratify Ernst & Young LLP as Auditors   | Mgmt      | For      | For              |
| 4               | Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views | SH        | Against  | Against          |
| 5               | Disclose an Assessment of Current Climate Transition Plans   | SH        | Against  | For              |
| 6               | Consider Eliminating DEI Goals from Compensation Plan Incentives                                   | SH        | Against  | Against          |

Shell Plc

Meeting Date: 05/20/2025

Record Date: 05/16/2025

Primary Security ID: G80827101

Country: United Kingdom

Meeting Type: Annual

Ticker: SHEL

Shares Voted: 1,824,268

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Management Proposals                              | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report                       | Mgmt      | For      | For              |
| 3               | Re-elect Dick Boer as Director                    | Mgmt      | For      | For              |
| 4               | Re-elect Neil Carson as Director                  | Mgmt      | For      | For              |
| 5               | Re-elect Ann Godbehere as Director                | Mgmt      | For      | For              |
| 6               | Re-elect Sinead Gorman as Director                | Mgmt      | For      | For              |
| 7               | Re-elect Jane Lute as Director                    | Mgmt      | For      | For              |
| 8               | Re-elect Catherine Hughes as Director             | Mgmt      | For      | For              |

Shell Plc

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 9               | Re-elect Sir Andrew Mackenzie as Director   | Mgmt      | For      | Against          |
| 10              | Re-elect Sir Charles Roxburgh as Director   | Mgmt      | For      | For              |
| 11              | Re-elect Wael Sawan as Director   | Mgmt      | For      | For              |
| 12              | Re-elect Abraham Schot as Director  | Mgmt      | For      | For              |
| 13              | Re-elect Leena Srivastava as Director   | Mgmt      | For      | For              |
| 14              | Re-elect Cyrus Taraporevala as Director   | Mgmt      | For      | For              |
| 15              | Reappoint Ernst & Young LLP as Auditors   | Mgmt      | For      | For              |
| 16              | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 17              | Authorise Issue of Equity   | Mgmt      | For      | For              |
| 18              | Authorise Issue of Equity without Pre-emptive Rights  | Mgmt      | For      | For              |
| 19              | Authorise Market Purchase of Ordinary Shares  | Mgmt      | For      | For              |
| 20              | Authorise Off-Market Purchase of Ordinary Shares  | Mgmt      | For      | For              |
| 21              | Authorise UK Political Donations and Expenditure  | Mgmt      | For      | For              |
| 22              | Shareholder Proposal  | Mgmt      |          |                  |
|                 | Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025 | SH        | Against  | For              |

Amazon.com, Inc.

Meeting Date: 05/21/2025

Record Date: 03/27/2025

Primary Security ID: 023135106

Country: USA

Meeting Type: Annual

Ticker: AMZN

Shares Voted: 1,981,869

| Proposal Number | Proposal Text                   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|------------------|
| 1a              | Elect Director Jeffrey P. Bezos | Mgmt      | For      | Against          |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1b              | Elect Director Andrew R. Jassy   | Mgmt      | For      | For              |
| 1c              | Elect Director Keith B. Alexander  | Mgmt      | For      | For              |
| 1d              | Elect Director Edith W. Cooper   | Mgmt      | For      | For              |
| 1e              | Elect Director Jamie S. Gorelick   | Mgmt      | For      | For              |
| 1f              | Elect Director Daniel P. Huttenlocher  | Mgmt      | For      | For              |
| 1g              | Elect Director Andrew Y. Ng  | Mgmt      | For      | For              |
| 1h              | Elect Director Indra K. Nooyi  | Mgmt      | For      | For              |
| 1i              | Elect Director Jonathan J. Rubinstein  | Mgmt      | For      | For              |
| 1j              | Elect Director Brad D. Smith   | Mgmt      | For      | For              |
| 1k              | Elect Director Patricia Q. Stonesifer  | Mgmt      | For      | For              |
| 1l              | Elect Director Wendell P. Weeks  | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors   | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation                                     | Mgmt      | For      | Against          |
| 4               | Adopt Mandatory Policy Separating the Roles of CEO and Board Chair                                 | SH        | Against  | For              |
| 5               | Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views | SH        | Against  | Against          |
| 6               | Disclose All Material Scope 3 Emissions  | SH        | Against  | For              |
| 7               | Report on Impact of Data Centers on Climate Commitments  | SH        | Against  | For              |
| 8               | Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI                   | SH        | Against  | For              |
| 9               | Report on Efforts to Reduce Plastic Packaging  | SH        | Against  | For              |
| 10              | Commission Independent Audit and Report on Warehouse Working Conditions                            | SH        | Against  | For              |
| 11              | Report on Unethical Use of External Data in Development of AI Products                             | SH        | Against  | For              |



Mondelez International, Inc.

Meeting Date: 05/21/2025Country: USATicker: MDLZ

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 582,423

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Elect Director Ertharin Cousin  | Mgmt      | For      | For              |
| 1.2             | Elect Director Cees 't Hart   | Mgmt      | For      | For              |
| 1.3             | Elect Director Nancy McKinstry  | Mgmt      | For      | For              |
| 1.4             | Elect Director Brian J. McNamara  | Mgmt      | For      | For              |
| 1.5             | Elect Director Jorge S. Mesquita  | Mgmt      | For      | For              |
| 1.6             | Elect Director Jane Hamilton Nielsen  | Mgmt      | For      | For              |
| 1.7             | Elect Director Paula A. Price   | Mgmt      | For      | For              |
| 1.8             | Elect Director Patrick T. Siewert   | Mgmt      | For      | For              |
| 1.9             | Elect Director Michael A. Todman  | Mgmt      | For      | For              |
| 1.10            | Elect Director Dirk Van de Put  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation  | Mgmt      | For      | For              |
| 3               | Approve Nonqualified Employee Stock Purchase Plan   | Mgmt      | For      | For              |
| 4               | Ratify PricewaterhouseCoopers LLP as Auditors   | Mgmt      | For      | For              |
| 5               | Commission Third Party Assessment of Company's Commitment to Freedom of Association and Collective Bargaining | SH        | Against  | For              |
| 6               | Report on Sustainable Packaging Policies for Flexible Plastics  | SH        | Against  | For              |
| 7               | Report on Climate Lobbying  | SH        | Against  | For              |
| 8               | Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas         | SH        | Against  | For              |
| 9               | Report on Recycled Content Claims of Plastic Packaging  | SH        | Against  | For              |

Meeting Date: 05/21/2025

Record Date: 05/19/2025

Primary Security ID: F6866T100

Country: France

Meeting Type: Annual/Special

Ticker: ORA

Shares Voted: 1,787,815

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
| 1               | Approve Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 2               | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 3               | Approve Allocation of Income and Dividends of EUR 0.75 per Share  | Mgmt      | For      | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt      | For      | For              |
| 5               | Elect Nadia Zak-Calvet as Representative of Employee Shareholders to the Board                            | Mgmt      | For      | For              |
| 6               | Reelect Bpifrance Participations as Director  | Mgmt      | For      | For              |
| 7               | Approve Compensation Report   | Mgmt      | For      | For              |
| 8               | Approve Compensation of Christel Heydemann, CEO   | Mgmt      | For      | For              |
| 9               | Approve Compensation of Jacques Aschenbroich, Chairman of the Board                                       | Mgmt      | For      | For              |
| 10              | Approve Remuneration Policy of CEO  | Mgmt      | For      | For              |
| 11              | Approve Remuneration Policy of Chairman of the Board  | Mgmt      | For      | For              |
| 12              | Approve Remuneration Policy of Directors  | Mgmt      | For      | For              |
| 13              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For      | For              |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 14              | Amend Article 15 of Bylaws to Comply with Legal Changes   | Mgmt      | For      | For              |
| 15              | Amend Article 21 of Bylaws to Comply with Legal Changes   | Mgmt      | For      | For              |
| 16              | Amend Article 20 of Bylaws Re: Alternate Auditors   | Mgmt      | For      | For              |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 17              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion                                    | Mgmt      | For      | For              |
| 18              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion  | Mgmt      | For      | For              |
| 19              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion  | Mgmt      | For      | For              |
| 20              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above   | Mgmt      | For      | For              |
| 21              | Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers  | Mgmt      | For      | For              |
| 22              | Authorize Capital Increase of up to EUR 1 Billion for Contributions in Kind   | Mgmt      | For      | For              |
| 23              | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion  | Mgmt      | For      | For              |
| 24              | Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Executive Corporate Officers With Performance Conditions Attached | Mgmt      | For      | For              |
| 25              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For      | For              |
| 26              | Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value  | Mgmt      | For      | For              |
| 27              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For      | For              |
| 28              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For      | For              |
|                 | Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions   | Mgmt      |          |                  |

Orange SA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| A               | Amending Item 24 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans | SH        | Against  | Against          |
| B               | Limitation on the Accumulation of Mandates of the Chairman of the Board  | SH        | Against  | Against          |

The Southern Company

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 05/21/2025       | Country: USA         | Ticker: SO |
| Record Date: 03/31/2025        | Meeting Type: Annual |            |
| Primary Security ID: 842587107 |                      |            |

Shares Voted: 85,134

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Janaki Akella                                   | Mgmt      | For      | For              |
| 1b              | Elect Director Shantella E. Cooper                             | Mgmt      | For      | For              |
| 1c              | Elect Director Anthony F. "Tony" Earley, Jr.                   | Mgmt      | For      | For              |
| 1d              | Elect Director James O. "Jimmy" Etheredge                      | Mgmt      | For      | For              |
| 1e              | Elect Director David J. Grain                                  | Mgmt      | For      | For              |
| 1f              | Elect Director Donald M. James                                 | Mgmt      | For      | For              |
| 1g              | Elect Director John D. Johns                                   | Mgmt      | For      | For              |
| 1h              | Elect Director Dale E. Klein                                   | Mgmt      | For      | Against          |
| 1i              | Elect Director David E. Meador                                 | Mgmt      | For      | For              |
| 1j              | Elect Director William G. Smith, Jr.                           | Mgmt      | For      | For              |
| 1k              | Elect Director Kristine L. Svinicki                            | Mgmt      | For      | For              |
| 1l              | Elect Director Lizanne Thomas                                  | Mgmt      | For      | For              |
| 1m              | Elect Director Christopher C. Womack                           | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify Deloitte & Touche LLP as Auditors                       | Mgmt      | For      | For              |

The Southern Company

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 4               | Reduce Supermajority Vote Requirement   | Mgmt      | For      | For              |
| 5               | Adopt Simple Majority Vote  | SH        | Against  | For              |
| 6               | Disclose Assumptions Underlying Increased Reliance on Fossil Fuel-Based Energy Production | SH        | Against  | For              |
| 7               | Report on Net Zero Activities   | SH        | Against  | Against          |
| 8               | Report on Civil Rights and Non-Discrimination Audit                                       | SH        | Against  | Against          |

Enel SpA

Meeting Date: 05/22/2025

Country: Italy

Ticker: ENEL

Record Date: 05/13/2025

Meeting Type: Annual/Special

Primary Security ID: T3679P115

Shares Voted: 26,923,978

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
| 3               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                   | Mgmt      | For      | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
| 4.1             | Slate 1 Submitted by Ministry of Economy and Finance                                      | SH        | None     | Against          |
| 4.2             | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by Ministry of Economy and Finance                         | Mgmt      |          |                  |
| 5               | Approve Internal Auditors' Remuneration   | SH        | None     | For              |
|                 | Management Proposals  | Mgmt      |          |                  |
| 6               | Approve Long Term Incentive Plan 2025   | Mgmt      | For      | For              |
| 7.1             | Approve Remuneration Policy   | Mgmt      | For      | For              |

Enel SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 7.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | For              |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 1.a             | Amend Company Bylaws Re: Article 5.1  | Mgmt      | For      | For              |
| 1.b             | Amend Company Bylaws Re: Article 16.2   | Mgmt      | For      | For              |
| 1.c             | Amend Company Bylaws Re: Article 25.4   | Mgmt      | For      | For              |
| 2               | Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Mgmt      | For      | For              |

NextEra Energy, Inc.

Meeting Date: 05/22/2025

Record Date: 03/25/2025

Primary Security ID: 65339F101

Country: USA

Meeting Type: Annual

Ticker: NEE

Shares Voted: 332,019

| Proposal Number | Proposal Text                             | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Elect Director Nicole S. Annaboldi        | Mgmt      | For      | For              |
| 1b              | Elect Director James L. Camaren           | Mgmt      | For      | For              |
| 1c              | Elect Director Naren K. Gursahaney        | Mgmt      | For      | For              |
| 1d              | Elect Director Kirk S. Hachigian          | Mgmt      | For      | For              |
| 1e              | Elect Director Maria G. Henry             | Mgmt      | For      | For              |
| 1f              | Elect Director John W. Ketchum            | Mgmt      | For      | For              |
| 1g              | Elect Director Amy B. Lane                | Mgmt      | For      | Against          |
| 1h              | Elect Director Geoffrey S. Martha         | Mgmt      | For      | For              |
| 1i              | Elect Director David L. Porges            | Mgmt      | For      | For              |
| 1j              | Elect Director Deborah L. "Dev" Stahlkopf | Mgmt      | For      | For              |
| 1k              | Elect Director John A. Stall              | Mgmt      | For      | For              |
| 1l              | Elect Director Darryl L. Wilson           | Mgmt      | For      | For              |
| 2               | Ratify Deloitte & Touche LLP as Auditors  | Mgmt      | For      | For              |

NextEra Energy, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |

Pinterest, Inc.

|                                |                      |              |
|--------------------------------|----------------------|--------------|
| Meeting Date: 05/22/2025       | Country: USA         | Ticker: PINS |
| Record Date: 03/26/2025        | Meeting Type: Annual |              |
| Primary Security ID: 72352L106 |                      |              |

Shares Voted: 254,432

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Elect Director Leslie Kilgore   | Mgmt      | For      | For              |
| 1b              | Elect Director Bill Ready   | Mgmt      | For      | For              |
| 1c              | Elect Director Benjamin W. Silbermann   | Mgmt      | For      | For              |
| 1d              | Elect Director Salaam Coleman Smith   | Mgmt      | For      | Against          |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation                | Mgmt      | For      | For              |
| 3               | Ratify Ernst & Young LLP as Auditors  | Mgmt      | For      | For              |
| 4               | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt      | For      | Against          |

Quanta Services, Inc.

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 05/22/2025       | Country: USA         | Ticker: PWR |
| Record Date: 04/02/2025        | Meeting Type: Annual |             |
| Primary Security ID: 74762E102 |                      |             |

Shares Voted: 89,065

| Proposal Number | Proposal Text                             | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Elect Director Earl C. (Duke) Austin, Jr. | Mgmt      | For      | For              |
| 1.2             | Elect Director Warner L. Baxter           | Mgmt      | For      | For              |
| 1.3             | Elect Director Doyle N. Beneby            | Mgmt      | For      | For              |
| 1.4             | Elect Director Bernard Fried              | Mgmt      | For      | For              |
| 1.5             | Elect Director Worthing F. Jackman        | Mgmt      | For      | For              |

Quanta Services, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.6             | Elect Director Holli C. Ladhani                                | Mgmt      | For      | For              |
| 1.7             | Elect Director Jo-ann M. dePass Olsovsky                       | Mgmt      | For      | For              |
| 1.8             | Elect Director R. Scott Rowe                                   | Mgmt      | For      | For              |
| 1.9             | Elect Director Raul J. Valentin                                | Mgmt      | For      | For              |
| 1.10            | Elect Director Martha B. Wyrsh                                 | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 4               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | For              |

ServiceNow, Inc.

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 05/22/2025       | Country: USA         | Ticker: NOW |
| Record Date: 03/24/2025        | Meeting Type: Annual |             |
| Primary Security ID: 81762P102 |                      |             |

Shares Voted: 69,529

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Susan L. Bostrom                                | Mgmt      | For      | For              |
| 1b              | Elect Director Teresa Briggs                                   | Mgmt      | For      | For              |
| 1c              | Elect Director Jonathan C. Chadwick                            | Mgmt      | For      | For              |
| 1d              | Elect Director Paul E. Chamberlain                             | Mgmt      | For      | For              |
| 1e              | Elect Director Lawrence J. Jackson, Jr.                        | Mgmt      | For      | For              |
| 1f              | Elect Director Frederic B. Luddy                               | Mgmt      | For      | For              |
| 1g              | Elect Director William R. McDermott                            | Mgmt      | For      | For              |
| 1h              | Elect Director Joseph "Larry" Quinlan                          | Mgmt      | For      | For              |
| 1i              | Elect Director Anita M. Sands                                  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |



ServiceNow, Inc.

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 4               | Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation | Mgmt      | For      | For              |
| 5               | Eliminate Supermajority Vote Requirements   | Mgmt      | For      | For              |
| 6               | Amend Bylaws Regarding Right to Cure Purported Nomination Defects                                   | SH        | Against  | Against          |
| 7               | Amend Right to Call Special Meeting   | SH        | Against  | Against          |

The Home Depot, Inc.

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 05/22/2025       | Country: USA         | Ticker: HD |
| Record Date: 03/24/2025        | Meeting Type: Annual |            |
| Primary Security ID: 437076102 |                      |            |

Shares Voted: 289,082

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Gerard J. Arpey                                 | Mgmt      | For      | For              |
| 1b              | Elect Director Ari Bousbib                                     | Mgmt      | For      | For              |
| 1c              | Elect Director Jeffery H. Boyd                                 | Mgmt      | For      | Against          |
| 1d              | Elect Director Gregory D. Brenneman                            | Mgmt      | For      | For              |
| 1e              | Elect Director J. Frank Brown                                  | Mgmt      | For      | For              |
| 1f              | Elect Director Edward P. Decker                                | Mgmt      | For      | For              |
| 1g              | Elect Director Wayne M. Hewett                                 | Mgmt      | For      | For              |
| 1h              | Elect Director Manuel Kadre                                    | Mgmt      | For      | For              |
| 1i              | Elect Director Stephanie C. Linnartz                           | Mgmt      | For      | For              |
| 1j              | Elect Director Paula A. Santilli                               | Mgmt      | For      | For              |
| 1k              | Elect Director Caryn Seidman-Becker                            | Mgmt      | For      | For              |
| 1l              | Elect Director Asha Sharma                                     | Mgmt      | For      | For              |
| 2               | Ratify KPMG LLP as Auditors                                    | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 4               | Require Independent Board Chair                                | SH        | Against  | For              |

The Home Depot, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 5               | Disclose a Biodiversity Impact and Dependency Assessment | SH        | Against  | For              |
| 6               | Report on Efforts to Reduce Plastic Use                  | SH        | Against  | For              |

Verizon Communications Inc.

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 05/22/2025       | Country: USA         | Ticker: VZ |
| Record Date: 03/24/2025        | Meeting Type: Annual |            |
| Primary Security ID: 92343V104 |                      |            |

Shares Voted: 1,164,705

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.1             | Elect Director Shellye Archambeau  | Mgmt      | For      | For              |
| 1.2             | Elect Director Roxanne Austin  | Mgmt      | For      | For              |
| 1.3             | Elect Director Mark Bertolini  | Mgmt      | For      | For              |
| 1.4             | Elect Director Vittorio Colao  | Mgmt      | For      | For              |
| 1.5             | Elect Director Caroline Litchfield   | Mgmt      | For      | For              |
| 1.6             | Elect Director Laxman Narasimhan   | Mgmt      | For      | For              |
| 1.7             | Elect Director Clarence Otis, Jr.  | Mgmt      | For      | For              |
| 1.8             | Elect Director Daniel Schulman   | Mgmt      | For      | For              |
| 1.9             | Elect Director Carol Tome  | Mgmt      | For      | For              |
| 1.10            | Elect Director Hans Vestberg   | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation   | Mgmt      | For      | For              |
| 3               | Ratify Ernst & Young LLP as Auditors   | Mgmt      | For      | For              |
| 4               | Report on Climate Lobbying   | SH        | Against  | For              |
| 5               | Report on Potential Hazards of Lead Cables and Potential Remediation Costs                                 | SH        | Against  | For              |
| 6               | Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views | SH        | Against  | Against          |

|                                |                              |            |
|--------------------------------|------------------------------|------------|
| Meeting Date: 05/27/2025       | Country: France              | Ticker: LR |
| Record Date: 05/23/2025        | Meeting Type: Annual/Special |            |
| Primary Security ID: F56196185 |                              |            |

Shares Voted: 159,244

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
| 1               | Approve Financial Statements and Statutory Reports                              | Mgmt      | For      | For              |
| 2               | Approve Consolidated Financial Statements and Statutory Reports                 | Mgmt      | For      | For              |
| 3               | Approve Allocation of Income and Dividends of EUR 2.20 per Share                | Mgmt      | For      | For              |
| 4               | Approve Compensation Report of Corporate Officers                               | Mgmt      | For      | For              |
| 5               | Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board          | Mgmt      | For      | For              |
| 6               | Approve Compensation of Benoit Coquart, CEO                                     | Mgmt      | For      | For              |
| 7               | Approve Remuneration Policy of Chairwoman of the Board                          | Mgmt      | For      | For              |
| 8               | Approve Remuneration Policy of CEO  | Mgmt      | For      | For              |
| 9               | Approve Remuneration Policy of Directors  | Mgmt      | For      | For              |
| 10              | Elect Stéphane Pallez as Director   | Mgmt      | For      | For              |
| 11              | Reelect Patrick Koller as Director  | Mgmt      | For      | For              |
| 12              | Reelect Florent Menegaux as Director  | Mgmt      | For      | For              |
| 13              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital                | Mgmt      | For      | For              |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 14              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares      | Mgmt      | For      | For              |
| 15              | Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt      | For      | For              |
| 16              | Amend Article 9.5 of Bylaws to Incorporate Legal Changes                        | Mgmt      | For      | For              |
|                 | Ordinary Business   | Mgmt      |          |                  |
| 17              | Authorize Filing of Required Documents/Other Formalities                        | Mgmt      | For      | For              |

Merck & Co., Inc.

Meeting Date: 05/27/2025

Record Date: 03/28/2025

Primary Security ID: 58933Y105

Country: USA

Meeting Type: Annual

Ticker: MRK

Shares Voted: 702,014

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Douglas M. Baker, Jr.   | Mgmt      | For      | For              |
| 1b              | Elect Director Mary Ellen Coe  | Mgmt      | For      | For              |
| 1c              | Elect Director Pamela J. Craig   | Mgmt      | For      | For              |
| 1d              | Elect Director Robert M. Davis   | Mgmt      | For      | For              |
| 1e              | Elect Director Thomas H. Glocer  | Mgmt      | For      | For              |
| 1f              | Elect Director Surendralal "Lal" L. Karsanbhai   | Mgmt      | For      | For              |
| 1g              | Elect Director Risa J. Lavizzo-Mourey  | Mgmt      | For      | For              |
| 1h              | Elect Director Stephen L. Mayo   | Mgmt      | For      | For              |
| 1i              | Elect Director Paul B. Rothman   | Mgmt      | For      | For              |
| 1j              | Elect Director Patricia F. Russo   | Mgmt      | For      | For              |
| 1k              | Elect Director Christine E. Seidman  | Mgmt      | For      | For              |
| 1l              | Elect Director Inge G. Thulin  | Mgmt      | For      | For              |
| 1m              | Elect Director Kathy J. Warden   | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation                                     | Mgmt      | For      | For              |
| 3               | Ratify PricewaterhouseCoopers LLP as Auditors  | Mgmt      | For      | For              |
| 4               | Report on a Human Rights Impact Assessment   | SH        | Against  | For              |
| 5               | Publish Tax Transparency Report  | SH        | Against  | For              |
| 6               | Consider Eliminating DEI Goals from Compensation Plan Incentives                                   | SH        | Against  | Against          |
| 7               | Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views | SH        | Against  | Against          |

Publicis Groupe SA

Meeting Date: 05/27/2025

Record Date: 05/23/2025

Primary Security ID: F7607Z165

Country: France

Meeting Type: Annual/Special

Ticker: PUB

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                  |
| 1               | Approve Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Consolidated Financial Statements and Statutory Reports                                      | Mgmt      | For      | For              |
| 3               | Approve Allocation of Income and Dividends of EUR 3.60 per Share                                     | Mgmt      | For      | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction        | Mgmt      | For      | For              |
| 5               | Appoint PricewaterhouseCoopers Audit as Auditor  | Mgmt      | For      | For              |
| 6               | Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting                         | Mgmt      | For      | For              |
| 7               | Appoint KPMG S.A as Auditor for Sustainability Reporting   | Mgmt      | For      | For              |
| 8               | Approve Compensation Report of Corporate Officers  | Mgmt      | For      | For              |
| 9               | Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024               | Mgmt      | For      | For              |
| 10              | Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024               | Mgmt      | For      | For              |
| 11              | Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024       | Mgmt      | For      | For              |
| 12              | Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024 | Mgmt      | For      | For              |
| 13              | Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024           | Mgmt      | For      | For              |
| 14              | Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024                            | Mgmt      | For      | For              |
| 15              | Approve Remuneration Policy of Chairman and CEO  | Mgmt      | For      | For              |

Publicis Groupe SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 16              | Approve Remuneration Policy of Directors  | Mgmt      | For      | For              |
| 17              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For      | For              |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 18              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For      | For              |
| 19              | Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans   | Mgmt      | For      | For              |
| 20              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For      | For              |
| 21              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt      | For      | For              |
| 22              | Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes  | Mgmt      | For      | For              |
|                 | Ordinary Business   | Mgmt      |          |                  |
| 23              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For      | For              |

ENAV SpA

Meeting Date: 05/28/2025

Record Date: 05/19/2025

Primary Security ID: T3R4KN103

Country: Italy

Meeting Type: Annual

Ticker: ENAV

Shares Voted: 367,800

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals                                      | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports         | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income                              | Mgmt      | For      | For              |
| 3               | Approve Remuneration Policy                               | Mgmt      | For      | For              |
| 4               | Approve Second Section of the Remuneration Report         | Mgmt      | For      | For              |
| 5               | Approve Short-Term Incentive Plan Based on STI 2024 Bonus | Mgmt      | For      | For              |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 6               | Approve Short-Term Incentive Plan Based on STI 2025 Bonus                                 | Mgmt      | For      | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
| 7.1             | Slate 1 Submitted by Ministry of Economy and Finance                                      | SH        | None     | Against          |
| 7.2             | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by Ministry of Economy and Finance                         | Mgmt      |          |                  |
| 8               | Approve Internal Auditors' Remuneration   | SH        | None     | For              |
|                 | Management Proposal   | Mgmt      |          |                  |
| 9               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                   | Mgmt      | For      | For              |

Exxon Mobil Corporation

Meeting Date: 05/28/2025

Country: USA

Ticker: XOM

Record Date: 04/02/2025

Meeting Type: Annual

Primary Security ID: 30231G102

Shares Voted: 592,999

| Proposal Number | Proposal Text                        | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|------------------|
| 1.1             | Elect Director Michael J. Angelakis  | Mgmt      | For      | For              |
| 1.2             | Elect Director Angela F. Braly       | Mgmt      | For      | For              |
| 1.3             | Elect Director Maria S. Dreyfus      | Mgmt      | For      | For              |
| 1.4             | Elect Director John D. Harris, II    | Mgmt      | For      | For              |
| 1.5             | Elect Director Kaisa H. Hietala      | Mgmt      | For      | For              |
| 1.6             | Elect Director Joseph L. Hooley      | Mgmt      | For      | For              |
| 1.7             | Elect Director Steven A. Kandarian   | Mgmt      | For      | For              |
| 1.8             | Elect Director Alexander A. Karsner  | Mgmt      | For      | For              |
| 1.9             | Elect Director Lawrence W. Kellner   | Mgmt      | For      | Against          |
| 1.10            | Elect Director Dina Powell McCormick | Mgmt      | For      | For              |
| 1.11            | Elect Director Jeffrey W. Ubben      | Mgmt      | For      | For              |

Exxon Mobil Corporation

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.12            | Elect Director Darren W. Woods                                 | Mgmt      | For      | Against          |
| 2               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |

Haleon Plc

**Meeting Date:** 05/28/2025

**Country:** United Kingdom

**Ticker:** HLN

**Record Date:** 05/23/2025

**Meeting Type:** Annual

**Primary Security ID:** G4232K100

Shares Voted: 4,614,878

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports                    | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report  | Mgmt      | For      | For              |
| 3               | Approve Final Dividend   | Mgmt      | For      | For              |
| 4               | Re-elect Sir Dave Lewis as Director                                  | Mgmt      | For      | For              |
| 5               | Re-elect Brian McNamara as Director                                  | Mgmt      | For      | For              |
| 6               | Elect Dawn Allen as Director   | Mgmt      | For      | For              |
| 7               | Re-elect Vindi Banga as Director                                     | Mgmt      | For      | For              |
| 8               | Elect Nancy Avila as Director  | Mgmt      | For      | For              |
| 9               | Re-elect Marie-Anne Aymerich as Director                             | Mgmt      | For      | For              |
| 10              | Elect Blathnaid Bergin as Director                                   | Mgmt      | For      | For              |
| 11              | Re-elect Tracy Clarke as Director                                    | Mgmt      | For      | For              |
| 12              | Re-elect Dame Vivienne Cox as Director                               | Mgmt      | For      | For              |
| 13              | Re-elect Asmita Dubey as Director                                    | Mgmt      | For      | For              |
| 14              | Elect Alan Stewart as Director                                       | Mgmt      | For      | For              |
| 15              | Reappoint KPMG LLP as Auditors                                       | Mgmt      | For      | For              |
| 16              | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt      | For      | For              |



Haleon Plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 17              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 18              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 19              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 20              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 21              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |
| 22              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |

Meta Platforms, Inc.

|                                |                      |              |
|--------------------------------|----------------------|--------------|
| Meeting Date: 05/28/2025       | Country: USA         | Ticker: META |
| Record Date: 04/01/2025        | Meeting Type: Annual |              |
| Primary Security ID: 30303M102 |                      |              |

Shares Voted: 475,167

| Proposal Number | Proposal Text                        | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|------------------|
| 1.1             | Elect Director Peggy Alford          | Mgmt      | For      | Withhold         |
| 1.2             | Elect Director Marc L. Andreessen    | Mgmt      | For      | Withhold         |
| 1.3             | Elect Director John Arnold           | Mgmt      | For      | For              |
| 1.4             | Elect Director Patrick Collison      | Mgmt      | For      | For              |
| 1.5             | Elect Director John Elkann           | Mgmt      | For      | Withhold         |
| 1.6             | Elect Director Andrew W. Houston     | Mgmt      | For      | Withhold         |
| 1.7             | Elect Director Nancy Killefer        | Mgmt      | For      | For              |
| 1.8             | Elect Director Robert M. Kimmitt     | Mgmt      | For      | For              |
| 1.9             | Elect Director Dina Powell McCormick | Mgmt      | For      | For              |
| 1.10            | Elect Director Charles Songhurst     | Mgmt      | For      | For              |
| 1.11            | Elect Director Hock E. Tan           | Mgmt      | For      | For              |
| 1.12            | Elect Director Tracey T. Travis      | Mgmt      | For      | For              |
| 1.13            | Elect Director Dana White            | Mgmt      | For      | For              |
| 1.14            | Elect Director Tony Xu               | Mgmt      | For      | Withhold         |
| 1.15            | Elect Director Mark Zuckerberg       | Mgmt      | For      | Withhold         |

Meta Platforms, Inc.

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec    | Vote Instruction |
|-----------------|---|-----------|-------------|------------------|
| 2               | Ratify Ernst & Young LLP as Auditors  | Mgmt      | For         | For              |
| 3               | Approve Omnibus Stock Plan  | Mgmt      | For         | Against          |
| 4               | Advisory Vote to Ratify Named Executive Officers' Compensation                | Mgmt      | For         | Against          |
| 5               | Advisory Vote on Say on Pay Frequency   | Mgmt      | Three Years | One Year         |
| 6               | Approve Recapitalization Plan for all Stock to Have One-vote per Share        | SH        | Against     | For              |
| 7               | Disclosure of Voting Results Based on Class of Shares                         | SH        | Against     | For              |
| 8               | Report on Hate Targeting Marginalized Communities                             | SH        | Against     | For              |
| 9               | Report on Child Safety and Harm Reduction                                     | SH        | Against     | For              |
| 10              | Report on Combatting Risks of Online Child Exploitation                       | SH        | Against     | For              |
| 11              | Report on Risks of Unethical Use of External Data to Develop AI Products      | SH        | Against     | For              |
| 12              | Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity | SH        | Against     | For              |
| 13              | Report on Investing in Bitcoin  | SH        | Against     | Against          |
| 14              | Report on Data Collection and Advertising Practices                           | SH        | Against     | For              |

Repsol SA

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 05/29/2025       | Country: Spain       | Ticker: REP |
| Record Date: 05/23/2025        | Meeting Type: Annual |             |
| Primary Security ID: E8471S130 |                      |             |

Shares Voted: 547,723

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Approve Consolidated and Standalone Financial Statements | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income and Dividends               | Mgmt      | For      | For              |
| 3               | Approve Non-Financial Information Statement              | Mgmt      | For      | For              |
| 4               | Approve Discharge of Board                               | Mgmt      | For      | For              |

Repsol SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 5               | Renew Appointment of PricewaterhouseCoopers as Auditor  | Mgmt      | For      | For              |
| 6               | Approve Dividends Charged Against Reserves  | Mgmt      | For      | For              |
| 7               | Approve Dividends Charged Against Reserves  | Mgmt      | For      | For              |
| 8               | Approve Reduction in Share Capital via Cancellation of Treasury Shares  | Mgmt      | For      | For              |
| 9               | Approve Reduction in Share Capital via Cancellation of Treasury Shares  | Mgmt      | For      | For              |
| 10              | Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 8.4 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital | Mgmt      | For      | For              |
| 11              | Reelect Aurora Cata Sala as Director  | Mgmt      | For      | For              |
| 12              | Reelect Isabel Torremocha Ferrezuelo as Director  | Mgmt      | For      | For              |
| 13              | Reelect Mariano Marzo Carpio as Director  | Mgmt      | For      | For              |
| 14              | Advisory Vote on Remuneration Report  | Mgmt      | For      | For              |
| 15              | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 16              | Amend Long-Term Incentive Plan  | Mgmt      | For      | For              |
| 17              | Amend Long-Term Incentive Plan  | Mgmt      | For      | For              |
| 18              | Authorize Board to Ratify and Execute Approved Resolutions  | Mgmt      | For      | For              |

Arista Networks, Inc.

Meeting Date: 05/30/2025

Record Date: 04/02/2025

Primary Security ID: 040413205

Country: USA

Meeting Type: Annual

Ticker: ANET

Shares Voted: 136,610

| Proposal Number | Proposal Text                    | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|------------------|
| 1.1             | Elect Director Charles Giancarlo | Mgmt      | For      | For              |

Arista Networks, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.2             | Elect Director Daniel Scheinman                                | Mgmt      | For      | Withhold         |
| 1.3             | Elect Director Yvonne Wassenaar                                | Mgmt      | For      | Withhold         |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | Against          |
| 3               | Ratify Ernst & Young LLP as Auditors                           | Mgmt      | For      | For              |

Iberdrola SA

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 05/30/2025       | Country: Spain       | Ticker: IBE |
| Record Date: 05/23/2025        | Meeting Type: Annual |             |
| Primary Security ID: E6165F166 |                      |             |

Shares Voted: 2,552,757

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Approve Consolidated and Standalone Financial Statements                  | Mgmt      | For      | For              |
| 2               | Approve Consolidated and Standalone Management Reports                    | Mgmt      | For      | For              |
| 3               | Approve Non-Financial Information Statement                               | Mgmt      | For      | For              |
| 4               | Approve Discharge of Board  | Mgmt      | For      | For              |
| 5.1             | Amend Articles Re: Corporate Organization and Governance                  | Mgmt      | For      | For              |
| 5.2             | Amend Articles Re: Technical Improvements and Update                      | Mgmt      | For      | For              |
| 6.1             | Include Preamble in the General Meeting Regulations                       | Mgmt      | For      | For              |
| 6.2             | Include Title I in the General Meeting Regulations                        | Mgmt      | For      | For              |
| 6.3             | Include Title II in the General Meeting Regulations                       | Mgmt      | For      | For              |
| 6.4             | Include Title III in the General Meeting Regulations                      | Mgmt      | For      | For              |
| 6.5             | Include Titles IV and V in the General Meeting Regulations                | Mgmt      | For      | For              |
| 6.6             | Include Titles VI, VII, VIII, IX and X in the General Meeting Regulations | Mgmt      | For      | For              |
| 6.7             | Include Title XI in the General Meeting Regulations                       | Mgmt      | For      | For              |

Iberdrola SA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 6.8             | Include Title XII in the General Meeting Regulations   | Mgmt      | For      | For              |
| 7               | Approve Engagement Dividend  | Mgmt      | For      | For              |
| 8               | Approve Allocation of Income and Dividends   | Mgmt      | For      | For              |
| 9               | Approve Scrip Dividends  | Mgmt      | For      | For              |
| 10              | Approve Scrip Dividends  | Mgmt      | For      | For              |
| 11              | Approve Reduction in Share Capital via Cancellation of Treasury Shares   | Mgmt      | For      | For              |
| 12              | Advisory Vote on Remuneration Report   | Mgmt      | For      | For              |
| 13              | Reelect Angel Jesus Acebes Paniagua as Director  | Mgmt      | For      | For              |
| 14              | Reelect Juan Manuel Gonzalez Serna as Director   | Mgmt      | For      | For              |
| 15              | Ratify Appointment of and Elect Ana Colonques Garcia-Planas as Director  | Mgmt      | For      | For              |
| 16              | Fix Number of Directors at 14  | Mgmt      | For      | For              |
| 17              | Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 40 Billion and Issuance of Notes up to EUR 8 Billion | Mgmt      | For      | For              |
| 18              | Authorize Board to Ratify and Execute Approved Resolutions   | Mgmt      | For      | For              |

Lowe's Companies, Inc.

Meeting Date: 05/30/2025

Record Date: 03/24/2025

Primary Security ID: 548661107

Country: USA

Meeting Type: Annual

Ticker: LOW

Shares Voted: 135,895

| Proposal Number | Proposal Text                      | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|------------------|
| 1.1             | Elect Director Raul Alvarez        | Mgmt      | For      | For              |
| 1.2             | Elect Director Scott H. Baxter     | Mgmt      | For      | For              |
| 1.3             | Elect Director Sandra B. Cochran   | Mgmt      | For      | For              |
| 1.4             | Elect Director Laurie Z. Douglas   | Mgmt      | For      | For              |
| 1.5             | Elect Director Richard W. Dreiling | Mgmt      | For      | For              |

Lowe's Companies, Inc.

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.6             | Elect Director Marvin R. Ellison                               | Mgmt      | For      | For              |
| 1.7             | Elect Director Navdeep Gupta                                   | Mgmt      | For      | For              |
| 1.8             | Elect Director Brian C. Rogers                                 | Mgmt      | For      | For              |
| 1.9             | Elect Director Bertram L. Scott                                | Mgmt      | For      | For              |
| 1.10            | Elect Director Lawrence Simkins                                | Mgmt      | For      | For              |
| 1.11            | Elect Director Colleen Taylor                                  | Mgmt      | For      | For              |
| 1.12            | Elect Director Mary Beth West                                  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 3               | Ratify Deloitte & Touche LLP as Auditors                       | Mgmt      | For      | For              |



## Monthly summary of votes cast

April  
2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

**Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.**

**Sede legale** Corso Garibaldi 99, 20121 Milano • Tel +39 02 806381 • Fax +39 02 80638222

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 • Capitale Sociale euro 23.793.000 int. vers. R.E.A. di Milano n. 1162082

Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA – Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 04/01/2025 to 04/30/2025

Hewlett Packard Enterprise Company

Meeting Date: 04/02/2025

Record Date: 02/03/2025

Primary Security ID: 42824C109

Country: USA

Meeting Type: Annual

Ticker: HPE

Shares Voted: 532,242

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Pamela L. Carter                                | Mgmt      | For      | For              |
| 1b              | Elect Director Frank A. D'Amelio                               | Mgmt      | For      | For              |
| 1c              | Elect Director Regina E. Dugan                                 | Mgmt      | For      | For              |
| 1d              | Elect Director Jean M. Hobby                                   | Mgmt      | For      | For              |
| 1e              | Elect Director Raymond J. Lane                                 | Mgmt      | For      | For              |
| 1f              | Elect Director Ann M. Livermore                                | Mgmt      | For      | For              |
| 1g              | Elect Director Bethany J. Mayer                                | Mgmt      | For      | For              |
| 1h              | Elect Director Antonio F. Neri                                 | Mgmt      | For      | For              |
| 1i              | Elect Director Charles H. Noski                                | Mgmt      | For      | For              |
| 1j              | Elect Director Raymond E. Ozzie                                | Mgmt      | For      | For              |
| 1k              | Elect Director Gary M. Reiner                                  | Mgmt      | For      | For              |
| 1l              | Elect Director Patricia F. Russo                               | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors                           | Mgmt      | For      | For              |
| 3               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | Against          |
| 4               | Amend Qualified Employee Stock Purchase Plan                   | Mgmt      | For      | For              |
| 5               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 6               | Report on Lobbying Payments and Policy                         | SH        | Against  | For              |

Rio Tinto Plc

Meeting Date: 04/03/2025

Record Date: 04/01/2025

Primary Security ID: G75754104

Country: United Kingdom

Meeting Type: Annual

Ticker: RIO



| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Resolutions 1 to 19 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate | Mgmt      |          |                  |
|                 | Management Proposals   | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report for UK Law Purposes  | Mgmt      | For      | For              |
| 3               | Approve Remuneration Report for Australian Law Purposes  | Mgmt      | For      | For              |
| 4               | Elect Sharon Thorne as Director  | Mgmt      | For      | For              |
| 5               | Re-elect Dominic Barton as Director  | Mgmt      | For      | For              |
| 6               | Re-elect Peter Cunningham as Director  | Mgmt      | For      | For              |
| 7               | Re-elect Dean Dalla Valle as Director  | Mgmt      | For      | Against          |
| 8               | Re-elect Simon Henry as Director   | Mgmt      | For      | For              |
| 9               | Re-elect Susan Lloyd-Hurwitz as Director   | Mgmt      | For      | For              |
| 10              | Re-elect Martina Merz as Director  | Mgmt      | For      | For              |
| 11              | Re-elect Jennifer Nason as Director  | Mgmt      | For      | For              |
| 12              | Re-elect Joc O'Rourke as Director  | Mgmt      | For      | For              |
| 13              | Re-elect Jakob Stausholm as Director   | Mgmt      | For      | For              |
| 14              | Re-elect Ngaire Woods as Director  | Mgmt      | For      | For              |
| 15              | Re-elect Ben Wyatt as Director   | Mgmt      | For      | For              |
| 16              | Reappoint KPMG LLP as Auditors   | Mgmt      | For      | For              |
| 17              | Authorise Audit & Risk Committee to Fix Remuneration of Auditors   | Mgmt      | For      | For              |
| 18              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 19              | Approve Climate Action Plan  | Mgmt      | For      | Against          |
|                 | Resolutions 20 to 24 will be Voted on by Rio Tinto plc Shareholders Only                                       | Mgmt      |          |                  |

Rio Tinto Plc

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 20              | Authorise Issue of Equity   | Mgmt      | For      | For              |
| 21              | Authorise Issue of Equity without Pre-emptive Rights  | Mgmt      | For      | For              |
| 22              | Authorise Market Purchase of Ordinary Shares  | Mgmt      | For      | For              |
| 23              | Authorise the Company to Call General Meeting with Two Weeks' Notice  | Mgmt      | For      | For              |
| 24              | Shareholder Proposal  | Mgmt      |          |                  |
|                 | Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review | SH        | Against  | For              |

AstraZeneca PLC

Meeting Date: 04/11/2025

Record Date: 04/09/2025

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 1,112,865

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Dividends                                 | Mgmt      | For      | For              |
| 3               | Reappoint PricewaterhouseCoopers LLP as Auditors  | Mgmt      | For      | For              |
| 4               | Authorise Board to Fix Remuneration of Auditors   | Mgmt      | For      | For              |
| 5a              | Re-elect Michel Demare as Director                | Mgmt      | For      | For              |
| 5b              | Re-elect Pascal Soriot as Director                | Mgmt      | For      | For              |
| 5c              | Re-elect Aradhana Sarin as Director               | Mgmt      | For      | For              |
| 5d              | Re-elect Philip Broadley as Director              | Mgmt      | For      | For              |
| 5e              | Re-elect Euan Ashley as Director                  | Mgmt      | For      | For              |
| 5f              | Elect Birgit Conix as Director                    | Mgmt      | For      | For              |
| 5g              | Elect Rene Haas as Director                       | Mgmt      | For      | For              |

AstraZeneca PLC

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 5h              | Elect Karen Knudsen as Director  | Mgmt      | For      | For              |
| 5i              | Re-elect Diana Layfield as Director  | Mgmt      | For      | For              |
| 5j              | Re-elect Anna Manz as Director   | Mgmt      | For      | For              |
| 5k              | Re-elect Sheri McCoy as Director   | Mgmt      | For      | For              |
| 5l              | Re-elect Tony Mok as Director  | Mgmt      | For      | For              |
| 5m              | Re-elect Nazneen Rahman as Director  | Mgmt      | For      | For              |
| 5n              | Re-elect Marcus Wallenberg as Director   | Mgmt      | For      | For              |
| 6               | Approve Remuneration Report  | Mgmt      | For      | For              |
| 7               | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 8               | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 9               | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 10              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 11              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |
| 12              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/15/2025

Record Date: 04/04/2025

Primary Security ID: T6032P102

Country: Italy

Meeting Type: Annual

Ticker: INW

Shares Voted: 39,845

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business                                 | Mgmt      |          |                  |
|                 | Management Proposals                              | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income                      | Mgmt      | For      | For              |
| 3               | Approve Extraordinary Dividend Distribution       | Mgmt      | For      | For              |
| 4               | Approve Remuneration Policy                       | Mgmt      | For      | For              |

Infrastrutture Wireless Italiane SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 5               | Approve Second Section of the Remuneration Report  | Mgmt      | For      | For              |
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares  | Mgmt      | For      | For              |
| 7               | Adjust Remuneration of Auditors  | Mgmt      | For      | For              |
| 8               | Approve Climate Transition Plan  | Mgmt      | For      | Against          |
| 9.1             | Appoint Directors (Slate Election) - Choose One of the Following Slates  | Mgmt      |          |                  |
|                 | Slate Submitted by Central Tower Holding Company BV  | SH        | None     | Against          |
|                 | Slate Submitted by Daphne 3 SpA  | SH        | None     | Against          |
|                 | Slate Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
| 9.2             | Shareholder Proposals Submitted by Daphne 3 SpA  | Mgmt      |          |                  |
|                 | Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies | SH        | None     | Against          |
| 10              | Fix Board Terms for Directors  | SH        | None     | For              |
| 11              | Management Proposal  | Mgmt      |          |                  |
|                 | Approve Remuneration of Directors  | Mgmt      | For      | For              |

Piaggio & C SpA

Meeting Date: 04/15/2025

Country: Italy

Ticker: PIA

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: T74237107

Shares Voted: 5,081,416

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Ordinary Business                                 | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
|                 | Approve Allocation of Income                      | Mgmt      | For      | For              |
| 2.1             | Approve Remuneration Policy                       | Mgmt      | For      | Against          |
| 2.2             | Approve Second Section of the Remuneration Report | Mgmt      | For      | Against          |

Piaggio & C SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 3               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt      | For      | Against          |

Arnoldo Mondadori Editore SpA

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 04/16/2025       | Country: Italy       | Ticker: MN |
| Record Date: 04/07/2025        | Meeting Type: Annual |            |
| Primary Security ID: T6901G126 |                      |            |

Shares Voted: 11,494,415

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
| 3               | Approve Dividend Distribution   | Mgmt      | For      | For              |
| 4               | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 5               | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares   | Mgmt      | For      | For              |
| 7               | Approve Performance Share Plan  | Mgmt      | For      | For              |
| 8               | Approve Short-Term Incentive Plan   | Mgmt      | For      | For              |
| 9               | Shareholder Proposal Submitted by Fininvest SpA   | Mgmt      |          |                  |
|                 | Appoint Emilio Gatto as Primary Internal Statutory Auditor and Giancarlo Povoleri as Alternate Internal Statutory Auditor | SH        | None     | For              |

Iveco Group NV

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 04/16/2025       | Country: Netherlands | Ticker: IVG |
| Record Date: 03/19/2025        | Meeting Type: Annual |             |
| Primary Security ID: N47017103 |                      |             |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Annual Meeting Agenda   | Mgmt      |          |                  |
| 1               | Open Meeting  | Mgmt      |          |                  |
| 2a              | Receive Report of Management Board (Non-Voting)               | Mgmt      |          |                  |
| 2b              | Adopt Financial Statements                                    | Mgmt      | For      | For              |
| 2c              | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt      |          |                  |
| 2d              | Approve Dividends   | Mgmt      | For      | For              |
| 2e              | Approve Remuneration Report                                   | Mgmt      | For      | For              |
| 3a              | Approve Discharge of Executive Directors                      | Mgmt      | For      | For              |
| 3b              | Approve Discharge of Non-Executive Directors                  | Mgmt      | For      | For              |
| 4a              | Reelect Suzanne Heywood as Executive Director                 | Mgmt      | For      | Against          |
| 4b              | Elect Olof Persson as an Executive Director                   | Mgmt      | For      | For              |
| 4c              | Reelect Judy Curran as a Non-Executive Director               | Mgmt      | For      | For              |
| 4d              | Reelect Tufan Erginbilgic as a Non-Executive Director         | Mgmt      | For      | For              |
| 4e              | Elect Clara Fain as a Non-Executive Director                  | Mgmt      | For      | Against          |
| 4f              | Reelect Essimari Kairisto as a Non-Executive Director         | Mgmt      | For      | For              |
| 4g              | Reelect Linda Knoll as a Non-Executive Director               | Mgmt      | For      | Against          |
| 4h              | Reelect Alessandro Nasi as a Non-Executive Director           | Mgmt      | For      | Against          |
| 4i              | Reelect Lorenzo Simonelli as a Non-Executive Director         | Mgmt      | For      | Against          |
| 5               | Reappoint Deloitte Accountants B.V. as Auditors               | Mgmt      | For      | For              |
| 6               | Amend Remuneration Policy                                     | Mgmt      | For      | For              |
| 7               | Approve Executive Incentive Bonus Plan                        | Mgmt      | For      | Against          |
| 8               | Authorize Board to Repurchase Shares                          | Mgmt      | For      | For              |
| 9               | Close Meeting   | Mgmt      |          |                  |

Moncler SpA

Meeting Date: 04/16/2025

Record Date: 04/07/2025

Primary Security ID: T6730E110

Country: Italy

Meeting Type: Annual

Ticker: MONC

Shares Voted: 92,678

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1.1             | Ordinary Business  | Mgmt      |          |                  |
|                 | Management Proposals   | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 1.2             | Approve Allocation of Income   | Mgmt      | For      | For              |
| 2.1             | Approve Remuneration Policy  | Mgmt      | For      | For              |
| 2.2             | Approve Second Section of the Remuneration Report  | Mgmt      | For      | For              |
| 3               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares  | Mgmt      | For      | For              |
| 4.1             | Shareholder Proposals Submitted by Double R Srl  | Mgmt      |          |                  |
|                 | Fix Number of Directors  | SH        | None     | For              |
|                 | Fix Board Terms for Directors  | SH        | None     | For              |
| 4.3             | Management Proposal  | Mgmt      |          |                  |
|                 | Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies | Mgmt      | For      | Against          |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates  | Mgmt      |          |                  |
| 4.4.1           | Slate 1 Submitted by Double R Srl  | SH        | None     | Against          |
| 4.4.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
| 4.5             | Shareholder Proposal Submitted by Double R Srl   | Mgmt      |          |                  |
|                 | Approve Remuneration of Directors  | SH        | None     | For              |

Pharmanutra SpA

Meeting Date: 04/16/2025

Record Date: 04/07/2025

Primary Security ID: T7S298129

Country: Italy

Meeting Type: Annual/Special

Ticker: PHN

Pharmanutra SpA

Shares Voted: 1,243

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 1.2             | Approve Allocation of Income  | Mgmt      | For      | For              |
| 2.1             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 3.1.1           | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates     | Mgmt      |          |                  |
|                 | Slate 1 Submitted by ALH Srl  | SH        | None     | Against          |
|                 | Slate 2 Submitted by Institutional Investors (Assogestioni)                                   | SH        | None     | For              |
| 3.2             | Shareholder Proposals Submitted by ALH Srl  | Mgmt      |          |                  |
|                 | Appoint Chairman of Internal Statutory Auditors   | SH        | None     | For              |
|                 | Approve Internal Auditors' Remuneration   | SH        | None     | For              |
| 4               | Management Proposals  | Mgmt      |          |                  |
|                 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                       | Mgmt      | For      | For              |
|                 | Appoint BDO Italia SpA as Auditor for Sustainability Reporting and Approve Their Remuneration | Mgmt      | For      | For              |
| 1               | Extraordinary Business  | Mgmt      |          |                  |
|                 | Amend Company Bylaws Re: Articles 9, 10, 16 and 22  | Mgmt      | For      | Against          |

Prysmian SpA

Meeting Date: 04/16/2025

Record Date: 04/07/2025

Primary Security ID: T7630L105

Country: Italy

Meeting Type: Annual/Special

Ticker: PRY

Shares Voted: 319,610

| Proposal Number | Proposal Text     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|-------------------|-----------|----------|------------------|
|                 | Ordinary Business | Mgmt      |          |                  |



Prysmian SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports                                      | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income   | Mgmt      | For      | For              |
| 3               | Appoint Internal Statutory Auditors (Slate Election)                                   | Mgmt      | None     | For              |
|                 | Slate 1 Submitted by Institutional Investors (Assogestioni)                            | SH        |          |                  |
|                 | Approve Internal Auditors' Remuneration  | Mgmt      |          |                  |
| 4               | Approve Internal Auditors' Remuneration  | Mgmt      | For      | For              |
| 5               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                | Mgmt      | For      | For              |
| 6               | Approve Employee Share Purchase Plan   | Mgmt      | For      | For              |
| 7               | Approve Employee Share Grant Plan  | Mgmt      | For      | For              |
| 8               | Approve Remuneration Policy  | Mgmt      | For      | For              |
| 9               | Approve Second Section of the Remuneration Report                                      | Mgmt      | For      | Against          |
| 1               | Extraordinary Business   | Mgmt      | For      | For              |
|                 | Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 6 | Mgmt      |          |                  |
| 2               | Approve Capital Increase to Service Share-Based Plans                                  | Mgmt      | For      | For              |

Banco di Desio e della Brianza SpA

Meeting Date: 04/17/2025

Record Date: 04/08/2025

Primary Security ID: T1719F105

Country: Italy

Meeting Type: Annual/Special

Ticker: BDB

Shares Voted: 1,707,515

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Extraordinary Business                            | Mgmt      | For      | Against          |
|                 | Amend Company Bylaws                              | Mgmt      |          |                  |
|                 | Ordinary Business                                 | Mgmt      |          |                  |
| 1.1             | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 1.2             | Approve Allocation of Income                      | Mgmt      | For      | For              |
| 2.1             | Approve Remuneration Policy                       | Mgmt      | For      | For              |
| 2.2             | Approve Second Section of the Remuneration Report | Mgmt      | For      | For              |

Banco di Desio e della Brianza SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 3               | Approve 2025 Incentive System Based on the Assignment of Phantom Shares | Mgmt      | For      | For              |
| 4               | Adjust Remuneration of External Auditors                                | Mgmt      | For      | For              |

ERG SpA

Meeting Date: 04/22/2025

Record Date: 04/09/2025

Primary Security ID: T3707Z101

Country: Italy

Meeting Type: Annual

Ticker: ERG

Shares Voted: 413,444

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
| 3.1.1           | Slate 1 Submitted by SQ Renewables SpA  | SH        | None     | Against          |
| 3.1.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by SQ Renewables SpA                                       | Mgmt      |          |                  |
| 3.2             | Approve Internal Auditors' Remuneration   | SH        | None     | For              |
|                 | Management Proposals  | Mgmt      |          |                  |
| 4               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                   | Mgmt      | For      | For              |
| 5.1             | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 5.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |

Amplifon SpA

Meeting Date: 04/23/2025

Record Date: 04/10/2025

Primary Security ID: T0388E118

Country: Italy

Meeting Type: Annual

Ticker: AMP

Shares Voted: 7,400

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
| 1.1             | Accept Financial Statements and Statutory Reports                       | Mgmt      | For      | For              |
| 1.2             | Approve Allocation of Income  | Mgmt      | For      | For              |
| 2.1             | Fix Number of Directors   | Mgmt      | For      | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
| 2.2.1           | Slate 1 Submitted by Ampliter Srl                                       | SH        | None     | Against          |
| 2.2.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)             | SH        | None     | For              |
| 3               | Approve Remuneration of Directors                                       | Mgmt      | For      | For              |
| 4.1             | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 4.2             | Approve Second Section of the Remuneration Report                       | Mgmt      | For      | Against          |
| 5               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt      | For      | For              |
| 6               | Amend Regulations on General Meetings                                   | Mgmt      | For      | Against          |

Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Record Date: 04/10/2025

Primary Security ID: T05040109

Country: Italy

Meeting Type: Annual/Special

Ticker: G

Shares Voted: 193,852

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business                                 | Mgmt      |          |                  |
|                 | Management Proposals                              | Mgmt      |          |                  |
| 1a              | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 1b              | Approve Allocation of Income                      | Mgmt      | For      | For              |
| 2a              | Fix Number of Directors                           | Mgmt      | For      | For              |

# Assicurazioni Generali SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates   | Mgmt      |          |                  |
| 2b.1            | Slate 1 Submitted by Mediobanca   | SH        | None     | Against          |
| 2b.2            | Slate 2 Submitted by VM 2006 Srl  | SH        | None     | Against          |
| 2b.3            | Slate 3 Submitted by Institutional Investors (Assogestioni)   | SH        | None     | For              |
|                 | Approve Remuneration of Directors - Choose One of the Following Proposals   | Mgmt      |          |                  |
| 2c.1            | Approve Fees Proposed by the Board of Directors   | Mgmt      | For      | For              |
| 2c.2            | Approve Fees Proposed by VM 2006 Srl  | SH        | None     | Against          |
|                 | Shareholder Proposal Submitted by VM 2006 Srl   | Mgmt      |          |                  |
| 3a              | Appoint Annalisa Firmani as Alternate Internal Statutory Auditor  | SH        | None     | For              |
|                 | Management Proposals  | Mgmt      |          |                  |
| 4a              | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 4b              | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 5a              | Approve Group Long Term Incentive Plan  | Mgmt      | For      | For              |
| 5b              | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan | Mgmt      | For      | For              |
| 6a              | Authorize Share Repurchase Program  | Mgmt      | For      | For              |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 6b              | Authorize Cancellation of Treasury Shares without Reduction of Share Capital                                      | Mgmt      | For      | For              |
| 7a              | Amend Company Bylaws Re: Article 9.1  | Mgmt      | For      | For              |

# NatWest Group Plc

|                                |                         |             |
|--------------------------------|-------------------------|-------------|
| Meeting Date: 04/23/2025       | Country: United Kingdom | Ticker: NWG |
| Record Date: 04/17/2025        | Meeting Type: Annual    |             |
| Primary Security ID: G6422B147 |                         |             |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 2               | Approve Remuneration Policy  | Mgmt      | For      | For              |
| 3               | Approve Remuneration Report  | Mgmt      | For      | For              |
| 4               | Approve Final Dividend   | Mgmt      | For      | For              |
| 5               | Re-elect Rick Haythornthwaite as Director  | Mgmt      | For      | For              |
| 6               | Re-elect Paul Thwaite as Director  | Mgmt      | For      | For              |
| 7               | Re-elect Katie Murray as Director  | Mgmt      | For      | For              |
| 8               | Re-elect Frank Dangeard as Director  | Mgmt      | For      | Abstain          |
| 9               | Re-elect Roisin Donnelly as Director   | Mgmt      | For      | For              |
| 10              | Re-elect Patrick Flynn as Director   | Mgmt      | For      | For              |
| 11              | Elect Geeta Gopalan as Director  | Mgmt      | For      | For              |
| 12              | Re-elect Yasmin Jetha as Director  | Mgmt      | For      | For              |
| 13              | Re-elect Stuart Lewis as Director  | Mgmt      | For      | For              |
| 14              | Elect Gill Whitehead as Director   | Mgmt      | For      | For              |
| 15              | Re-elect Lena Wilson as Director   | Mgmt      | For      | For              |
| 16              | Reappoint Ernst & Young LLP as Auditors  | Mgmt      | For      | For              |
| 17              | Authorise the Group Audit Committee to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 18              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 19              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 20              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 21              | Authorise Issue of Equity in Connection with Equity Convertible Notes  | Mgmt      | For      | For              |
| 22              | Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes                   | Mgmt      | For      | For              |

NatWest Group Plc

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 23              | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt      | For      | For              |
| 24              | Authorise UK Political Donations and Expenditure                     | Mgmt      | For      | For              |
| 25              | Authorise Market Purchase of Ordinary Shares                         | Mgmt      | For      | For              |
| 26              | Authorise Off-Market Purchase of Ordinary Shares from HM Treasury    | Mgmt      | For      | For              |
| 27              | Authorise Off-Market Purchase of Preference Shares                   | Mgmt      | For      | For              |

The Goldman Sachs Group, Inc.

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 04/23/2025       | Country: USA         | Ticker: GS |
| Record Date: 02/24/2025        | Meeting Type: Annual |            |
| Primary Security ID: 38141G104 |                      |            |

Shares Voted: 66,974

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Michele Burns                                   | Mgmt      | For      | For              |
| 1b              | Elect Director Mark Flaherty                                   | Mgmt      | For      | For              |
| 1c              | Elect Director Kimberley Harris                                | Mgmt      | For      | For              |
| 1d              | Elect Director John Hess                                       | Mgmt      | For      | For              |
| 1e              | Elect Director Kevin Johnson                                   | Mgmt      | For      | For              |
| 1f              | Elect Director Ellen Kullman                                   | Mgmt      | For      | For              |
| 1g              | Elect Director KC McClure                                      | Mgmt      | For      | For              |
| 1h              | Elect Director Lakshmi Mittal                                  | Mgmt      | For      | For              |
| 1i              | Elect Director Thomas Montag                                   | Mgmt      | For      | For              |
| 1j              | Elect Director Peter Oppenheimer                               | Mgmt      | For      | For              |
| 1k              | Elect Director David Solomon                                   | Mgmt      | For      | For              |
| 1l              | Elect Director Jan Tighe                                       | Mgmt      | For      | For              |
| 1m              | Elect Director David Viniar                                    | Mgmt      | For      | For              |
| 1n              | Elect Director John Waldron                                    | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | Against          |
| 3               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | Against          |

The Goldman Sachs Group, Inc.

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 4               | Ratify PricewaterhouseCoopers LLP as Auditors   | Mgmt      | For      | For              |
| 5               | Consider Abolishing DEI Goals from Compensation Inducements                                     | SH        | Against  | Against          |
| 6               | Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives | SH        | Against  | Against          |
| 7               | Report on Clean Energy Supply Financing Ratio   | SH        | Against  | For              |

ENGIE SA

Meeting Date: 04/24/2025

Country: France

Ticker: ENGI

Record Date: 04/22/2025

Meeting Type: Annual/Special

Primary Security ID: F7629A107

Shares Voted: 1,645,848

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                  |
| 1               | Approve Financial Statements and Statutory Reports                           | Mgmt      | For      | For              |
| 2               | Approve Consolidated Financial Statements and Statutory Reports              | Mgmt      | For      | For              |
| 3               | Approve Allocation of Income and Dividends of EUR 1.48 per Share             | Mgmt      | For      | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions               | Mgmt      | For      | For              |
| 5               | Authorize Repurchase of Up to 10 Percent of Issued Share Capital             | Mgmt      | For      | For              |
| 6               | Reelect Catherine MacGregor as Director                                      | Mgmt      | For      | Against          |
| A               | Elect Stefano Bassi as Representative of Employee Shareholders to the Board  | Mgmt      | Abstain  | Against          |
| 7               | Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board | Mgmt      | For      | For              |
| 8               | Approve Compensation Report of Corporate Officers                            | Mgmt      | For      | For              |
| 9               | Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board         | Mgmt      | For      | For              |

ENGIE SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 10              | Approve Compensation of Catherine MacGregor, CEO  | Mgmt      | For      | For              |
| 11              | Approve Remuneration Policy of Directors  | Mgmt      | For      | For              |
| 12              | Approve Remuneration Policy of Chairman of the Board  | Mgmt      | For      | For              |
| 13              | Approve Remuneration Policy of CEO  | Mgmt      | For      | For              |
| 14              | Approve Company's Climate Transition Plan   | Mgmt      | For      | For              |
| 15              | Extraordinary Business  | Mgmt      |          |                  |
|                 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For      | For              |
| 16              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt      | For      | For              |
| 17              | Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board                                       | Mgmt      | For      | For              |
| 18              | Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes  | Mgmt      | For      | For              |
| 19              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For      | For              |

Iren SpA

Meeting Date: 04/24/2025

Record Date: 04/11/2025

Primary Security ID: T5551Y106

Country: Italy

Meeting Type: Annual

Ticker: IRE

Shares Voted: 134,385

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Ordinary Business                                 | Mgmt      |          |                  |
|                 | Management Proposals                              | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income                      | Mgmt      | For      | For              |
| 3               | Approve Remuneration Policy                       | Mgmt      | For      | Against          |
| 4               | Approve Second Section of the Remuneration Report | Mgmt      | For      | For              |



Iren SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 5.1             | Appoint Directors (Slate Election) - Choose One of the Following Slates   | Mgmt      |          |                  |
|                 | Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding SpA, Municipality of Reggio Emilia and Municipality of La Spezia | SH        | None     | Against          |
|                 | Slate 2 Submitted by Institutional Investors (Assogestioni)   | SH        | None     | For              |
| 6               | Shareholder Proposal Submitted by FCT Holding SpA   | Mgmt      |          |                  |
|                 | Approve Remuneration of Directors   | SH        | None     | For              |

Acea SpA

Meeting Date: 04/28/2025

Record Date: 04/15/2025

Primary Security ID: T0040K106

Country: Italy

Meeting Type: Annual

Ticker: ACE

Shares Voted: 904,120

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
|                 | Approve Allocation of Income  | Mgmt      | For      | For              |
| 2               | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 3               | Approve Second Section of the Remuneration Report   | Mgmt      | For      | For              |
| 5.1             | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
|                 | Slate 1 Submitted by Roma Capitale  | SH        | None     | Against          |
|                 | Slate 2 Submitted by Fincal SpA   | SH        | None     | Against          |
| 5.2             | Slate 3 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For              |
| 6               | Appoint Chairman of Internal Statutory Auditors   | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by Roma Capitale   | Mgmt      |          |                  |

Acea SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 7               | Approve Internal Auditors' Remuneration                  | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by Suez International SAS | Mgmt      |          |                  |
| 8               | Elect Ferruccio Resta as Director                        | SH        | None     | For              |

MARR SpA

|                                |                              |              |
|--------------------------------|------------------------------|--------------|
| Meeting Date: 04/28/2025       | Country: Italy               | Ticker: MARR |
| Record Date: 04/15/2025        | Meeting Type: Annual/Special |              |
| Primary Security ID: T6456M106 |                              |              |

Shares Voted: 1,392,801

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports                                       | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income and Dividend Distribution                                  | Mgmt      | For      | For              |
| 3.1             | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 3.2             | Approve Second Section of the Remuneration Report                                       | Mgmt      | For      | For              |
| 4               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                 | Mgmt      | For      | For              |
| 5.1             | Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration | Mgmt      | For      | For              |
| 5.2             | Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration                | Mgmt      | For      | For              |
| 6               | Appoint Deloitte & Touche SpA as Auditor for Sustainability Reporting                   | Mgmt      | For      | For              |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 1               | Amend Company Bylaws Re: Articles 9 and 16  | Mgmt      | For      | Against          |

REVO Insurance SpA

|                                |                      |              |
|--------------------------------|----------------------|--------------|
| Meeting Date: 04/28/2025       | Country: Italy       | Ticker: REVO |
| Record Date: 04/15/2025        | Meeting Type: Annual |              |
| Primary Security ID: T3588K124 |                      |              |

Shares Voted: 442,985

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1a              | Accept Financial Statements and Statutory Reports                                       | Mgmt      | For      | For              |
| 1b              | Approve Allocation of Income  | Mgmt      | For      | For              |
| 2a              | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 2b              | Approve Second Section of the Remuneration Report                                       | Mgmt      | For      | Against          |
| 3               | Approve Compensation Plan   | Mgmt      | For      | For              |
| 4               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                 | Mgmt      | For      | Against          |
| 5               | Appoint KPMG SpA as Auditor for Sustainability Reporting and Approve Their Remuneration | Mgmt      | For      | For              |
| 6               | Approve Auditors and Authorize Board to Fix Their Remuneration                          | Mgmt      | For      | For              |
|                 | Shareholder Proposal Submitted by REVO Advisory Srl                                     | Mgmt      |          |                  |
| 7a              | Fix Number of Directors   | SH        | None     | For              |
|                 | Appoint Directors (Slate Election)  | Mgmt      |          |                  |
| 7b              | Slate Submitted by REVO Advisory Srl  | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by REVO Advisory Srl                                     | Mgmt      |          |                  |
| 7c              | Approve Remuneration of Directors   | SH        | None     | For              |

El.En. SpA

Meeting Date: 04/29/2025

Record Date: 04/16/2025

Primary Security ID: T3598E126

Country: Italy

Meeting Type: Annual/Special

Ticker: ELN

Shares Voted: 947,523

| Proposal Number | Proposal Text     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|-------------------|-----------|----------|------------------|
|                 | Ordinary Business | Mgmt      |          |                  |

El.En. SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 1.2             | Approve Allocation of Income  | Mgmt      | For      | For              |
| 2.1             | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 2.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 3.1.1           | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
|                 | Slate 1 Submitted by Andrea Cangioli  | SH        | None     | Against          |
|                 | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For              |
| 3.2             | Approve Internal Auditors' Remuneration   | Mgmt      | For      | For              |
| 4               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                   | Mgmt      | For      | For              |
| 5               | Approve Stock Grant Plan 2025-2028 for Employees and Collaborators                        | Mgmt      | For      | Against          |
| 6               | Approve Stock Grant Plan 2025-2028 for the General Manager                                | Mgmt      | For      | Against          |
| 1               | Extraordinary Business  | Mgmt      |          |                  |
|                 | Amend Articles Re: Article 20   | Mgmt      | For      | For              |

Equita Group SpA

|                                |                              |              |
|--------------------------------|------------------------------|--------------|
| Meeting Date: 04/29/2025       | Country: Italy               | Ticker: EQUI |
| Record Date: 04/16/2025        | Meeting Type: Annual/Special |              |
| Primary Security ID: T3R1DB111 |                              |              |

Shares Voted: 2,451,068

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business                                 | Mgmt      |          |                  |
| 1.1             | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 1.2             | Approve Allocation of Income                      | Mgmt      | For      | For              |
| 2.1             | Approve Remuneration Policy                       | Mgmt      | For      | Against          |
| 2.2             | Approve Second Section of the Remuneration Report | Mgmt      | For      | Against          |

Equita Group SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 3               | Approve Equita Group Plan 2025-2027 Based on Financial Instruments                               | Mgmt      | For      | Against          |
| 4               | Amend Equita Group Plan 2022-2025 Based on Phantom Shares  | Mgmt      | For      | Against          |
| 5               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                          | Mgmt      | For      | For              |
| 6               | Appoint Ernst & Young SpA as Auditor for Sustainability Reporting and Approve Their Remuneration | Mgmt      | For      | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 1.1             | Amend Company Bylaws Re: Article 2   | Mgmt      | For      | For              |
| 1.2             | Amend Company Bylaws Re: Article 6-bis   | Mgmt      | For      | Against          |
| 1.3             | Amend Company Bylaws Re: Article 10  | Mgmt      | For      | Against          |
| 1.4             | Amend Company Bylaws Re: Article 12  | Mgmt      | For      | For              |
| 1.5             | Amend Company Bylaws Re: Article 15  | Mgmt      | For      | For              |

Intesa Sanpaolo SpA

Meeting Date: 04/29/2025

Record Date: 04/16/2025

Primary Security ID: T55067101

Country: Italy

Meeting Type: Annual/Special

Ticker: ISP

Shares Voted: 29,961,342

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1a              | Accept Financial Statements and Statutory Reports                       | Mgmt      | For      | For              |
| 1b              | Approve Allocation of Income  | Mgmt      | For      | For              |
|                 | Shareholder Proposal Submitted by Banking Foundations                   | Mgmt      |          |                  |
| 2a              | Fix Number of Directors   | SH        | None     | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |

Intesa Sanpaolo SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 2b.1            | Slate 1 Submitted by Banking Foundations   | SH        | None     | Against          |
| 2b.2            | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by Banking Foundations  | Mgmt      |          |                  |
| 2c              | Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair                   | SH        | None     | For              |
|                 | Management Proposal  | Mgmt      |          |                  |
| 3a              | Approve Remuneration Policies in Respect of Board Members  | Mgmt      | For      | For              |
|                 | Shareholder Proposal Submitted by Banking Foundations  | Mgmt      |          |                  |
| 3b              | Approve Remuneration of Directors  | SH        | None     | For              |
|                 | Management Proposals   | Mgmt      |          |                  |
| 3c              | Approve Remuneration Policy  | Mgmt      | For      | For              |
| 3d              | Approve Second Section of the Remuneration Report  | Mgmt      | For      | For              |
| 3e              | Approve Annual Incentive Plan  | Mgmt      | For      | For              |
| 4a              | Authorize Share Repurchase Program   | Mgmt      | For      | For              |
| 4b              | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans | Mgmt      | For      | For              |
| 4c              | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                            | Mgmt      | For      | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 1               | Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5               | Mgmt      | For      | For              |

Neodecortech SpA

|                                |                      |             |
|--------------------------------|----------------------|-------------|
| Meeting Date: 04/29/2025       | Country: Italy       | Ticker: NDT |
| Record Date: 04/16/2025        | Meeting Type: Annual |             |
| Primary Security ID: T6S93U107 |                      |             |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports   | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
| 3               | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)                  | Mgmt      |          |                  |
| 4               | Receive Sustainability Report for the Financial Year 2024 (Non-Voting)                        | Mgmt      |          |                  |
| 5               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                       | Mgmt      | For      | For              |
| 6.1             | Shareholder Proposals Submitted by Finanziaria Valentini SpA                                  | Mgmt      |          |                  |
|                 | Fix Number of Directors   | SH        | None     | For              |
|                 | Fix Board Terms for Directors   | SH        | None     | For              |
| 6.2             | Appoint Directors (Slate Election) - Choose One of the Following Slates                       | Mgmt      |          |                  |
| 6.3.1           | Slate 1 Submitted by Finanziaria Valentini SpA  | SH        | None     | Against          |
| 6.3.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)                                   | SH        | None     | For              |
| 6.4             | Shareholder Proposals Submitted by Finanziaria Valentini SpA                                  | Mgmt      |          |                  |
|                 | Elect Gianluca Valentini as Board Chair   | SH        | None     | For              |
|                 | Approve Remuneration of Directors   | SH        | None     | For              |
| 7.1             | Management Proposals  | Mgmt      |          |                  |
|                 | Approve Remuneration Policy   | Mgmt      | For      | Against          |
|                 | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 8               | Appoint BDO Italia SpA as Auditor for Sustainability Reporting and Approve Their Remuneration | Mgmt      | For      | For              |

Meeting Date: 04/29/2025

Record Date: 04/16/2025

Primary Security ID: T9532W106

Country: Italy

Meeting Type: Annual/Special

Ticker: UNI

Shares Voted: 2,873,593

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Ordinary Business  | Mgmt      |          |                  |
|                 | Management Proposals   | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports  | Mgmt      | For      | For              |
| 1b              | Approve Allocation of Income and Dividend Distribution   | Mgmt      | For      | For              |
| 2a              | Shareholder Proposal Submitted by the Shareholders' Agreement  | Mgmt      |          |                  |
|                 | Fix Number of Directors  | SH        | None     | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates  | Mgmt      |          |                  |
| 2b.1            | Slate 1 Submitted by the Shareholders' Agreement   | SH        | None     | Against          |
| 2b.2            | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
| 2c              | Shareholder Proposals Submitted by the Shareholders' Agreement   | Mgmt      |          |                  |
|                 | Approve Remuneration of Directors  | SH        | None     | For              |
|                 | Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies | SH        | None     | Against          |
| 3a.1            | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates  | Mgmt      |          |                  |
|                 | Slate 1 Submitted by the Shareholders' Agreement   | SH        | None     | Against          |
|                 | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
| 3b              | Shareholder Proposal Submitted by the Shareholders' Agreement  | Mgmt      |          |                  |
|                 | Approve Internal Auditors' Remuneration  | SH        | None     | For              |
|                 | Management Proposals   | Mgmt      |          |                  |



## Unipol Assicurazioni SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 4a              | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 4b              | Approve Second Section of the Remuneration Report                       | Mgmt      | For      | Against          |
| 5a              | Amend Performance Share Plan  | Mgmt      | For      | For              |
| 5b              | Approve Compensation Plan   | Mgmt      | For      | Against          |
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt      | For      | Against          |
|                 | Extraordinary Business  | Mgmt      |          |                  |
| 1a              | Amend Company Bylaws Re: Article 5                                      | Mgmt      | For      | For              |
| 1b              | Amend Company Bylaws Re: Article 10                                     | Mgmt      | For      | For              |
| 1c              | Amend Company Bylaws Re: Article 11                                     | Mgmt      | For      | For              |

## Zignago Vetro SpA

Meeting Date: 04/29/2025

Country: Italy

Ticker: ZV

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: T9862R107

Shares Voted: 105,367

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports                       | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For              |
| 3               | Approve 2025-2027 Performance Shares Plan                               | Mgmt      | For      | Against          |
| 4               | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 5               | Approve Second Section of the Remuneration Report                       | Mgmt      | For      | Against          |
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt      | For      | Against          |
|                 | Shareholder Proposals Submitted by Zignago Holding SpA                  | Mgmt      |          |                  |
| 7               | Fix Number of Directors   | SH        | None     | For              |
| 8               | Fix Board Terms for Directors   | SH        | None     | For              |

Zignago Vetro SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 9.1             | Appoint Directors (Slate Election) - Choose One of the Following Slates  | Mgmt      |          |                  |
|                 | Slate 1 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
|                 | Slate 2 Submitted by Zignago Holding SpA   | SH        | None     | Against          |
| 10              | Shareholder Proposal Submitted by Zignago Holding SpA  | Mgmt      |          |                  |
|                 | Approve Remuneration of Directors  | SH        | None     | For              |
| 11              | Management Proposal  | Mgmt      |          |                  |
|                 | Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies | Mgmt      | For      | Against          |
| 12.1            | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates  | Mgmt      |          |                  |
|                 | Slate 1 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
|                 | Slate 2 Submitted by Zignago Holding SpA   | SH        | None     | Against          |
| 13              | Approve Remuneration of Directors  | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by Zignago Holding SpA  | Mgmt      |          |                  |
| 14              | Approve Internal Auditors' Remuneration  | SH        | None     | For              |

Banca Popolare di Sondrio SpA

|                                |                              |              |
|--------------------------------|------------------------------|--------------|
| Meeting Date: 04/30/2025       | Country: Italy               | Ticker: BPSO |
| Record Date: 04/17/2025        | Meeting Type: Annual/Special |              |
| Primary Security ID: T1549L116 |                              |              |

Shares Voted: 38,461

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Ordinary Business                                 | Mgmt      |          |                  |
|                 | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |

Banca Popolare di Sondrio SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1b              | Approve Allocation of Income   | Mgmt      | For      | For              |
| 2a1             | Approve Remuneration Policy  | Mgmt      | For      | For              |
| 2a2             | Approve Second Section of the Remuneration Report                            | Mgmt      | For      | For              |
| 2b              | Approve Compensation Plan  | Mgmt      | For      | For              |
| 2c              | Approve Long-Term Compensation Plan  | Mgmt      | For      | For              |
| 2d              | Authorize Reissuance of Repurchased Shares to Service the Compensation Plans | Mgmt      | For      | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates      | Mgmt      |          |                  |
| 3.1             | Slate 1 Submitted by Institutional Investors                                 | SH        | None     | For              |
| 3.2             | Slate 2 Submitted by 8 Shareholders  | SH        | None     | Against          |
| 4               | Approve Remuneration of Directors  | Mgmt      | For      | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 1               | Amend Company Bylaws Re: Article 49  | Mgmt      | For      | For              |

Canadian Pacific Kansas City Limited

Meeting Date: 04/30/2025

Record Date: 03/10/2025

Primary Security ID: 13646K108

Country: Canada

Meeting Type: Annual/Special

Ticker: CP

Shares Voted: 205,648

| Proposal Number | Proposal Text                                    | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1               | Ratify Ernst & Young LLP as Auditors             | Mgmt      | For      | For              |
| 2               | Advisory Vote on Executive Compensation Approach | Mgmt      | For      | For              |
| 3               | Management Advisory Vote on Climate Change       | Mgmt      | For      | Against          |
| 4               | Approve Amendments to Advance Notice Requirement | Mgmt      | For      | Against          |
| 5.1             | Elect Director John Baird                        | Mgmt      | For      | For              |
| 5.2             | Elect Director Isabelle Courville                | Mgmt      | For      | For              |
| 5.3             | Elect Director Keith E. Creel                    | Mgmt      | For      | For              |
| 5.4             | Elect Director Antonio Garza                     | Mgmt      | For      | For              |

Canadian Pacific Kansas City Limited

| Proposal Number | Proposal Text                             | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 5.5             | Elect Director Arturo Gutierrez Hernandez | Mgmt      | For      | For              |
| 5.6             | Elect Director Edward R. Hamberger        | Mgmt      | For      | For              |
| 5.7             | Elect Director Janet H. Kennedy           | Mgmt      | For      | For              |
| 5.8             | Elect Director Henry J. Maier             | Mgmt      | For      | For              |
| 5.9             | Elect Director Matthew H. Paull           | Mgmt      | For      | For              |
| 5.10            | Elect Director Jane L. Peverett           | Mgmt      | For      | For              |
| 5.11            | Elect Director Andrea Robertson           | Mgmt      | For      | For              |
| 5.12            | Elect Director Gordon T. Trafton          | Mgmt      | For      | For              |

Credito Emiliano SpA

|                                |                      |            |
|--------------------------------|----------------------|------------|
| Meeting Date: 04/30/2025       | Country: Italy       | Ticker: CE |
| Record Date: 04/17/2025        | Meeting Type: Annual |            |
| Primary Security ID: T3243Z136 |                      |            |

Shares Voted: 88,356

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
|                 | Approve Financial Statements, Statutory Reports, and Allocation of Income                 | Mgmt      | For      | For              |
| 2               | Approve Remuneration of Directors   | Mgmt      | For      | For              |
| 3.1             | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                  |
|                 | Slate 1 Submitted by Credito Emiliano Holding SpA   | SH        | None     | Against          |
|                 | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For              |
| 4               | Shareholder Proposal Submitted by Credito Emiliano Holding SpA                            | Mgmt      |          |                  |
|                 | Approve Internal Auditors' Remuneration   | SH        | None     | For              |
|                 | Management Proposals  | Mgmt      |          |                  |

## Credito Emiliano SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 5               | Adjust Remuneration of Auditors   | Mgmt      | For      | For              |
| 6               | Adjust Auditor Mandate and Remuneration   | Mgmt      | For      | For              |
| 7               | Allow the Board to Adjust the Remuneration of the External Auditors   | Mgmt      | For      | For              |
| 8a              | Approve Remuneration Policy   | Mgmt      | For      | For              |
| 8b              | Approve Severance Payments Policy   | Mgmt      | For      | For              |
| 8c              | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 8d              | Approve Share-Based Incentive Plan  | Mgmt      | For      | For              |
| 9               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Stock-Based Compensation Plans | Mgmt      | For      | For              |
| 10              | Approve Fixed-Variable Compensation Ratio   | Mgmt      | For      | For              |

## De'Longhi SpA

|                                |                              |             |
|--------------------------------|------------------------------|-------------|
| Meeting Date: 04/30/2025       | Country: Italy               | Ticker: DLG |
| Record Date: 04/17/2025        | Meeting Type: Annual/Special |             |
| Primary Security ID: T3508H102 |                              |             |

Shares Voted: 25,500

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                  |
|                 | Management Proposals                                       | Mgmt      |          |                  |
| 1               | Accept Financial Statements and Statutory Reports          | Mgmt      | For      | For              |
| 2               | Approve Allocation of Income                               | Mgmt      | For      | For              |
| 3.1             | Approve Remuneration Policy                                | Mgmt      | For      | For              |
| 3.2             | Approve Second Section of the Remuneration Report          | Mgmt      | For      | For              |
|                 | Shareholder Proposals Submitted by De Longhi Industrial SA | Mgmt      |          |                  |
| 4.1             | Fix Number of Directors                                    | SH        | None     | For              |
| 4.2             | Fix Board Terms for Directors                              | SH        | None     | For              |

De'Longhi SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates                              | Mgmt      |          |                  |
| 4.3.1           | Slate 1 Submitted by De Longhi Industrial SA   | SH        | None     | Against          |
| 4.3.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
|                 | Shareholder Proposals Submitted by De Longhi Industrial SA   | Mgmt      |          |                  |
| 4.4             | Elect Fabio de' Longhi as Board Chair  | SH        | None     | Against          |
| 4.5             | Approve Remuneration of Directors  | SH        | None     | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates            | Mgmt      |          |                  |
| 5.1.1           | Slate 1 Submitted by De Longhi Industrial SA   | SH        | None     | Against          |
| 5.1.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
|                 | Shareholder Proposal Submitted by De Longhi Industrial SA  | Mgmt      |          |                  |
| 5.2             | Approve Internal Auditors' Remuneration  | SH        | None     | For              |
|                 | Management Proposals   | Mgmt      |          |                  |
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                              | Mgmt      | For      | For              |
| 7               | Amend Regulations on General Meetings  | Mgmt      | For      | Against          |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 1               | Amend Company Bylaws Re: Article 11  | Mgmt      | For      | Against          |
| 2               | Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 5 and 5-quarter | Mgmt      | For      | For              |

Nexi SpA

|                                |                              |              |
|--------------------------------|------------------------------|--------------|
| Meeting Date: 04/30/2025       | Country: Italy               | Ticker: NEXI |
| Record Date: 04/17/2025        | Meeting Type: Annual/Special |              |
| Primary Security ID: T6S18J104 |                              |              |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                  |
|                 | Management Proposals  | Mgmt      |          |                  |
| 1               | Approve Financial Statements, Statutory Reports, and Treatment of Net Loss  | Mgmt      | For      | For              |
| 2               | Approve Partial Distribution of Reserves  | Mgmt      | For      | For              |
| 3.1             | Approve Remuneration Policy   | Mgmt      | For      | Against          |
| 3.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | Against          |
| 4               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares   | Mgmt      | For      | For              |
| 5.1             | Fix Number of Directors   | Mgmt      | For      | For              |
| 5.2             | Fix Board Terms for Directors   | Mgmt      | For      | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates   | Mgmt      |          |                  |
| 5.3.1           | Slate 1 Submitted by Institutional Investors (Assogestioni)   | SH        | None     | For              |
| 5.3.2           | Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl              | SH        | None     | Against          |
|                 | Shareholder Proposal Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl | Mgmt      |          |                  |
| 5.4             | Elect Marcello Sala as Board Chair  | SH        | None     | For              |
|                 | Management Proposal   | Mgmt      |          |                  |
| 5.5             | Approve Remuneration of Directors   | Mgmt      | For      | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates   | Mgmt      |          |                  |

Nexi SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 6.1.1           | Slate 1 Submitted by Institutional Investors (Assogestioni)  | SH        | None     | For              |
| 6.1.2           | Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl | SH        | None     | Against          |
| 6.2             | Appoint Chairman of Internal Statutory Auditors  | SH        | None     | For              |
|                 | Management Proposals   | Mgmt      |          |                  |
| 6.3             | Approve Internal Auditors' Remuneration  | Mgmt      | For      | For              |
| 7               | Approve Long Term Incentive Plan   | Mgmt      | For      | Against          |
| 8               | Adjust Remuneration of External Auditors   | Mgmt      | For      | For              |
|                 | Extraordinary Business   | Mgmt      |          |                  |
| 1               | Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 6   | Mgmt      | For      | For              |
| 2               | Authorize Board to Increase Capital to Service the Long Term Incentive Plan  | Mgmt      | For      | Against          |

The Coca-Cola Company

Meeting Date: 04/30/2025

Record Date: 03/03/2025

Primary Security ID: 191216100

Country: USA

Meeting Type: Annual

Ticker: KO

Shares Voted: 1,631,226

| Proposal Number | Proposal Text                         | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---------------------------------------|-----------|----------|------------------|
| 1.1             | Elect Director Herb Allen             | Mgmt      | For      | For              |
| 1.2             | Elect Director Bela Bajaria           | Mgmt      | For      | For              |
| 1.3             | Elect Director Ana Botin              | Mgmt      | For      | For              |
| 1.4             | Elect Director Christopher C. Davis   | Mgmt      | For      | For              |
| 1.5             | Elect Director Carolyn Everson        | Mgmt      | For      | For              |
| 1.6             | Elect Director Thomas S. Gayner       | Mgmt      | For      | For              |
| 1.7             | Elect Director Maria Elena Lagomasino | Mgmt      | For      | For              |



## The Coca-Cola Company

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.8             | Elect Director Amity Millhiser  | Mgmt      | For      | For              |
| 1.9             | Elect Director James Quincey  | Mgmt      | For      | For              |
| 1.10            | Elect Director Caroline J. Tsay   | Mgmt      | For      | For              |
| 1.11            | Elect Director David B. Weinberg  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Mgmt      | For      | For              |
| 3               | Ratify Ernst & Young LLP as Auditors  | Mgmt      | For      | For              |
| 4               | Issue Third Party Assessment of Safety of Non-Sugar Sweeteners                                    | SH        | Against  | For              |
| 5               | Report on Food Waste Management and Targets to Reduce Food Waste                                  | SH        | Against  | For              |
| 6               | Establish a Board Committee on Improper Influence   | SH        | Against  | Against          |
| 7               | Consider Abolishing DEI Goals from Compensation Inducements                                       | SH        | Against  | Against          |
| 8               | Report on Impacts Related to Associating Brand with Politically Divisive Events                   | SH        | Against  | Against          |
| 9               | Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | SH        | Against  | Against          |

## Unilever Plc

|                                |                         |              |
|--------------------------------|-------------------------|--------------|
| Meeting Date: 04/30/2025       | Country: United Kingdom | Ticker: ULVR |
| Record Date: 04/28/2025        | Meeting Type: Annual    |              |
| Primary Security ID: G92087165 |                         |              |

Shares Voted: 1,386,248

| Proposal Number | Proposal Text                                     | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Accept Financial Statements and Statutory Reports | Mgmt      | For      | For              |
| 2               | Approve Remuneration Report                       | Mgmt      | For      | Against          |
| 3               | Elect Benoit Potier as Director                   | Mgmt      | For      | For              |
| 4               | Elect Zoe Yujnovich as Director                   | Mgmt      | For      | For              |
| 5               | Re-elect Fernando Fernandez as Director           | Mgmt      | For      | For              |
| 6               | Re-elect Adrian Hennah as Director                | Mgmt      | For      | For              |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 7               | Re-elect Susan Kilsby as Director  | Mgmt      | For      | For              |
| 8               | Re-elect Ruby Lu as Director   | Mgmt      | For      | For              |
| 9               | Re-elect Judith McKenna as Director  | Mgmt      | For      | For              |
| 10              | Re-elect Ian Meakins as Director   | Mgmt      | For      | Against          |
| 11              | Re-elect Nelson Peltz as Director  | Mgmt      | For      | For              |
| 12              | Reappoint KPMG LLP as Auditors   | Mgmt      | For      | For              |
| 13              | Authorise Board to Fix Remuneration of Auditors  | Mgmt      | For      | For              |
| 14              | Authorise UK Political Donations and Expenditure   | Mgmt      | For      | For              |
| 15              | Authorise Issue of Equity  | Mgmt      | For      | For              |
| 16              | Authorise Issue of Equity without Pre-emptive Rights   | Mgmt      | For      | For              |
| 17              | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt      | For      | For              |
| 18              | Authorise Market Purchase of Ordinary Shares   | Mgmt      | For      | For              |
| 19              | Authorise the Company to Call General Meeting with Two Weeks' Notice   | Mgmt      | For      | For              |



## Monthly summary of votes cast

March  
2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

**Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.**

**Sede legale** Corso Garibaldi 99, 20121 Milano • Tel +39 02 806381 • Fax +39 02 80638222

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 • Capitale Sociale euro 23.793.000 int. vers. R.E.A. di Milano n. 1162082

Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA – Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 03/01/2025 to 03/31/2025

QUALCOMM Incorporated

Meeting Date: 03/18/2025

Record Date: 01/17/2025

Primary Security ID: 747525103

Country: USA

Meeting Type: Annual

Ticker: QCOM

Shares Voted: 298,041

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Sylvia Acevedo                                  | Mgmt      | For      | For              |
| 1b              | Elect Director Cristiano R. Amon                               | Mgmt      | For      | For              |
| 1c              | Elect Director Mark Fields                                     | Mgmt      | For      | For              |
| 1d              | Elect Director Jeffrey W. Henderson                            | Mgmt      | For      | For              |
| 1e              | Elect Director Ann M. Livermore                                | Mgmt      | For      | For              |
| 1f              | Elect Director Mark D. McLaughlin                              | Mgmt      | For      | For              |
| 1g              | Elect Director Jamie S. Miller                                 | Mgmt      | For      | For              |
| 1h              | Elect Director Marie Myers                                     | Mgmt      | For      | For              |
| 1i              | Elect Director Irene B. Rosenfeld                              | Mgmt      | For      | For              |
| 1j              | Elect Director Kornelis (Neil) Smit                            | Mgmt      | For      | For              |
| 1k              | Elect Director Jean-Pascal Tricoire                            | Mgmt      | For      | For              |
| 2               | Ratify PricewaterhouseCoopers LLP as Auditors                  | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt      | For      | For              |
| 4               | Amend Omnibus Stock Plan                                       | Mgmt      | For      | For              |
| 5               | Report on Climate Risk in Retirement Plan Options              | SH        | Against  | For              |

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/20/2025

Record Date: 03/16/2025

Primary Security ID: E11805103

Country: Spain

Meeting Type: Annual

Ticker: BBVA

Banco Bilbao Vizcaya Argentaria SA

Shares Voted: 2,713,955

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1.1             | Approve Consolidated and Standalone Financial Statements  | Mgmt      | For      | For              |
| 1.2             | Approve Non-Financial Information Statement   | Mgmt      | For      | For              |
| 1.3             | Approve Allocation of Income and Dividends  | Mgmt      | For      | For              |
| 1.4             | Approve Discharge of Board  | Mgmt      | For      | For              |
| 2.1             | Reelect Carlos Torres Vila as Director  | Mgmt      | For      | For              |
| 2.2             | Reelect Onur Genc as Director   | Mgmt      | For      | For              |
| 2.3             | Reelect Connie Hedegaard Koksbang as Director   | Mgmt      | For      | For              |
| 3               | Approve Reduction in Share Capital via Cancellation of Treasury Shares  | Mgmt      | For      | For              |
| 4               | Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA | Mgmt      | For      | For              |
| 5               | Fix Maximum Variable Compensation Ratio   | Mgmt      | For      | For              |
| 6               | Renew Appointment of Ernst & Young as Auditor   | Mgmt      | For      | For              |
| 7               | Authorize Board to Ratify and Execute Approved Resolutions  | Mgmt      | For      | For              |
| 8               | Advisory Vote on Remuneration Report  | Mgmt      | For      | For              |

Novo Nordisk A/S

Meeting Date: 03/27/2025Country: DenmarkTicker: NOVO.B

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: K72807140

Shares Voted: 985,045

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1               | Receive Report of Board   | Mgmt      |          |                  |
| 2               | Accept Financial Statements and Statutory Reports               | Mgmt      | For      | For              |
| 3               | Approve Allocation of Income and Dividends of DKK 7.9 Per Share | Mgmt      | For      | For              |

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 4               | Approve Remuneration Report (Advisory Vote)   | Mgmt      | For      | For              |
| 5.1             | Approve Remuneration of Directors for 2024  | Mgmt      | For      | For              |
| 5.2             | Approve Remuneration Level of Directors for 2025  | Mgmt      | For      | For              |
| 6.1             | Reelect Helge Lund (Chair) as Director  | Mgmt      | For      | Abstain          |
| 6.2             | Reelect Henrik Poulsen (Vice Chair) as Director   | Mgmt      | For      | Abstain          |
| 6.3a            | Reelect Laurence Debroux as Director  | Mgmt      | For      | For              |
| 6.3b            | Reelect Andreas Fibig as Director   | Mgmt      | For      | For              |
| 6.3c            | Reelect Sylvie Gregoire as Director   | Mgmt      | For      | For              |
| 6.3d            | Reelect Kasim Kutay as Director   | Mgmt      | For      | Abstain          |
| 6.3e            | Reelect Christina Law as Director   | Mgmt      | For      | For              |
| 6.3f            | Reelect Martin Mackay as Director   | Mgmt      | For      | For              |
| 7               | Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting   | Mgmt      | For      | For              |
| 8.1             | Authorize Share Repurchase Program  | Mgmt      | For      | For              |
| 8.2             | Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million | Mgmt      | For      | For              |
|                 | Shareholder Proposals Submitted by Kritiske Aktionaerer   | Mgmt      |          |                  |
| 8.3             | Approve Proposal Regarding Regulated Working Conditions at Construction Sites   | SH        | Against  | Against          |
|                 | Management Proposals  | Mgmt      |          |                  |
| 9               | Other Business  | Mgmt      |          |                  |

## Monthly summary of votes cast

February  
2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

Corso Garibaldi 99 - 20121 Milano - Tel +39 02 806381 - Fax +39 02 80638222 - [www.animasgr.it](http://www.animasgr.it)

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 02/01/2025 to 02/28/2025

Apple Inc.

Meeting Date: 02/25/2025

Record Date: 01/02/2025

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Shares Voted: 2,509,133

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Wanda Austin  | Mgmt      | For      | For              |
| 1b              | Elect Director Tim Cook  | Mgmt      | For      | For              |
| 1c              | Elect Director Alex Gorsky   | Mgmt      | For      | For              |
| 1d              | Elect Director Andrea Jung   | Mgmt      | For      | For              |
| 1e              | Elect Director Art Levinson  | Mgmt      | For      | For              |
| 1f              | Elect Director Monica Lozano                                       | Mgmt      | For      | For              |
| 1g              | Elect Director Ron Sugar   | Mgmt      | For      | For              |
| 1h              | Elect Director Sue Wagner  | Mgmt      | For      | For              |
| 2               | Ratify Ernst & Young LLP as Auditors                               | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation     | Mgmt      | For      | For              |
| 4               | Report on Ethical AI Data Acquisition and Usage                    | SH        | Against  | For              |
| 5               | Report on Child Safety Online                                      | SH        | Against  | Against          |
| 6               | Consider Abolishing DEI Policies, Programs, Departments, and Goals | SH        | Against  | Against          |
| 7               | Report on Discrimination in Charitable Contributions               | SH        | Against  | Against          |

Deere & Company

Meeting Date: 02/26/2025

Record Date: 12/30/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 68,009

| Proposal Number | Proposal Text                  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|------------------|
| 1a              | Elect Director Leanne G. Caret | Mgmt      | For      | For              |
| 1b              | Elect Director Tamra A. Erwin  | Mgmt      | For      | For              |



| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1c              | Elect Director R. Preston Feight                                      | Mgmt      | For      | For              |
| 1d              | Elect Director Alan C. Heuberger                                      | Mgmt      | For      | For              |
| 1e              | Elect Director L. Neil Hunn   | Mgmt      | For      | For              |
| 1f              | Elect Director Michael O. Johanns                                     | Mgmt      | For      | For              |
| 1g              | Elect Director John C. May  | Mgmt      | For      | For              |
| 1h              | Elect Director Gregory R. Page  | Mgmt      | For      | For              |
| 1i              | Elect Director Sherry M. Smith  | Mgmt      | For      | For              |
| 1j              | Elect Director Dmitri L. Stockton                                     | Mgmt      | For      | For              |
| 1k              | Elect Director Sheila G. Talton                                       | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation        | Mgmt      | For      | For              |
| 3               | Ratify Deloitte & Touche LLP as Auditors                              | Mgmt      | For      | For              |
| 4               | Report on Statistical Differences in Hiring Across Race and Gender    | SH        | Against  | Against          |
| 5               | Report on Effectiveness of Efforts to Create a Meritocratic Workplace | SH        | Against  | For              |
| 6               | Establish a Board Committee on Corporate Financial Sustainability     | SH        | Against  | Against          |
| 7               | Report on a Civil Rights Audit  | SH        | Against  | For              |
| 8               | Report on Discrimination in Charitable Contributions                  | SH        | Against  | Against          |

## Monthly summary of votes cast

January  
2025

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n.8 Sezione dei Gestori di OICVM e n.6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 01/31/2025

Costco Wholesale Corporation

Meeting Date: 01/23/2025

Record Date: 11/15/2024

Primary Security ID: 22160K105

Country: USA

Meeting Type: Annual

Ticker: COST

Shares Voted: 101,815

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|---|-----------|----------|------------------|
| 1a              | Elect Director Susan L. Decker  | Mgmt      | For      | For              |
| 1b              | Elect Director Kenneth D. Denman  | Mgmt      | For      | For              |
| 1c              | Elect Director Helena B. Foulkes  | Mgmt      | For      | For              |
| 1d              | Elect Director Hamilton E. James  | Mgmt      | For      | For              |
| 1e              | Elect Director Sally Jewell   | Mgmt      | For      | For              |
| 1f              | Elect Director Jeffrey S. Raikes  | Mgmt      | For      | For              |
| 1g              | Elect Director John W. Stanton  | Mgmt      | For      | For              |
| 1h              | Elect Director Ron M. Vachris   | Mgmt      | For      | For              |
| 1i              | Elect Director Mary Agnes (Maggie) Wilderotter                          | Mgmt      | For      | For              |
| 2               | Ratify KPMG LLP as Auditors   | Mgmt      | For      | For              |
| 3               | Advisory Vote to Ratify Named Executive Officers' Compensation          | Mgmt      | For      | For              |
| 4               | Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts | SH        | Against  | Against          |

Visa Inc.

Meeting Date: 01/28/2025

Record Date: 12/02/2024

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 178,775

| Proposal Number | Proposal Text                                      | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1a              | Elect Director Lloyd A. Carney                     | Mgmt      | For      | For              |
| 1b              | Elect Director Kermit R. Crawford                  | Mgmt      | For      | For              |
| 1c              | Elect Director Francisco Javier Fernandez-Carbajal | Mgmt      | For      | For              |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Vote Instruction |
|-----------------|--|-----------|----------|------------------|
| 1d              | Elect Director Ramon Laguarta  | Mgmt      | For      | For              |
| 1e              | Elect Director Teri L. List  | Mgmt      | For      | For              |
| 1f              | Elect Director John F. Lundgren  | Mgmt      | For      | For              |
| 1g              | Elect Director Ryan McInerney  | Mgmt      | For      | For              |
| 1h              | Elect Director Denise M. Morrison  | Mgmt      | For      | For              |
| 1i              | Elect Director Pamela Murphy   | Mgmt      | For      | For              |
| 1j              | Elect Director Linda J. Rendle   | Mgmt      | For      | For              |
| 1k              | Elect Director Maynard G. Webb, Jr.  | Mgmt      | For      | For              |
| 2               | Advisory Vote to Ratify Named Executive Officers' Compensation                 | Mgmt      | For      | For              |
| 3               | Ratify KPMG LLP as Auditors  | Mgmt      | For      | For              |
| 4               | Report on Gender-Based Compensation and Benefits Inequities                    | SH        | Against  | Against          |
| 5               | Report on Company's Policy on Merchant Category Codes                          | SH        | Against  | Against          |
| 6               | Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | SH        | Against  | Against          |
| 7               | Report on Lobbying Payments and Policy   | SH        | Against  | For              |