VARMA

Shareholder meetings of foreign listed companies and Varma's voting 2023

Updated 21.12.2023

Meeting date	Company	Country	Varma's voting in the meeting
12.1.2023	Micron Technology, Inc.	USA	We supported the proposed items on the agenda
13.1.2023	Zscaler, Inc.	USA	We withheld from voting on three proposed items on the agenda, supported one, and opposed one item
18.1.2023	Linde Plc	Ireland	We supported the proposed items on the agenda
18.1.2023	Linde Plc	Ireland	We supported the proposed items on the agenda
19.1.2023	Costco Wholesale Corporation	USA	We opposed one of the proposed items on the agenda
19.1.2023	Intuit Inc.	USA	We supported the proposed items on the agenda
24.1.2023	Becton, Dickinson and Company	USA	We supported the proposed items on the agenda
24.1.2023	Visa Inc.	USA	We opposed one of the proposed items on the agenda
26.1.2023	Cint Group AB	Sweden	We opposed two of the proposed items on the agenda
26.1.2023	Jabil Inc.	USA	We supported the proposed items on the agenda
27.1.2023	WestRock Company	USA	We supported the proposed items on the agenda
1.2.2023	Accenture Plc	Ireland	We supported the proposed items on the agenda
7.2.2023	Emerson Electric Co.	USA	We supported the proposed items on the agenda
9.2.2023	Siemens AG	Germany	We supported the proposed items on the agenda
22.2.2023	Deere & Company	USA	We supported the proposed items on the agenda
28.2.2023	Nordson Corporation	USA	We supported the proposed items on the agenda
1.3.2023	Fair Isaac Corporation	USA	We supported the proposed items on the agenda
2.3.2023	Netcompany Group A/S	Denmark	We opposed one of the proposed items on the agenda
7.3.2023	Novartis AG	Switzerland	We opposed one of the proposed items on the agenda
7.3.2023	Orsted A/S	Denmark	We supported the proposed items on the agenda

8.3.2023	Analog Devices, Inc.	USA	We supported the proposed items on
			the agenda
8.3.2023	Johnson Controls	Ireland	We supported the proposed items on
	International Plc		the agenda
8.3.2023	QUALCOMM	USA	We supported the proposed items on
	Incorporated		the agenda
9.3.2023	Applied Materials,	USA	We opposed one of the proposed items
	Inc.		on the agenda
9.3.2023	F5, Inc.	USA	We opposed one of the proposed items
			on the agenda
10.3.2023	Apple Inc.	USA	We opposed three of the proposed items
10.0.2020	, ippie mei	00/1	on the agenda
15.3.2023	Agilent Technologies,	USA	We supported the proposed items on
15.5.2025	Inc.	03/1	the agenda
15.3.2023	TE Connectivity Ltd.	Switzerland	We supported the proposed items on
13.3.2023	TE Connectivity Ltu.	Switzerianu	the agenda
16.2.2022	DCV/ A /C	Dommonle	
16.3.2023	DSV A/S	Denmark	We abstained from voting on two
15.0.000			proposed items on the agenda
16.3.2023	Keysight	USA	We supported the proposed items on
	Technologies, Inc.		the agenda
22.3.2023	Atrium Ljungberg AB	Sweden	We opposed one of the proposed items
			on the agenda
23.3.2023	Concentrix	USA	We supported the proposed items on
	Corporation		the agenda
23.3.2023	Hufvudstaden AB	Sweden	We opposed one of the proposed items
			on the agenda
23.3.2023	Novo Nordisk A/S	Denmark	We abstained from voting on two
	·		proposed items on the agenda and
			opposed one item
23.3.2023	Starbucks	USA	We opposed four of the proposed items
	Corporation		on the agenda
24.3.2023	Kao Corp.	Japan	We supported the proposed items on
24.3.2023	Rao Corp.	заран	the agenda
27.3.2023	Nordex SE	Germany	We supported the proposed items on
27.3.2023	NOTUEX 3L	Germany	the agenda
20.2.2022	Tolofonaltiobalaget	Cyrodon	
29.3.2023	Telefonaktiebolaget	Sweden	We opposed eighteen of the proposed
20.2.2022	LM Ericsson		items on the agenda
30.3.2023	Protector Forsikring	Norway	We opposed two of the proposed items
	ASA		on the agenda
31.3.2023	UniCredit SpA	Italy	We opposed three of the proposed items
			on the agenda
3.4.2023	Broadcom Inc.	USA	We opposed two of the proposed items
			on the agenda
3.4.2023	The Walt Disney	USA	We opposed two of the proposed items
	Company		on the agenda
4.4.2023	Canadian Imperial	Canada	We opposed two of the proposed items
	Bank of Commerce		on the agenda
4.4.2023	EDP Renovaveis SA	Spain	We supported the proposed items on
1.7.2023	LDI NCHOVAVCIS SA	Spani	the agenda
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5.4.2023	Royal Bank of	Canada	We opposed one of the proposed items
51 II.2525	Canada		on the agenda
5.4.2023	Telia Co. AB	Sweden	We supported the proposed items on
31112020			the agenda
6.4.2023	Alfen NV	Netherlands	We supported the proposed items on
			the agenda
11.4.2023	A. O. Smith	USA	We withheld from voting on one
	Corporation		proposed items on the agenda
11.4.2023	Atlantic Sapphire	Norway	We supported the proposed items on
	ASA	,	the agenda
12.4.2023	Synopsys, Inc.	USA	We supported the proposed items on
			the agenda
12.4.2023	Vestas Wind Systems	Denmark	We supported the proposed items on
	A/S		the agenda
13.4.2023	Stellantis NV	Netherlands	We opposed two of the proposed items
			on the agenda
13.4.2023	Storebrand ASA	Norway	We supported the proposed items on
			the agenda
13.4.2023	Teleperformance SE	France	We supported the proposed items on
			the agenda
13.4.2023	VINCI SA	France	We opposed two of the proposed items
			on the agenda
18.4.2023	IQVIA Holdings Inc.	USA	We supported the proposed items on
			the agenda
18.4.2023	Nordnet AB	Sweden	We opposed two of the proposed items
			on the agenda
18.4.2023	Subsea 7 SA	Luxembourg	We opposed two of the proposed items
			on the agenda
19.4.2023	Autogrill SpA	Italy	We opposed six of the proposed items
			on the agenda
19.4.2023	HCA Healthcare, Inc.	USA	We supported the proposed items on
			the agenda
20.4.2023	Adobe Inc.	USA	We supported the proposed items on
			the agenda
20.4.2023	Bilfinger SE	Germany	We opposed two of the proposed items
			on the agenda
20.4.2023	Brembo SpA	Italy	We opposed five of the proposed items
			on the agenda
20.4.2023	Bufab AB	Sweden	We opposed two of the proposed items
			on the agenda
20.4.2023	Humana Inc.	USA	We supported the proposed items on
			the agenda
20.4.2023	Kimberly-Clark	USA	We supported the proposed items on
	Corporation	_	the agenda
20.4.2023	LVMH Moet	France	We opposed sixteen of the proposed
	Hennessy Louis		items on the agenda
20.4.225	Vuitton SE		11. 60
20.4.2023	The Toronto-	Canada	We opposed six of the proposed items
	Dominion Bank		on the agenda

21.4.2023	De'Longhi SpA	Italy	We opposed three of the proposed items on the agenda
21.4.2023	Xtrackers DAX UCITS	Luxembourg	We supported the proposed items on the agenda
21.4.2023	iShares II plc - iShares Corp Bond ESG UCITS	Ireland	We supported the proposed items on the agenda
22.4.2023	ETF Fastenal Company	USA	We supported the proposed items on the agenda
25.4.2023	AKKO Invest Nyrt	Hungary	We opposed five of the proposed items on the agenda
25.4.2023	Alfa Laval AB	Sweden	We supported the proposed items on the agenda
25.4.2023	Bank of America Corporation	USA	We opposed two of the proposed items on the agenda
25.4.2023	Bio-Rad Laboratories,	USA	We supported the proposed items on the agenda
25.4.2023	International Business Machines Corporation	USA	We opposed one of the proposed items on the agenda
25.4.2023	PACCAR Inc	USA	We supported the proposed items on the agenda
25.4.2023	The Coca-Cola Company	USA	We opposed one of the proposed items on the agenda
26.4.2023	ASML Holding NV	Netherlands	We supported the proposed items on the agenda
26.4.2023	AerCap Holdings NV	Netherlands	We opposed two of the proposed items on the agenda
26.4.2023	Aptiv PLC	Jersey	We supported the proposed items on the agenda
26.4.2023	Eaton Corporation plc	Ireland	We supported the proposed items on the agenda
26.4.2023	IMCD NV	Netherlands	We supported the proposed items on the agenda
26.4.2023	Smith & Nephew plc	UK	We supported the proposed items on the agenda
26.4.2023	The Cigna Group	USA	We supported the proposed items on the agenda
26.4.2023	The Goldman Sachs Group, Inc.	USA	We opposed one of the proposed items on the agenda
27.4.2023	AstraZeneca Plc	UK	We supported the proposed items on the agenda
27.4.2023	BASF SE	Germany	We supported the proposed items on the agenda
27.4.2023	Barco NV	Belgium	We opposed two of the proposed items on the agenda
27.4.2023	Hera SpA	Italy	We opposed nine of the proposed items on the agenda
27.4.2023	Intuitive Surgical, Inc.	USA	We supported the proposed items on the agenda

27.4.2023	Johnson & Johnson	USA	We supported the proposed items on
			the agenda
27.4.2023	Pfizer Inc.	USA	We opposed one of the proposed items
			on the agenda
27.4.2023	Royal Unibrew A/S	Denmark	We abstained from voting on two
			proposed items on the agenda
27.4.2023	Sandvik Aktiebolag	Sweden	We opposed one of the proposed items
			on the agenda
27.4.2023	Texas Instruments	USA	We supported the proposed items on
	Incorporated		the agenda
27.4.2023	Tomra Systems ASA	Norway	We opposed three of the proposed items
	,	,	on the agenda
28.4.2023	Abbott Laboratories	USA	We opposed two of the proposed items
			on the agenda
28.4.2023	AltaGas Ltd.	Canada	We supported the proposed items on
	7		the agenda
28.4.2023	Hofseth Biocare ASA	Norway	We opposed two of the proposed items
201112020	110100011 210001 6 71071	lioinay	on the agenda
28.4.2023	Industrie De Nora	Italy	We opposed three of the proposed items
20.4.2025	SpA	ltary	on the agenda
28.4.2023	Merck KGaA	Germany	We supported the proposed items on
20.4.2025	WEICK KOAA	Germany	the agenda
28.4.2023	Rotork Plc	UK	We supported the proposed items on
20.4.2023	ROLOIK PIC	UK	the agenda
1.5.2023	Fli Lilly and Company	USA	-
1.5.2023	Eli Lilly and Company	USA	We opposed two of the proposed items
4.5.2022	Caravina Danta	LICA	on the agenda
1.5.2023	Genuine Parts	USA	We supported the proposed items on
4.5.2022	Company	1104	the agenda
1.5.2023	Paycom Software,	USA	We withheld from voting on two
	Inc.		proposed items on the agenda and
			opposed one proposed item on the
	<u> </u>		agenda
2.5.2023	American Express	USA	We opposed one of the proposed items
	Company		on the agenda
2.5.2023	Bristol-Myers Squibb	USA	We opposed two of the proposed items
	Company		on the agenda
2.5.2023	argenx SE	Netherlands	We opposed one of the proposed items
			on the agenda
3.5.2023	Cognex Corporation	USA	We supported the proposed items on
			the agenda
3.5.2023	General Electric	USA	We opposed four of the proposed items
	Company		on the agenda
3.5.2023	Gilead Sciences, Inc.	USA	We opposed two of the proposed items
			on the agenda
3.5.2023	Moderna, Inc.	USA	We withheld from voting on one
			proposed items on the agenda
3.5.2023	PepsiCo, Inc.	USA	We opposed one of the proposed items
			on the agenda
3.5.2023	S&P Global Inc.	USA	We supported the proposed items on

4.5.2023	AAK AB	Sweden	We opposed three of the proposed items
4.5.2025	AAN AD	Sweden	on the agenda
4.5.2023	AMETEK Inc	USA	We supported the proposed items on
4.5.2025	AMETEK, Inc.	USA	the agenda
4.5.2023	Archer-Daniels-	USA	We opposed one of the proposed items
4.5.2025	Midland Company	USA	on the agenda
4.5.2023	Boston Scientific	USA	We supported the proposed items on
4.5.2025	Corporation	USA	the agenda
4.5.2023	Cadence Design	USA	We opposed one of the proposed items
4.3.2023	Systems, Inc.	USA	on the agenda
4.5.2023	Equifax Inc.	USA	We opposed one of the proposed items
4.3.2023	Equitax IIIC.	USA	on the agenda
4.5.2023	Genpact Limited	Bermuda	We supported the proposed items on
4.3.2023	Genpact Limited	Dermada	the agenda
4.5.2023	IMI Plc	UK	We supported the proposed items on
4.5.2025	IIVII I IC	OK	the agenda
4.5.2023	Schneider Electric SE	France	We opposed one of the proposed items
4.3.2023	Schilleder Liectric SL	litalice	on the agenda
4.5.2023	Shoals Technologies	USA	We withheld from voting on one
4.3.2023	Group, Inc.	03A	proposed items on the agenda
4.5.2023	The Kraft Heinz	USA	We opposed three of the proposed items
4.3.2023	Company	03A	on the agenda
4.5.2023	TransUnion	USA	We supported the proposed items on
4.3.2023	Transomon	03A	the agenda
4.5.2023	United Parcel	USA	We opposed six of the proposed items
4.3.2023	Service, Inc.	03A	on the agenda
5.5.2023	AbbVie Inc.	USA	We supported the proposed items on
3.3.2023	ADD VIC IIIC.	03/1	the agenda
5.5.2023	Alcon Inc.	Switzerland	We opposed two of the proposed items
3.3.2023	7 110011 11101	Switzeriana	on the agenda
5.5.2023	Dover Corporation	USA	We opposed three of the proposed items
0.0.2020			on the agenda
5.5.2023	Illinois Tool Works	USA	We supported the proposed items on
0.0.2020	Inc.		the agenda
5.5.2023	Knorr-Bremse AG	Germany	We opposed one of the proposed items
			on the agenda
5.5.2023	Lonza Group AG	Switzerland	We opposed three of the proposed items
			on the agenda
5.5.2023	Technogym SpA	Italy	We opposed six of the proposed items
	0, 1	,	on the agenda
9.5.2023	Cummins Inc.	USA	We opposed one of the proposed items
_			on the agenda
9.5.2023	Danaher Corporation	USA	We opposed four of the proposed items
			on the agenda
9.5.2023	Komplett ASA	Norway	We opposed seven of the proposed
	·		items on the agenda
9.5.2023	National Instruments	USA	We supported the proposed items on
	Corporation		the agenda
9.5.2023	Prudential Financial,	USA	We supported the proposed items on
	Inc.		the agenda

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10.5.2023	CSX Corporation	USA	We supported the proposed items on the agenda
10.5.2023	Elevance Health, Inc.	USA	We opposed one of the proposed items on the agenda
10.5.2023	Nutrien Ltd.	Canada	We supported the proposed items on the agenda
10.5.2023	Skyworks Solutions,	USA	We supported the proposed items on the agenda
10.5.2023	Stryker Corporation	USA	We supported the proposed items on the agenda
11.5.2023	Carmila SA	France	We opposed eleven of the proposed items on the agenda
11.5.2023	Edwards Lifesciences Corporation	USA	We supported the proposed items on the agenda
11.5.2023	Fastighets AB Balder	Sweden	We opposed four of the proposed items on the agenda
11.5.2023	Ford Motor Company	USA	We opposed four of the proposed items on the agenda
11.5.2023	Lindab International AB	Sweden	We opposed one of the proposed items on the agenda
11-touko-23	Nexans SA	France	We supported the proposed items on the agenda
11.5.2023	Salmon Evolution ASA	Norway	We supported the proposed items on the agenda
11.5.2023	Tractor Supply Company	USA	We supported the proposed items on the agenda
11.5.2023	Zebra Technologies Corporation	USA	We supported the proposed items on the agenda
12.5.2023	Camden Property Trust	USA	We supported the proposed items on the agenda
12.5.2023	Colgate-Palmolive Company	USA	We supported the proposed items on the agenda
12.5.2023	Duerr AG	Germany	We opposed one of the proposed items on the agenda
12.5.2023	Marriott International, Inc.	USA	We opposed one of the proposed items on the agenda
16.5.2023	Baker Hughes Company	USA	We supported the proposed items on the agenda
16.5.2023	Fortune Brands Innovations, Inc.	USA	We supported the proposed items on the agenda
16.5.2023	JPMorgan Chase & Co.	USA	We opposed three of the proposed items on the agenda
16.5.2023	Mid-America Apartment Communities, Inc.	USA	We supported the proposed items on the agenda
16.5.2023	Motorola Solutions,	USA	We opposed two of the proposed items on the agenda
16.5.2023	NIBE Industrier AB	Sweden	We opposed one of the proposed items on the agenda

16.5.2023	OX2 AB	Sweden	We opposed three of the proposed items
10.3.2023	OAZ AB	Sweden	on the agenda
16.5.2023	Tesla, Inc.	USA	We opposed three of the proposed items
10.5.2025	resia, iric.	USA	on the agenda
16.5.2023	The Hershey	USA	We withheld from voting on five
10.5.2025	Company	USA	proposed items on the agenda and
	Company		opposed one proposed item on the
			agenda
16.5.2023	Viva Wine Group AB	Sweden	We opposed three of the proposed items
10.3.2023	VIVA WITE GLOUP AB	Sweden	on the agenda
17.5.2023	AIXTRON SE	Germany	We supported the proposed items on
17.5.2025	AIXTRONSE	Germany	the agenda
17.5.2023	Enphase Energy, Inc.	USA	We supported the proposed items on
17.3.2023	Eliphase Ellergy, Ilic.	USA	the agenda
17.5.2023	Mondelez	USA	We opposed one of the proposed items
17.5.2025		USA	
17.5.2023	International, Inc.	LICA	on the agenda
17.5.2023	Old Dominion Freight	USA	We supported the proposed items on
17.5.2022	Line, Inc.	LICA	the agenda
17.5.2023	Ross Stores, Inc.	USA	We supported the proposed items on
47.5.0000		1104	the agenda
17.5.2023	Verisk Analytics, Inc.	USA	We supported the proposed items on
			the agenda
17.5.2023	Vertex	USA	We supported the proposed items on
	Pharmaceuticals		the agenda
	Incorporated		
18.5.2023	AIA Group Limited	Hong Kong	We supported the proposed items on
			the agenda
18.5.2023	Advanced Micro	USA	We supported the proposed items on
	Devices, Inc.		the agenda
18.5.2023	DexCom, Inc.	USA	We supported the proposed items on
			the agenda
18.5.2023	Dropbox, Inc.	USA	We withheld from voting on three
			proposed items on the agenda
18.5.2023	Inchcape Plc	UK	We supported the proposed items on
			the agenda
18.5.2023	NextEra Energy, Inc.	USA	We supported the proposed items on
			the agenda
18.5.2023	O'Reilly Automotive,	USA	We supported the proposed items on
	Inc.		the agenda
18.5.2023	Otis Worldwide	USA	We supported the proposed items on
	Corporation		the agenda
18.5.2023	The Home Depot,	USA	We opposed two of the proposed items
	Inc.		on the agenda
18.5.2023	Union Pacific	USA	We opposed one of the proposed items
	Corporation		on the agenda
18.5.2023	Xylem Inc.	USA	We supported the proposed items on
			the agenda
18.5.2023	Zoetis Inc.	USA	We supported the proposed items on
			the agenda
19.5.2023	Amgen Inc.	USA	We supported the proposed items on
			the agenda

19.5.2023	Morgan Stanley	USA	We supported the proposed items on
			the agenda
19.5.2023	OSSIAM LUX -	Luxembourg	We opposed one of the proposed items
	Ossiam Shiller		on the agenda
	Barclays CAPE		
	Europe Sector Value		
	TR		
23.5.2023	Array Technologies,	USA	We withheld from voting on one
	Inc.		proposed items on the agenda
23.5.2023	Atlantic Sapphire	Norway	We opposed seven of the proposed
	ASA		items on the agenda
23.5.2023	AutoStore Holdings	Bermuda	We opposed one of the proposed items
	Ltd.		on the agenda
23.5.2023	BioMarin	USA	We supported the proposed items on
	Pharmaceutical Inc.		the agenda
23.5.2023	Merck & Co., Inc.	USA	We opposed three of the proposed items
1	,		on the agenda
23.5.2023	Norwegian Air	Norway	We opposed six of the proposed items
20.5.2025	Shuttle ASA	l ito. iia,	on the agenda
23.5.2023	Quanta Services, Inc.	USA	We supported the proposed items on
23.3.2023	Quanta Services, inc.	USA	the agenda
23.5.2023	Amazon.com, Inc.	USA	We opposed ten of the proposed items
23.3.2023	Amazon.com, mc.	USA	on the agenda
24 5 2022	Dlask Dask Jac	LICA	
24.5.2023	BlackRock, Inc.	USA	We opposed one of the proposed items
2.5.222			on the agenda
24.5.2023	Coca-Cola	UK	We opposed four of the proposed items
	Europacific Partners		on the agenda
	plc		
24.5.2023	NXP Semiconductors	Netherlands	We supported the proposed items on
	N.V.		the agenda
24.5.2023	PayPal Holdings, Inc.	USA	We opposed three of the proposed items
			on the agenda
24.5.2023	Tenable Holdings,	USA	We withheld from voting on three
	Inc.		proposed items on the agenda
24.5.2023	Thermo Fisher	USA	We supported the proposed items on
	Scientific Inc.		the agenda
25.5.2023	IDEX Corporation	USA	We opposed one of the proposed items
			on the agenda
25.5.2023	McDonald's	USA	We opposed two of the proposed items
	Corporation		on the agenda
25.5.2023	Pinterest, Inc.	USA	We opposed five of the proposed items
	,		on the agenda
25.5.2023	Sanofi	France	We supported the proposed items on
			the agenda
26.5.2023	Lowe's Companies,	USA	We supported the proposed items on
_0.5.2025	Inc.		the agenda
31.5.2023	Dollar General	USA	We opposed one of the proposed items
31.3.2023	Corporation	034	on the agenda
21 5 2022		LICA	
31.5.2023	Meta Platforms, Inc.	USA	We withheld from voting on five
			proposed items on the agenda and

			opposed one proposed item on the
			agenda
1.6.2023	Encavis AG	Germany	We opposed three of the proposed items
			on the agenda
1.6.2023	Mowi ASA	Norway	We opposed two of the proposed items
			on the agenda
1.6.2023	Netflix, Inc.	USA	We opposed two of the proposed items
			on the agenda
1.6.2023	ServiceNow, Inc.	USA	We opposed one of the proposed items
	,		on the agenda
1.6.2023	SolarEdge	USA	We supported the proposed items on
	Technologies, Inc.		the agenda
1.6.2023	Trimble Inc.	USA	We supported the proposed items on
			the agenda
1.6.2023	Ulta Beauty, Inc.	USA	We supported the proposed items on
	0.00 20000,,		the agenda
2.6.2023	Alphabet Inc.	USA	We opposed seven of the proposed
			items on the agenda
5.6.2023	UnitedHealth Group	USA	We supported the proposed items on
3.0.2023	Incorporated	00/1	the agenda
6.6.2023	Nordex SE	Germany	We opposed one of the proposed items
0.0.2025	THOT GEN GE	Cermany	on the agenda
6.6.2023	Taiwan	Taiwan	We opposed one of the proposed items
0.0.2025	Semiconductor	Taiwaii	on the agenda
	Manufacturing Co.,		on the agenda
	Ltd.		
6.6.2023	The TJX Companies,	USA	We supported the proposed items on
	Inc.		the agenda
7.6.2023	Comcast Corporation	USA	We withheld from voting on three
	'		proposed items on the agenda and
			opposed one proposed item on the
			agenda
7.6.2023	GoDaddy Inc.	USA	We supported the proposed items on
	,		the agenda
7.6.2023	Salmon Evolution	Norway	We opposed four of the proposed items
	ASA	,	on the agenda
7.6.2023	lululemon athletica	USA	We supported the proposed items on
	inc.		the agenda
8.6.2023	Azelis Group NV	Belgium	We opposed two of the proposed items
	•		on the agenda
8.6.2023		-	-
	Datadog, Inc.	USA	We withheld from voting on two
	Datadog, Inc.	USA	We withheld from voting on two proposed items on the agenda
8.6.2023	_	USA	proposed items on the agenda
8.6.2023	Datadog, Inc. Rapid7, Inc.		proposed items on the agenda We supported the proposed items on
	Rapid7, Inc.	USA	proposed items on the agenda We supported the proposed items on the agenda
8.6.2023 8.6.2023	_		proposed items on the agenda We supported the proposed items on the agenda We opposed one of the proposed items
8.6.2023	Rapid7, Inc. Salesforce, Inc.	USA	proposed items on the agenda We supported the proposed items on the agenda We opposed one of the proposed items on the agenda
	Rapid7, Inc. Salesforce, Inc. Regeneron	USA	proposed items on the agenda We supported the proposed items on the agenda We opposed one of the proposed items on the agenda We opposed two of the proposed items
8.6.2023	Rapid7, Inc. Salesforce, Inc.	USA	proposed items on the agenda We supported the proposed items on the agenda We opposed one of the proposed items on the agenda

13.6.2023	Dollar Tree, Inc.	USA	We opposed two of the proposed items
			on the agenda
14.6.2023	Caterpillar Inc.	USA	We opposed three of the proposed items
			on the agenda
14.6.2023	Dermapharm	Germany	We opposed four of the proposed items
	Holding SE		on the agenda
14.6.2023	KEYENCE Corp.	Japan	We supported the proposed items on
			the agenda
14.6.2023	Target Corporation	USA	We supported the proposed items on
	Tanget de peration		the agenda
14.6.2023	Toyota Motor Corp.	Japan	We opposed two of the proposed items
111012020	10) ota motor corp.	Japan	on the agenda
15.6.2023	Ingersoll Rand Inc.	USA	We opposed one of the proposed items
13.0.2023	ingerson Nand inc.	USA	on the agenda
16.6.2023	Fortingt Inc	USA	_
10.0.2023	Fortinet, Inc.	USA	We supported the proposed items on
46.6.2022	NA II T I I	LICA	the agenda
16.6.2023	Marvell Technology,	USA	We supported the proposed items on
	Inc.		the agenda
16.6.2023	Solutions 30 SE	Luxembourg	We opposed one of the proposed items
			on the agenda
20.6.2023	Algonquin Power &	Canada	We supported the proposed items on
	Utilities Corp.		the agenda
20.6.2023	General Motors	USA	We opposed one of the proposed items
	Company		on the agenda
21.6.2023	Autodesk, Inc.	USA	We supported the proposed items on
	,		the agenda
21.6.2023	Daimler Truck	Germany	We supported the proposed items on
	Holding AG		the agenda
21.6.2023	Splunk Inc.	USA	We opposed two of the proposed items
21.0.2023	эргинк птс.	OSA	on the agenda
21.6.2023	Subaru Corp.	Japan	We supported the proposed items on
21.0.2023	Subaru Corp.	Japan	the agenda
24 6 2022	Tauranni Carra	lanan	
21.6.2023	Tsugami Corp.	Japan	We opposed one of the proposed items
22.6.222	A A B A B A B B B B B B B B B B		on the agenda
22.6.2023	Melia Hotels	Spain	We opposed three of the proposed items
	International SA		on the agenda
22.6.2023	Monster Beverage	USA	We opposed one of the proposed items
	Corporation		on the agenda
22.6.2023	NVIDIA Corporation	USA	We supported the proposed items on
			the agenda
22.6.2023	Okta, Inc.	USA	We withheld from voting on three
			proposed items on the agenda
22.6.2023	QIAGEN NV	Netherlands	We opposed one of the proposed items
			on the agenda
22.6.2023	Workday, Inc.	USA	We opposed four of the proposed items
_	,, -		on the agenda
23.6.2023	ITOCHU Corp.	Japan	We supported the proposed items on
20.0.2020		22,5311	the agenda
23.6.2023	Mizuho Financial	Japan	We opposed two of the proposed items
23.0.2023	Group, Inc.	Jupan	on the agenda
	Group, mc.	1	on the agenua

Doy Inc	LICA	We appared three of the proposed items
BOX, ITIC.	USA	We opposed three of the proposed items on the agenda
Mastersard	LICA	We opposed three of the proposed items
	USA	on the agenda
•	lanan	We supported the proposed items on
	Japan	the agenda
	LICA	We withheld from voting on two
riug rower inc.	03A	proposed items on the agenda
Atos SF	France	We opposed four of the proposed items
71103 32	Trance	on the agenda
Makita Corn	lanan	We supported the proposed items on
Wakita Corp.	заран	the agenda
DSM-Firmenich AG	Switzerland	We opposed one of the proposed items
Doivi i illinement (G	SWILZELIANA	on the agenda
National Instruments	USA	We supported the proposed items on
		the agenda
OSSIAM LUX -	Luxembourg	We supported the proposed items on
		the agenda
Barclays CAPE		
•		
TR		
Snowflake Inc.	USA	We withheld from voting on two
		proposed items on the agenda
Stroeer SE & Co.	Germany	We opposed one of the proposed items
KGaA		on the agenda
National Grid Plc	UK	We supported the proposed items on
		the agenda
The British Land Co.	UK	We supported the proposed items on
Plc		the agenda
Constellation Brands,	USA	We supported the proposed items on
Inc.		the agenda
SSE Plc	UK	We supported the proposed items on
		the agenda
McKesson	USA	We opposed one of the proposed items
Corporation		on the agenda
iShares plc - iShares	Ireland	We supported the proposed items on
FTSE 250 UCITS ETF		the agenda
iShares plc - iShares	Ireland	We supported the proposed items on
High Yield Corp Bond		the agenda
UCITS ETF		
Linde Plc	Ireland	We supported the proposed items on
		the agenda
Booz Allen Hamilton	USA	We supported the proposed items on
Holding Corporation		the agenda
Brembo SpA	Italy	We opposed the proposed item on the
2. 3	-	
		agenda
OSSIAM LUX -	Luxembourg	agenda We supported the proposed item on the
·	Luxembourg	
	Ossiam Shiller Barclays CAPE Europe Sector Value TR Snowflake Inc. Stroeer SE & Co. KGaA National Grid Plc The British Land Co. Plc Constellation Brands, Inc. SSE Plc McKesson Corporation iShares plc - iShares FTSE 250 UCITS ETF iShares plc - iShares High Yield Corp Bond UCITS ETF Linde Plc Booz Allen Hamilton Holding Corporation	Mastercard Incorporated Mitsui Chemicals, Inc. Plug Power Inc. USA Atos SE France Makita Corp. Japan DSM-Firmenich AG Switzerland National Instruments Corporation OSSIAM LUX - Ossiam Shiller Barclays CAPE Europe Sector Value TR Snowflake Inc. USA Stroeer SE & Co. KGaA National Grid Plc UK The British Land Co. Plc Constellation Brands, Inc. SSE Plc UK McKesson Corporation iShares plc - iShares FTSE 250 UCITS ETF iShares plc iShares High Yield Corp Bond UCITS ETF Linde Plc Ireland Booz Allen Hamilton Holding Corporation USA

	Europe Sector Value TR		
28.7.2023	OSSIAM LUX - Ossiam Shiller Barclays CAPE Europe Sector Value TR	Luxembourg	We supported the proposed item on the agenda
31.7.2023	Industrie De Nora SpA	Italy	We opposed the proposed item on the agenda
3.8.2023	Jazz Pharmaceuticals plc	Ireland	We supported the proposed items on the agenda
4.8.2023	Concentrix Corporation	USA	We supported the proposed items on the agenda
12.9.2023	NIKE, Inc.	USA	We withheld from voting on one of the proposed items on the agenda
13.9.2023	NetApp, Inc.	USA	We opposed one of the proposed items on the agenda
15.9.2023	Novartis AG	Switzerland	We opposed one of the proposed items on the agenda
19.9.2023	Alfen NV	Netherlands	We supported the proposed items on the agenda
21.9.2023	FedEx Corporation	USA	We supported the proposed items on the agenda
21.9.2023	Take-Two Interactive Software, Inc.	USA	We opposed one of the proposed items on the agenda
26.9.2023	General Mills, Inc.	USA	We opposed one of the proposed items on the agenda
27.9.2023	Ubisoft Entertainment SA	France	We opposed one of the proposed items on the agenda
11.10.2023	Atlantic Sapphire ASA	Norway	We opposed one of the proposed items on the agenda
11.10.2023	CSL Limited	Australia	We supported the proposed items on the agenda
12.10.2023	Paychex, Inc.	USA	We supported the proposed items on the agenda
13.10.2023	Newcrest Mining Ltd.	Australia	We supported the proposed items on the agenda
13.10.2023	iShares IV plc - iShares MSCI USA ESG Screened UCITS ETF	Ireland	We supported the proposed items on the agenda
19.10.2023	Medtronic plc	Ireland	We supported the proposed items on the agenda
25.10.2023	Parker-Hannifin Corporation	USA	We supported the proposed items on the agenda
26.10.2023	Wesfarmers Limited	Australia	We supported the proposed items on the agenda
1.11.2023	KLA Corporation	USA	We supported the proposed items on the agenda

7.11.2023	Lam Research	USA	We supported the proposed items on
7.11.2023	Corporation	USA	the agenda
8.11.2023	Automatic Data	USA	We supported the proposed items on
	Processing, Inc.		the agenda
9.11.2023	Broadridge Financial	USA	We supported the proposed items on
	Solutions, Inc.		the agenda
10.11.2023	Pernod Ricard SA	France	We supported the proposed items on
			the agenda
14.11.2023	Goodman Group	Australia	We supported the proposed items on
			the agenda
15.11.2023	Oracle Corporation	USA	We withheld from voting on fifteen
			proposed items on the agenda and
			opposed two proposed items on the
			agenda
17.11.2023	The Estee Lauder	USA	We withheld from voting on five
	Companies Inc.		proposed items on the agenda and
			opposed one proposed item on the
			agenda
17.11.2023	iShares III Public	Ireland	We supported the proposed items on
	Limited Company -		the agenda
	iShares JP Morgan		
	EM Local Govt Bond		
	UCITS		
17.11.2023	iShares III plc -	Ireland	We supported the proposed items on
	iShares Corp Bond		the agenda
	ESG Paris-Aligned		
	Climate UCITS ETF		
28.11.2023	Ferguson Plc	Jersey	We supported the proposed items on
			the agenda
29.11.2023	Splunk Inc.	USA	We supported the proposed items on
			the agenda
30.11.2023	Industrial and	China	We supported the proposed items on
	Commercial Bank of China Limited		the agenda
6.12.2023	Cisco Systems, Inc.	USA	We supported the proposed items on
011212020	Julia Cyclemic, mer		the agenda
7.12.2023	Microsoft Corporation	USA	We opposed four of the proposed items
			on the agenda
12.12.2023	Palo Alto Networks,	USA	We opposed two of the proposed items
	Inc.		on the agenda
14.12.2023	Westpac Banking	Australia	We opposed one of the proposed items
	Corp.		on the agenda
15.12.2023	Legal & General	Ireland	We supported the proposed items on
-	UCITS ETF Plc -		the agenda
	L&G Europe Equity		
	(Responsible		
15.12.2023	Exclusions) UCITS Legal & General	Ireland	We supported the proposed items as
13.12.2023	UCITS ETF Plc L&G	IICIAIIU	We supported the proposed items on
	US Equity		the agenda
	(Responsible		
	Exclusions) UCITS		
	ETF F		

15.12.2023	National Australia Bank Limited	Australia	We opposed two of the proposed items on the agenda
19.12.2023	Bank of China Limited	China	We supported the proposed items on the agenda
19.12.2023	China Construction Bank Corporation	China	We opposed one of the proposed items on the agenda
21.12.2023	ANZ Group Holdings Limited	Australia	We supported the proposed items on the agenda
21.12.2023	Norwegian Air Shuttle ASA	Norway	We supported the proposed items on the agenda