

ALH GRUPPE
ALL VOTES

01/01/2026 to 31/03/2026

Date range covered : 01/01/2026 to 03/31/2026

Allianz Best Styles Global Equity SRI**Meeting Date:** 01/23/2026**Country:** Luxembourg**Ticker:** N/A**Meeting Type:** Annual**Primary ISIN:** LU2034157706**Primary SEDOL:** 5WZ5Y85

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's and Auditor's Reports, and Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Approve Discharge of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Elect Oliver Drissen as Director	Mgmt	For	For	For
5	Elect Anouk Agnes as Director	Mgmt	For	For	For
6	Elect Carina Feider as Director	Mgmt	For	For	For
7	Elect Silvana Pacitti as Director	Mgmt	For	For	For
8	Elect Heiko Tilmont as Director	Mgmt	For	For	For
9	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For

Allianz Europe Equity Growth Select**Meeting Date:** 01/23/2026**Country:** Luxembourg**Ticker:** N/A**Meeting Type:** Annual**Primary ISIN:** LU0920839346**Primary SEDOL:** BWBSC55

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's and Auditor's Reports, and Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Approve Discharge of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Elect Oliver Drissen as Director	Mgmt	For	For	For

Allianz Europe Equity Growth Select

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Anouk Agnes as Director	Mgmt	For	For	For
6	Elect Carina Feider as Director	Mgmt	For	For	For
7	Elect Silvana Pacitti as Director	Mgmt	For	For	For
8	Elect Heiko Tilmont as Director	Mgmt	For	For	For
9	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For

Telecom Italia SpA

Meeting Date: 01/28/2026

Country: Italy

Ticker: TIT

Meeting Type: Extraordinary Shareholders

Primary ISIN: IT0003497168

Primary SEDOL: 7634394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.a	Elect Alessandra Perrazzelli as Director	Mgmt	For	For	For
1.b	Elect Lorenzo Cavalaglio as Director	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2	Approve Reduction of Capital to be Allocated to Reserves; Amend Article 5.1	Mgmt	For	For	For
	Approve Conversion of Saving Shares into Ordinary Shares; Amend Company Bylaws	Mgmt			
3.1	Proposal Submitted by the Board	Mgmt	For	For	For
3.2	Shareholder Proposal Submitted by Michele Petrera	SH	None	Refer	Against
3.3	Shareholder Proposal Submitted by D&C Governance Technologies Srl	SH	None	Refer	Against

Siemens Healthineers AG

Meeting Date: 02/05/2026

Country: Germany

Ticker: SHL

Meeting Type: Annual

Primary ISIN: DE000SHL1006

Primary SEDOL: BD594Y4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2025	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2025	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2025	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2025	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2025	Mgmt	For	Against	Against
<i>Voter Rationale: The company should reduce director terms and, ideally, introduce annual re-elections, in order to facilitate a more dynamic board refreshment process.</i>					
4.2	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2025	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2025	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Vanessa Barth for Fiscal Year 2025	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Veronika Bienert for Fiscal Year 2025	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Harry Blunk (until June 30, 2025) for Fiscal Year 2025	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2025	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Stephan Buettner for Fiscal Year 2025	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Lars-Christian Dinglinger for Fiscal Year 2025	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2025	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Nick Heindl for Fiscal Year 2025	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2025	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Peter Koerte for Fiscal Year 2025	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Volker Lang (from July 1, 2025) for Fiscal Year 2025	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Sarena Lin for Fiscal Year 2025	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Axel Patze for Fiscal Year 2025	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Astrid Ploss for Fiscal Year 2025	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2025	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2025	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Tretter for Fiscal Year 2025	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dow Wilson for Fiscal Year 2025	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2026	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Simple Majority for Adoption of Resolutions	Mgmt	For	Against	Against
<i>Voter Rationale: Changes in company's articles or by-laws should not erode shareholder rights.</i>					
8	Approve Creation of EUR 338 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
<i>Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>					
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 112.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Siemens AG

Meeting Date: 02/12/2026

Country: Germany

Ticker: SIE

Meeting Type: Annual

Primary ISIN: DE0007236101

Primary SEDOL: 5727973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 5.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2024/25	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Veronika Bienert for Fiscal Year 2024/25	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Peter Koerte for Fiscal Year 2024/25	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2024/25	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2024/25	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2024/25	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2024/25	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2024/25	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2024/25	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024/25	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2024/25	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2024/25	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Bettina Haller (until Feb. 13, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2024/25	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2024/25	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Saskia Krausser (from Feb. 25, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz (until Feb. 13, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2024/25	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2024/25	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2024/25	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2024/25	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Ulf Schneider (from Feb. 13, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024/25	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2024/25	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Mimon Uhamou for Fiscal Year 2024/25	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2024/25	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2024/25	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025/26	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025/26	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2031	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
9	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/19/2026

Country: Germany

Ticker: IFX

Meeting Type: Annual

Primary ISIN: DE0006231004

Primary SEDOL: 5889505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2025	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Elke Reichart for Fiscal Year 2025	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2025	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2025	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2025	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2025	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2025	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2025	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2025	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2025	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Hermann Eul for Fiscal Year 2025	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2025	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2025	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Rico Irmischer (from Feb. 20, 2025) for Fiscal Year 2025	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2025	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2025	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz (until Feb. 20, 2025) for Fiscal Year 2025	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2025	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2025	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2025	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2025	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2025	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2026	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

Banco BPM SpA

Meeting Date: 02/23/2026

Country: Italy

Ticker: BAMI

Meeting Type: Extraordinary Shareholders

Primary ISIN: IT0005218380

Primary SEDOL: BYMD5K9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business Amend Company Bylaws	Mgmt	For	For	For

Meeting Date: 02/26/2026

Country: Germany

Ticker: ENR

Meeting Type: Annual

Primary ISIN: DE000ENER6Y0

Primary SEDOL: BMTVQK9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2024/25	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2024/25	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2024/25	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2024/25	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard for Fiscal Year 2024/25	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2024/25	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024/25	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2024/25	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2024/25	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2024/25	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2024/25	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2024/25	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger (until Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Anja-Isabel Dotzenrath (from Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2024/25	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2024/25	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024/25	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Veronika Grimm for Fiscal Year 2024/25	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne for Fiscal Year 2024/25	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller (until Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2024/25	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2024/25	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2024/25	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau for Fiscal Year 2024/25	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2024/25	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Feiyu Xu (from Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025/26 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025/26	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025/26	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Kone Oyj

Meeting Date: 03/05/2026

Country: Finland

Ticker: KNEBV

Meeting Type: Annual

Primary ISIN: FI0009013403

Primary SEDOL: B09M9D2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13.a	Reelect Banmali Agrawala as New Director	Mgmt	For	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
13.e	Elect Anna Herlin as New Director	Mgmt	For	For	For
13.f	Reelect Antti Herlin as Director	Mgmt	For	Refer	Against
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders.</i>					
13.g	Reelect Jussi Herlin as Director	Mgmt	For	For	For
<i>Voter Rationale: The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered. Given the recent updates to the board, we will keep this matter under review.</i>					
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Fix Number of Auditors at One	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
<i>Voter Rationale: The issuance of shares with impaired/enhanced voting rights violates the principle of one share, one vote.</i>					
21	Close Meeting	Mgmt			

Allianz Best Styles Global Equity SRI

Meeting Date: 03/09/2026

Country: Luxembourg

Ticker: N/A

Meeting Type: Extraordinary Shareholders

Primary ISIN: LU2034157706

Primary SEDOL: 5WZ5Y85

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles 7, 8, 9, 9a, 11, 12a, 12b Re: Implement the Relevant Provisions Regarding the Application of Liquidity Management Tools in Compliance with Directive 2024/927 of 13 March 2024	Mgmt	For	For	For
2	Amend Article 4 Re: Corporate Purpose and Amend Articles 5, 7, 8, 9, 11, 12, 12a, 18, 32 Re: Include the Relevant Provisions of Regulation (EU) 2017/1131 of the European Parliament and of the Council of 14 June 2017 on Money Market Funds	Mgmt	For	For	For
3	Amend Articles 2, 5, 6, 10, 11, 12a, 12b, 14, 17, 18, 19, 22, 23, 24, 26, 27 Re: Reflect the Amended Luxembourg Law of 10 August 1915 on Commercial Companies and Other Minor Changes	Mgmt	For	For	For

Allianz Europe Equity Growth Select

Meeting Date: 03/09/2026

Country: Luxembourg

Ticker: N/A

Meeting Type: Extraordinary Shareholders

Primary ISIN: LU0920839346

Primary SEDOL: BWBSC55

Allianz Europe Equity Growth Select

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles 7, 8, 9, 9a, 11, 12a, 12b Re: Implement the Relevant Provisions Regarding the Application of Liquidity Management Tools in Compliance with Directive 2024/927 of 13 March 2024	Mgmt	For	For	For
2	Amend Article 4 Re: Corporate Purpose and Amend Articles 5, 7, 8, 9, 11, 12, 12a, 18, 32 Re:Include the Relevant Provisions of Regulation (EU) 2017/1131 of the European Parliament and of the Council of 14 June 2017 on Money Market Funds	Mgmt	For	For	For
3	Amend Articles 2, 5, 6, 10, 11, 12a, 12b, 14, 17, 18, 19, 22, 23, 24, 26, 27 Re: Reflect the Amended Luxembourg Law of 10 August 1915 on Commercial Companies and Other Minor Changes	Mgmt	For	For	For

FinecoBank SpA

Meeting Date: 03/10/2026

Country: Italy

Ticker: FBK

Meeting Type: Extraordinary Shareholders

Primary ISIN: IT0000072170

Primary SEDOL: BNGN9Z1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
0010	Extraordinary Business Amend Company Bylaws Re: Articles 5, 13, and 23	Mgmt	For	For	For

Amundi Index Solutions - Amundi MSCI EM Asia SRI Climate Paris Aligned

Meeting Date: 03/11/2026

Country: Luxembourg

Ticker: SADA

Meeting Type: Annual

Primary ISIN: LU2300294589

Primary SEDOL: BRRH2C8

Amundi Index Solutions - Amundi MSCI EM Asia SRI Climate Paris Aligned

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Directors	Mgmt	For	For	For
5	Re-elect Mehdi Balafrej as Director	Mgmt	For	For	For
6	Re-elect Pierre Jond as Director	Mgmt	For	For	For
7	Acknowledge Resignation of Nicolas Vauleon as Director	Mgmt			
8	Acknowledge Resignation of Alan Guy as Director	Mgmt			
9	Elect Gregory Berthier as Director	Mgmt	For	For	For
10	Elect Lucien Caytan as Director	Mgmt	For	For	For
11	Appoint Deloitte as Auditor	Mgmt	For	For	For
12	Transact Other Business (Non-Voting)	Mgmt			

Amundi Index Solutions - Amundi MSCI Pacific Ex Japan SRI Climate Paris Aligned

Meeting Date: 03/11/2026

Country: Luxembourg

Ticker: GNAI

Meeting Type: Annual

Primary ISIN: LU0390717543

Primary SEDOL: 4M4C6D7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Directors	Mgmt	For	For	For
5	Re-elect Mehdi Balafrej as Director	Mgmt	For	For	For
6	Re-elect Pierre Jond as Director	Mgmt	For	For	For
7	Acknowledge Resignation of Nicolas Vauleon as Director	Mgmt			

Amundi Index Solutions - Amundi MSCI Pacific Ex Japan SRI Climate Paris Aligned

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Acknowledge Resignation of Alan Guy as Director	Mgmt			
9	Elect Gregory Berthier as Director	Mgmt	For	For	For
10	Elect Lucien Caytan as Director	Mgmt	For	For	For
11	Appoint Deloitte as Auditor	Mgmt	For	For	For
12	Transact Other Business (Non-Voting)	Mgmt			

BPER Banca SpA

Meeting Date: 03/12/2026

Country: Italy

Ticker: BPE

Meeting Type: Extraordinary Shareholders

Primary ISIN: IT0000066123

Primary SEDOL: 4116099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
0010	Approve Merger by Absorption of Banca Popolare di Sondrio SpA into BPER Banca SpA; Approve Amendments to the Articles of Association and Share Capital Increase	Mgmt	For	For	For

Wartsila Oyj Abp

Meeting Date: 03/12/2026

Country: Finland

Ticker: WRT1V

Meeting Type: Annual

Primary ISIN: FI0009003727

Primary SEDOL: 4525189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.54 Per Share and Extraordinary Dividends of EUR 0.52 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
<i>Voter Rationale: Pay for performance is not aligned.</i>					
11	Approve Remuneration of Directors in the Amount of EUR 212,000 for Chair, EUR 112,000 for Vice Chair and EUR 85,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Karen Bomba, Henrik Ehrnrooth, Morten H. Engelstoft, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice Chair) as Directors; Elect Heather Rivard as New Director	Mgmt	For	For	For
<i>Voter Rationale: The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered. Given the recent updates to the board, we will keep this matter under review. The board should submit directors for re-election individually, rather than as a single slate to enable shareholders to hold directors individually accountable for their performance.</i>					
14	Approve Remuneration of Auditors for the Term of Office 2026 and 2027	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors for the Term of Office 2026	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors for the Term of Office 2027	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting for the Term of Office 2026 and 2027	Mgmt	For	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For	For
19	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting for the Term of Office 2027	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/19/2026

Country: Spain

Ticker: BBVA

Meeting Type: Annual

Primary ISIN: ES0113211835

Primary SEDOL: 5501906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Sonia Lilia Dula as Director	Mgmt	For	For	For
2.2	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For	For
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For	For
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For	For
2.5	Elect Jorge Montalbo Todoli as Director	Mgmt	For	For	For
3	Authorize Board to Issue Contingent Convertible Securities for up to EUR 8 Billion	Mgmt	For	Against	For

Voter Rationale: .

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
<i>Voter Rationale: Any increase in the size of awards under the short-term/long-term incentive scheme(s) should be accompanied by a corresponding increase in performance expectations.</i>					
7	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
8	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Nordea Bank Abp

Meeting Date: 03/24/2026

Country: Finland

Ticker: NDA.FI

Meeting Type: Annual

Primary ISIN: FI4000297767

Primary SEDOL: BFM0SV9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt	For	For	For
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.96 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For

Voter Rationale: .

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 440,000 for Chair, EUR 190,000 for Vice Chair and EUR 115,500 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	Mgmt	For	Abstain	For
<i>Voter Rationale: .</i>					
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
13.c	Reelect Risto Murto as Director	Mgmt	For	For	For
13.d	Reelect Lars Rohde as Director	Mgmt	For	For	For
13.e	Reelect Lene Skole as Director	Mgmt	For	For	For
13.f	Reelect Per Stromberg as Director	Mgmt	For	For	For
13.g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.h	Reelect Arja Talma as Director	Mgmt	For	For	For
13.i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
13.j	Elect Simon Cooper as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers for Sustainability Reporting	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
16	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
17	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>Voter Rationale: Shares should not be repurchased at a premium/discount to the market price of more than 10%.</i>					
20	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
	Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt			
21	Approve Proposal Regarding Business Activities in the Arctic Region	SH	Against	Against	Against
22	Close Meeting	Mgmt			

Orion Oyj

Meeting Date: 03/24/2026

Country: Finland

Ticker: ORNBV

Meeting Type: Annual

Primary ISIN: FI0009014377

Primary SEDOL: B17NY40

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.80 Per Share; Approve Charitable Donations of up to EUR 500,000	Mgmt	For	For	For
9	Approve Discharge of Board and President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 73,000 for Vice Chair and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Kari Jussi Aho, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Henrik Stenqvist, and Karen Lykke Sorensen as Directors; Elect Minna Maasilta and Sophie Papa as New Directors	Mgmt	For	For	For
<i>Voter Rationale: The board should submit directors for re-election individually, rather than as a single slate and ensure that there is sufficient level of independence on the board.</i>					
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
15	Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Sartorius Stedim Biotech SA

Meeting Date: 03/24/2026

Country: France

Ticker: DIM

Meeting Type: Annual/Special

Primary ISIN: FR0013154002

Primary SEDOL: BYZ2QP5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 620,000	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from January 1, 2025 to June 30, 2025	Mgmt	For	For	For
7	Approve Compensation of Michael Grosse, Chairman of the Board from July 1, 2025 to December 31, 2025	Mgmt	For	For	For
8	Approve Compensation of Rene Faber, CEO	Mgmt	For	Against	Against
<p><i>Voter Rationale: Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors. Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards. Remuneration policy allows cliff-vesting of awards, thus failing to encourage progressive performance. Higher vesting levels should be linked to scaled performance targets.</i></p>					
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Severance payments should not exceed two year's pay. Larger severance packages should be subject to a separate shareholder approval.</i></p>					
11	Ratify Appointment of Michael Grosse as Director	Mgmt	For	Refer	Against
<p><i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders.</i></p>					
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
<p><i>Voter Rationale: This authority can be used as an antitakeover mechanism. Where poison pills are adopted, they should be approved by shareholders prior to deployment, include independent oversight, and be of a limited duration.</i></p>					
	Extraordinary Business	Mgmt			
13	Amend Article 17 of Bylaws Re: Meetings and Deliberations of Board of Directors	Mgmt	For	For	For
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specifically Designated Beneficiaries, up to Aggregate Nominal Amount of EUR 297,444.40	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Meeting Date: 03/25/2026

Country: Spain

Ticker: TEF

Meeting Type: Annual

Primary ISIN: ES0178430E18

Primary SEDOL: 5732524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
I.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
I.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
I.3	Approve Discharge of Board	Mgmt	For	For	For
II	Approve Treatment of Net Loss	Mgmt	For	For	For
III	Renew Appointment of PricewaterhouseCoopers as Auditor for FY 2026	Mgmt	For	For	For
IV	Appoint PricewaterhouseCoopers as Auditor for FY 2027, 2028 and 2029	Mgmt	For	For	For
V.1	Reelect Maria Luisa Garcia Blanco as Director	Mgmt	For	Against	Against
<i>Voter Rationale: In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board.</i>					
V.2	Ratify Appointment of and Elect Anna Martinez Balana as Director	Mgmt	For	For	For
V.3	Ratify Appointment of and Elect Cesar Mascaraque Alonso as Director	Mgmt	For	For	For
V.4	Ratify Appointment of and Elect Monica Rey Amado as Director	Mgmt	For	For	For
V.5	Elect Jane Thompson as Director	Mgmt	For	For	For
VI	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
VII	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voter Rationale: Severance payments should not exceed two year s pay. Larger severance packages should be subject to a separate shareholder approval.</i>					
VIII	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
IX	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<i>Voter Rationale: Severance payments should not exceed two year s pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					

Meeting Date: 03/26/2026

Country: Spain

Ticker: SAN

Meeting Type: Annual

Primary ISIN: ES0113900J37

Primary SEDOL: 5705946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1C	Approve Discharge of Board	Mgmt	For	For	For
2A	Approve Allocation of Income and Dividends	Mgmt	For	For	For
2B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
2C	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
3A	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
3B	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For
4A	Fix Number of Directors at 15	Mgmt	For	For	For
4B	Elect Deborah Veitas as Director	Mgmt	For	For	For
4C	Reelect Sol Daurella as Director	Mgmt	For	For	For
4D	Reelect Gina Diez Barroso as Director	Mgmt	For	For	For
4E	Reelect Carlos Barrabes as Director	Mgmt	For	Refer	For
<i>Voter Rationale: .</i>					
4F	Reelect Antonio Weiss as Director	Mgmt	For	For	For
5A	Approve Remuneration Policy	Mgmt	For	Refer	For
<i>Voter Rationale: .</i>					
5B	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
5C	Approve Buy-out Policy	Mgmt	For	For	For
5D	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
<i>Voter Rationale: .</i>					

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
6B	Authorize Issuance of Convertible Bonds up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
6C	Approve Issuance of Shares in Connection with the Acquisition of Webster Financial Corporation	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Bankinter SA

Meeting Date: 03/26/2026

Country: Spain

Ticker: BKT

Meeting Type: Annual

Primary ISIN: ES0113679I37

Primary SEDOL: 5474008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
7.1	Reelect Alfonso Botin-Sanz de Sautuola y Naveda as Director	Mgmt	For	For	For
7.2	Reelect Teresa Martin-Retortillo Rubio as Director	Mgmt	For	For	For
7.3	Fix Number of Directors at 12	Mgmt	For	For	For
8	Approve Restricted Capitalization Reserve	Mgmt	For	For	For

Bankinter SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Delivery of Shares under FY 2025 Variable Pay Scheme	Mgmt	For	For	For
<i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					
9.2	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
<i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					

CaixaBank SA

Meeting Date: 03/26/2026

Country: Spain

Ticker: CABK

Meeting Type: Annual

Primary ISIN: ES0140609019

Primary SEDOL: B283W97

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Reelect Tomas Muniesa Arantegui as Director	Mgmt	For	For	For
4.2	Reelect Eduardo Javier Sanchiz Irazu as Director	Mgmt	For	For	For
4.3	Elect Ana Maria Garcia Fau as Director	Mgmt	For	For	For
4.4	Ratify Appointment of and Elect Pablo Arturo Forero Calderon as Director	Mgmt	For	For	For
5.1	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For

CaixaBank SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For	For
6.1	Approve Remuneration of Directors	Mgmt	For	For	For
6.2	Approve Remuneration Policy	Mgmt	For	Refer	For
<i>Voter Rationale: A vote FOR these items is warranted because the company's remuneration policy and board fees are overall uncontroversial.</i>					
6.3	Approve 2026 Variable Remuneration Scheme	Mgmt	For	For	For
6.4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.5	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8	Receive Board of Directors Report	Mgmt			

Carl Zeiss Meditec AG

Meeting Date: 03/26/2026

Country: Germany

Ticker: AFX

Meeting Type: Annual

Primary ISIN: DE0005313704

Primary SEDOL: 5922961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024/25	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024/25	Mgmt	For	Against	Against
<i>Voter Rationale: The company should reduce director terms and, ideally, introduce annual re-elections, in order to facilitate a more dynamic board refreshment process.</i>					
5	Ratify PricewaterhouseCoopers GmbH as Auditors and as Auditor for Sustainability Reporting for Fiscal Year 2025/26	Mgmt	For	For	For

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1)	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voter Rationale: The company should reduce director terms and, ideally, introduce annual re-elections, in order to facilitate a more dynamic board refreshment process. Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns. In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board. The board may wish to consider strengthening its succession planning practices and processes to ensure women are similarly considered.</i></p>					
6.2)	Elect Torsten Reitze to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voter Rationale: The audit committee should be fully independent and this directors membership could hamper the committees impartiality and effectiveness. The company should reduce director terms and, ideally, introduce annual re-elections, in order to facilitate a more dynamic board refreshment process.</i></p>					
6.3)	Elect Werner Stahl to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voter Rationale: The company should reduce director terms and, ideally, introduce annual re-elections, in order to facilitate a more dynamic board refreshment process.</i></p>					
7	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.</i></p>					
8	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Any increase in the size of awards under the short-term/long-term incentive scheme(s) should be accompanied by a corresponding increase in performance expectations.</i></p>					

UniCredit SpA

Meeting Date: 03/31/2026

Country: Italy

Ticker: UCG

Meeting Type: Annual/Special

Primary ISIN: IT0005239360

Primary SEDOL: BYMXPS7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
0010	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
0020	Approve Allocation of Income	Mgmt	For	For	For
0030	Approve Elimination of Negative Reserves	Mgmt	For	For	For
0040	Authorize Share Repurchase Program	Mgmt	For	For	For
0050	Approve Remuneration Policy	Mgmt	For	Refer	For
<p><i>Voter Rationale: .</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
0060	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against
<p><i>Voter Rationale: All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. The terms of incentive schemes should not be amended retrospectively. Any significant amendment to the terms of incentive schemes should be subject to shareholder approval. Pay for performance is not aligned. Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors</i></p>					
0070	Approve 2026 Group Incentive System	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
0080	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For	For
0090	Authorize Board to Increase Capital to Service the 2021 Group Incentive System	Mgmt	For	For	For
0100	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	Against	Against
<p><i>Voter Rationale: Capital issuance authorities should be for share plans that incentivise long-term value creation.</i></p>					
0110	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
0120	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	For	For
0130	Authorize Board to Increase Capital to Service the 2025 Group Incentive System	Mgmt	For	For	For
0140	Authorize Board to Increase Capital to Service the 2020-2023 LTI Plan	Mgmt	For	For	For
0150	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Contact Us

Columbia Threadneedle Investments

Cannon Place
78 Cannon Street
London EC4N 6AG
Tel: +44 (0) 20 7628 8000

www.columbiathreadneedle.com

© 2026 Columbia Threadneedle Investments. Columbia Threadneedle Investments is the global brand name of the Columbia and Threadneedle group of companies. For professional investors only. Financial promotions are issued for marketing and information purposes; in the United Kingdom by Columbia Threadneedle Management Limited, which is authorised and regulated by the Financial Conduct Authority; in the EEA by Columbia Threadneedle Netherlands B.V., which is regulated by the Dutch Authority for the Financial Markets (AFM); and in Switzerland by Columbia Threadneedle Management (Swiss) GmbH, acting as representative office of Columbia Threadneedle Management Limited. In the Middle East: This document is distributed by Columbia Threadneedle Investments (ME) Limited, which is regulated by the Dubai Financial Services Authority (DFSA). For Distributors: This document is intended to provide distributors with information about Group products and services and is not for further distribution. For Institutional Clients: The information in this document is not intended as financial advice and is only intended for persons with appropriate investment knowledge and who meet the regulatory criteria to be classified as a Professional Client or Market Counterparties and no other Person should act upon it.