



## 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 International Plc	Ireland	We supported the proposed items on the agenda
8.3.2023	QUALCOMM Incorporated	USA	We supported the proposed items on the agenda
9.3.2023	Applied Materials, Inc.	USA	We opposed one of the proposed items 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 on the agenda
15.3.2023	Agilent Technologies, Inc.	USA	We supported the proposed items on the agenda
15.3.2023	TE Connectivity Ltd.	Switzerland	We supported the proposed items on the agenda
16.3.2023	DSV A/S	Denmark	We abstained from voting on two proposed items on the agenda
16.3.2023	Keysight Technologies, Inc.	USA	We supported the proposed items on the agenda
22.3.2023	Atrium Ljungberg AB	Sweden	We opposed one of the proposed items on the agenda
23.3.2023	Concentrix Corporation	USA	We supported the proposed items on 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 Corporation	USA	We opposed four of the proposed items on the agenda
24.3.2023	Kao Corp.	Japan	We supported the proposed items on the agenda
27.3.2023	Nordex SE	Germany	We supported the proposed items on the agenda
29.3.2023	Telefonaktiebolaget LM Ericsson	Sweden	We opposed eighteen of the proposed items on the agenda
30.3.2023	Protector Forsikring ASA	Norway	We opposed two of the proposed items 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 Company	USA	We opposed two of the proposed items on the agenda
4.4.2023	Canadian Imperial Bank of Commerce	Canada	We opposed two of the proposed items on the agenda
4.4.2023	EDP Renovaveis SA	Spain	We supported the proposed items on the agenda

5.4.2023	Royal Bank of Canada	Canada	We opposed one of the proposed items on the agenda
5.4.2023	Telia Co. AB	Sweden	We supported the proposed items on the agenda
6.4.2023	Alfen NV	Netherlands	We supported the proposed items on the agenda
11.4.2023	A. O. Smith Corporation	USA	We withheld from voting on one proposed items on the agenda
11.4.2023	Atlantic Sapphire ASA	Norway	We supported the proposed items on the agenda
12.4.2023	Synopsys, Inc.	USA	We supported the proposed items on the agenda
12.4.2023	Vestas Wind Systems A/S	Denmark	We supported the proposed items on 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 Corporation	USA	We supported the proposed items on the agenda
20.4.2023	LVMH Moët Hennessy Louis Vuitton SE	France	We opposed sixteen of the proposed items on the agenda
20.4.2023	The Toronto-Dominion Bank	Canada	We opposed six of the proposed items 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 ETF	Luxembourg	We supported the proposed items on the agenda
21.4.2023	iShares II plc - iShares Corp Bond ESG UCITS ETF	Ireland	We supported the proposed items on the agenda
22.4.2023	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, Inc.	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 Incorporated	USA	We supported the proposed items on 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 the agenda
28.4.2023	Hofseth Biocare ASA	Norway	We opposed two of the proposed items on the agenda
28.4.2023	Industrie De Nora SpA	Italy	We opposed three of the proposed items on the agenda
28.4.2023	Merck KGaA	Germany	We supported the proposed items on the agenda
28.4.2023	Rotork Plc	UK	We supported the proposed items on the agenda
1.5.2023	Eli Lilly and Company	USA	We opposed two of the proposed items on the agenda
1.5.2023	Genuine Parts Company	USA	We supported the proposed items on the agenda
1.5.2023	Paycom Software, Inc.	USA	We withheld from voting on two proposed items on the agenda and opposed one proposed item on the agenda
2.5.2023	American Express Company	USA	We opposed one of the proposed items on the agenda
2.5.2023	Bristol-Myers Squibb Company	USA	We opposed two of the proposed items 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 Company	USA	We opposed four of the proposed items 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 the agenda

4.5.2023	AAK AB	Sweden	We opposed three of the proposed items on the agenda
4.5.2023	AMETEK, Inc.	USA	We supported the proposed items on the agenda
4.5.2023	Archer-Daniels-Midland Company	USA	We opposed one of the proposed items on the agenda
4.5.2023	Boston Scientific Corporation	USA	We supported the proposed items on the agenda
4.5.2023	Cadence Design Systems, Inc.	USA	We opposed one of the proposed items on the agenda
4.5.2023	Equifax Inc.	USA	We opposed one of the proposed items on the agenda
4.5.2023	Genpact Limited	Bermuda	We supported the proposed items on the agenda
4.5.2023	IMI Plc	UK	We supported the proposed items on the agenda
4.5.2023	Schneider Electric SE	France	We opposed one of the proposed items on the agenda
4.5.2023	Shoals Technologies Group, Inc.	USA	We withheld from voting on one proposed items on the agenda
4.5.2023	The Kraft Heinz Company	USA	We opposed three of the proposed items on the agenda
4.5.2023	TransUnion	USA	We supported the proposed items on the agenda
4.5.2023	United Parcel Service, Inc.	USA	We opposed six of the proposed items on the agenda
5.5.2023	AbbVie Inc.	USA	We supported the proposed items on the agenda
5.5.2023	Alcon Inc.	Switzerland	We opposed two of the proposed items on the agenda
5.5.2023	Dover Corporation	USA	We opposed three of the proposed items on the agenda
5.5.2023	Illinois Tool Works Inc.	USA	We supported the proposed items on 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 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 Corporation	USA	We supported the proposed items on the agenda
9.5.2023	Prudential Financial, Inc.	USA	We supported the proposed items on the agenda

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, Inc.	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, Inc.	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 on the agenda
16.5.2023	Tesla, Inc.	USA	We opposed three of the proposed items on the agenda
16.5.2023	The Hershey Company	USA	We withheld from voting on five proposed items on the agenda and opposed one proposed item on the agenda
16.5.2023	Viva Wine Group AB	Sweden	We opposed three of the proposed items on the agenda
17.5.2023	AIXTRON SE	Germany	We supported the proposed items on the agenda
17.5.2023	Enphase Energy, Inc.	USA	We supported the proposed items on the agenda
17.5.2023	Mondelez International, Inc.	USA	We opposed one of the proposed items on the agenda
17.5.2023	Old Dominion Freight Line, Inc.	USA	We supported the proposed items on the agenda
17.5.2023	Ross Stores, Inc.	USA	We supported the proposed items on the agenda
17.5.2023	Verisk Analytics, Inc.	USA	We supported the proposed items on the agenda
17.5.2023	Vertex Pharmaceuticals Incorporated	USA	We supported the proposed items on the agenda
18.5.2023	AIA Group Limited	Hong Kong	We supported the proposed items on the agenda
18.5.2023	Advanced Micro Devices, Inc.	USA	We supported the proposed items on 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, Inc.	USA	We supported the proposed items on the agenda
18.5.2023	Otis Worldwide Corporation	USA	We supported the proposed items on the agenda
18.5.2023	The Home Depot, Inc.	USA	We opposed two of the proposed items on the agenda
18.5.2023	Union Pacific Corporation	USA	We opposed one of the proposed items 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 - Ossiham Shiller Barclays CAPE Europe Sector Value TR	Luxembourg	We opposed one of the proposed items on the agenda
23.5.2023	Array Technologies, Inc.	USA	We withheld from voting on one proposed items on the agenda
23.5.2023	Atlantic Sapphire ASA	Norway	We opposed seven of the proposed items on the agenda
23.5.2023	AutoStore Holdings Ltd.	Bermuda	We opposed one of the proposed items on the agenda
23.5.2023	BioMarin Pharmaceutical Inc.	USA	We supported the proposed items on the agenda
23.5.2023	Merck & Co., Inc.	USA	We opposed three of the proposed items on the agenda
23.5.2023	Norwegian Air Shuttle ASA	Norway	We opposed six of the proposed items on the agenda
23.5.2023	Quanta Services, Inc.	USA	We supported the proposed items on the agenda
23.5.2023	Amazon.com, Inc.	USA	We opposed ten of the proposed items on the agenda
24.5.2023	BlackRock, Inc.	USA	We opposed one of the proposed items on the agenda
24.5.2023	Coca-Cola Europacific Partners plc	UK	We opposed four of the proposed items on the agenda
24.5.2023	NXP Semiconductors N.V.	Netherlands	We supported the proposed items on the agenda
24.5.2023	PayPal Holdings, Inc.	USA	We opposed three of the proposed items on the agenda
24.5.2023	Tenable Holdings, Inc.	USA	We withheld from voting on three proposed items on the agenda
24.5.2023	Thermo Fisher Scientific Inc.	USA	We supported the proposed items on the agenda
25.5.2023	IDEX Corporation	USA	We opposed one of the proposed items on the agenda
25.5.2023	McDonald's Corporation	USA	We opposed two of the proposed items 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, Inc.	USA	We supported the proposed items on the agenda
31.5.2023	Dollar General Corporation	USA	We opposed one of the proposed items on the agenda
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 Technologies, Inc.	USA	We supported the proposed items on 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 the agenda
2.6.2023	Alphabet Inc.	USA	We opposed seven of the proposed items on the agenda
5.6.2023	UnitedHealth Group Incorporated	USA	We supported the proposed items on the agenda
6.6.2023	Nordex SE	Germany	We opposed one of the proposed items on the agenda
6.6.2023	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	We opposed one of the proposed items on the agenda
6.6.2023	The TJX Companies, Inc.	USA	We supported the proposed items on 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 ASA	Norway	We opposed four of the proposed items on the agenda
7.6.2023	lululemon athletica inc.	USA	We supported the proposed items on 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 proposed items on the agenda
8.6.2023	Rapid7, Inc.	USA	We supported the proposed items on the agenda
8.6.2023	Salesforce, Inc.	USA	We opposed one of the proposed items on the agenda
9.6.2023	Regeneron Pharmaceuticals, Inc.	USA	We opposed two of the proposed items on the agenda
12.6.2023	Keurig Dr Pepper Inc.	USA	We supported 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 Holding SE	Germany	We opposed four of the proposed items 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 the agenda
14.6.2023	Toyota Motor Corp.	Japan	We opposed two of the proposed items on the agenda
15.6.2023	Ingersoll Rand Inc.	USA	We opposed one of the proposed items on the agenda
16.6.2023	Fortinet, Inc.	USA	We supported the proposed items on the agenda
16.6.2023	Marvell Technology, Inc.	USA	We supported the proposed items on the agenda
16.6.2023	Solutions 30 SE	Luxembourg	We opposed one of the proposed items on the agenda
20.6.2023	Algonquin Power & Utilities Corp.	Canada	We supported the proposed items on the agenda
20.6.2023	General Motors Company	USA	We opposed one of the proposed items on the agenda
21.6.2023	Autodesk, Inc.	USA	We supported the proposed items on the agenda
21.6.2023	Daimler Truck Holding AG	Germany	We supported the proposed items on the agenda
21.6.2023	Splunk Inc.	USA	We opposed two of the proposed items on the agenda
21.6.2023	Subaru Corp.	Japan	We supported the proposed items on the agenda
21.6.2023	Tsugami Corp.	Japan	We opposed one of the proposed items on the agenda
22.6.2023	Melia Hotels International SA	Spain	We opposed three of the proposed items on the agenda
22.6.2023	Monster Beverage Corporation	USA	We opposed one of the proposed items 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 the agenda
23.6.2023	Mizuho Financial Group, Inc.	Japan	We opposed two of the proposed items on the agenda

27.6.2023	Box, Inc.	USA	We opposed three of the proposed items on the agenda
27.6.2023	Mastercard Incorporated	USA	We opposed three of the proposed items on the agenda
27.6.2023	Mitsui Chemicals, Inc.	Japan	We supported the proposed items on the agenda
27.6.2023	Plug Power Inc.	USA	We withheld from voting on two proposed items on the agenda
28.6.2023	Atos SE	France	We opposed four of the proposed items on the agenda
28.6.2023	Makita Corp.	Japan	We supported the proposed items on the agenda
29.6.2023	DSM-Firmenich AG	Switzerland	We opposed one of the proposed items on the agenda
29.6.2023	National Instruments Corporation	USA	We supported the proposed items on the agenda
30.6.2023	OSSIAM LUX - Ossiäm Shiller Barclays CAPE Europe Sector Value TR	Luxembourg	We supported the proposed items on the agenda
5.7.2023	Snowflake Inc.	USA	We withheld from voting on two proposed items on the agenda
5.7.2023	Stroeer SE & Co. KGaA	Germany	We opposed one of the proposed items on the agenda
10.7.2023	National Grid Plc	UK	We supported the proposed items on the agenda
11.7.2023	The British Land Co. Plc	UK	We supported the proposed items on the agenda
18.7.2023	Constellation Brands, Inc.	USA	We supported the proposed items on the agenda
20.7.2023	SSE Plc	UK	We supported the proposed items on the agenda
21.7.2023	McKesson Corporation	USA	We opposed one of the proposed items on the agenda
21.7.2023	iShares plc - iShares FTSE 250 UCITS ETF	Ireland	We supported the proposed items on the agenda
21.7.2023	iShares plc - iShares High Yield Corp Bond UCITS ETF	Ireland	We supported the proposed items on the agenda
24.7.2023	Linde Plc	Ireland	We supported the proposed items on the agenda
26.7.2023	Booz Allen Hamilton Holding Corporation	USA	We supported the proposed items on the agenda
27.7.2023	Brembo SpA	Italy	We opposed the proposed item on the agenda
28.7.2023	OSSIAM LUX - Ossiäm Shiller Barclays CAPE	Luxembourg	We supported the proposed item on the agenda

	Europe Sector Value TR		
28.7.2023	OSSIAM LUX - Ossiham 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 Corporation	USA	We supported the proposed items on the agenda
8.11.2023	Automatic Data Processing, Inc.	USA	We supported the proposed items on the agenda
9.11.2023	Broadridge Financial Solutions, Inc.	USA	We supported the proposed items on 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 Companies Inc.	USA	We withheld from voting on five proposed items on the agenda and opposed one proposed item on the agenda
17.11.2023	iShares III Public Limited Company - iShares JP Morgan EM Local Govt Bond UCITS	Ireland	We supported the proposed items on the agenda
17.11.2023	iShares III plc - iShares Corp Bond ESG Paris-Aligned Climate UCITS ETF	Ireland	We supported the proposed items on the agenda
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 Commercial Bank of China Limited	China	We supported the proposed items on the agenda
6.12.2023	Cisco Systems, Inc.	USA	We supported the proposed items on the agenda
7.12.2023	Microsoft Corporation	USA	We opposed four of the proposed items on the agenda
12.12.2023	Palo Alto Networks, Inc.	USA	We opposed two of the proposed items on the agenda
14.12.2023	Westpac Banking Corp.	Australia	We opposed one of the proposed items on the agenda
15.12.2023	Legal & General UCITS ETF Plc - L&G Europe Equity (Responsible Exclusions) UCITS	Ireland	We supported the proposed items on the agenda
15.12.2023	Legal & General UCITS ETF Plc L&G US Equity (Responsible Exclusions) UCITS ETF F	Ireland	We supported the proposed items on the agenda

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