

## VOTE SUMMARY REPORT

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

### Embracer Group AB

Meeting Date: 01/07/2025

Country: Sweden

Meeting Type: Extraordinary  
Shareholders

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chairman of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Approve Issuance of 5 B Shares for a Private Placement	Mgmt	For	For	For
Amend Articles Re: Set Minimum (220 Million) and Maximum (880 Million) Number of Shares	Mgmt	For	For	For
Approve 1:6 Reverse Stock Split	Mgmt	For	For	For
Approve Dividend Distribution of Shares in Asmodee Group AB	Mgmt	For	For	For
Close Meeting	Mgmt			

### Boliden AB

Meeting Date: 01/23/2025

Country: Sweden

Meeting Type: Extraordinary  
Shareholders

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chairman of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For

## Boliden AB

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Designate Inspectors of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
Close Meeting	Mgmt			

## Costco Wholesale Corporation

Meeting Date: 01/23/2025

Country: USA

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Susan L. Decker	Mgmt	For	For	For
Elect Director Kenneth D. Denman	Mgmt	For	For	For
Elect Director Helena B. Foulkes	Mgmt	For	For	For
Elect Director Hamilton E. James	Mgmt	For	For	For
Elect Director Sally Jewell	Mgmt	For	For	For
Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
Elect Director John W. Stanton	Mgmt	For	For	For
Elect Director Ron M. Vachris	Mgmt	For	For	For
Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

## Intuit Inc.

Meeting Date: 01/23/2025

Country: USA

Meeting Type: Annual

## Intuit Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Eve Burton	Mgmt	For	For	For
Elect Director Scott D. Cook	Mgmt	For	For	For
Elect Director Richard L. Dalzell	Mgmt	For	For	For
Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
Elect Director Deborah Liu	Mgmt	For	For	For
Elect Director Tekedra Mawakana	Mgmt	For	For	For
Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
Elect Director Forrest Norrod	Mgmt	For	For	For
Elect Director Vasant Prabhu	Mgmt	For	For	For
Elect Director Ryan Roslansky	Mgmt	For	For	For
Elect Director Thomas Szkutak	Mgmt	For	For	For
Elect Director Raul Vazquez	Mgmt	For	For	For
Elect Director Eric S. Yuan	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## Visa Inc.

Meeting Date: 01/28/2025

Country: USA

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Lloyd A. Carney	Mgmt	For	For	For
Elect Director Kermit R. Crawford	Mgmt	For	For	For
Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
Elect Director Ramon Laguarta	Mgmt	For	For	For
Elect Director Teri L. List	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director John F. Lundgren	Mgmt	For	For	For
Elect Director Ryan McInerney	Mgmt	For	For	For
Elect Director Denise M. Morrison	Mgmt	For	For	For
Elect Director Pamela Murphy	Mgmt	For	For	For
Elect Director Linda J. Rendle	Mgmt	For	For	For
Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against
Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
Report on Lobbying Payments and Policy	SH	Against	Against	For

Accenture plc

Meeting Date: 02/06/2025

Country: Ireland

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jaime Ardila	Mgmt	For	For	For
Elect Director Martin Brudermuller	Mgmt	For	For	For
Elect Director Alan Jope	Mgmt	For	For	For
Elect Director Nancy McKinstry	Mgmt	For	For	For
Elect Director Jennifer Nason	Mgmt	For	For	For
Elect Director Paula A. Price	Mgmt	For	For	For
Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
Elect Director Arun Sarin	Mgmt	For	For	For
Elect Director Julie Sweet	Mgmt	For	For	For
Elect Director Tracey T. Travis	Mgmt	For	For	For

## Accenture plc

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Masahiko Uotani	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
Approve Capital Reduction of the Share Premium Account	Mgmt	For	For	For
Authorize Board to Issue Shares under Irish Law	Mgmt	For	For	For
Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

## Volvo Car AB

**Meeting Date:** 02/06/2025

**Country:** Sweden

**Meeting Type:** Extraordinary Shareholders

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chairman of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Equity Transfer Agreement with Zeekr	Mgmt	For	For	For
Close Meeting	Mgmt			

## Siemens AG

**Meeting Date:** 02/13/2025

**Country:** Germany

**Meeting Type:** Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For	For

## Siemens AG

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For	For
Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Elect Jim Snabe to the Supervisory Board	Mgmt	For	For	For
Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For	For
Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For	For
Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For	For
Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
Approve Remuneration of Supervisory Board	Mgmt	For	For	For
Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## Apple Inc.

Meeting Date: 02/25/2025

Country: USA

Meeting Type: Annual



## Apple Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Wanda Austin	Mgmt	For	For	For
Elect Director Tim Cook	Mgmt	For	For	For
Elect Director Alex Gorsky	Mgmt	For	For	For
Elect Director Andrea Jung	Mgmt	For	For	For
Elect Director Art Levinson	Mgmt	For	For	For
Elect Director Monica Lozano	Mgmt	For	For	For
Elect Director Ron Sugar	Mgmt	For	For	For
Elect Director Sue Wagner	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Report on Ethical AI Data Acquisition and Usage	SH	Against	Against	For
Report on Child Safety Online	SH	Against	Against	Against
Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against	Against
Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

## Deere & Company

Meeting Date: 02/26/2025

Country: USA

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Leanne G. Caret	Mgmt	For	For	For
Elect Director Tamra A. Erwin	Mgmt	For	For	For
Elect Director R. Preston Feight	Mgmt	For	For	For
Elect Director Alan C. Heuberger	Mgmt	For	For	For
Elect Director L. Neil Hunn	Mgmt	For	For	For
Elect Director Michael O. Johanns	Mgmt	For	For	For
Elect Director John C. May	Mgmt	For	For	For

<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>ISS Rec</b>	<b>Vote Instruction</b>
Elect Director Gregory R. Page	Mgmt	For	For	For
Elect Director Sherry M. Smith	Mgmt	For	For	For
Elect Director Dmitri L. Stockton	Mgmt	For	For	For
Elect Director Sheila G. Talton	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	Against
Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against	For
Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
Report on a Civil Rights Audit	SH	Against	For	For
Report on Discrimination in Charitable Contributions	SH	Against	Against	Against