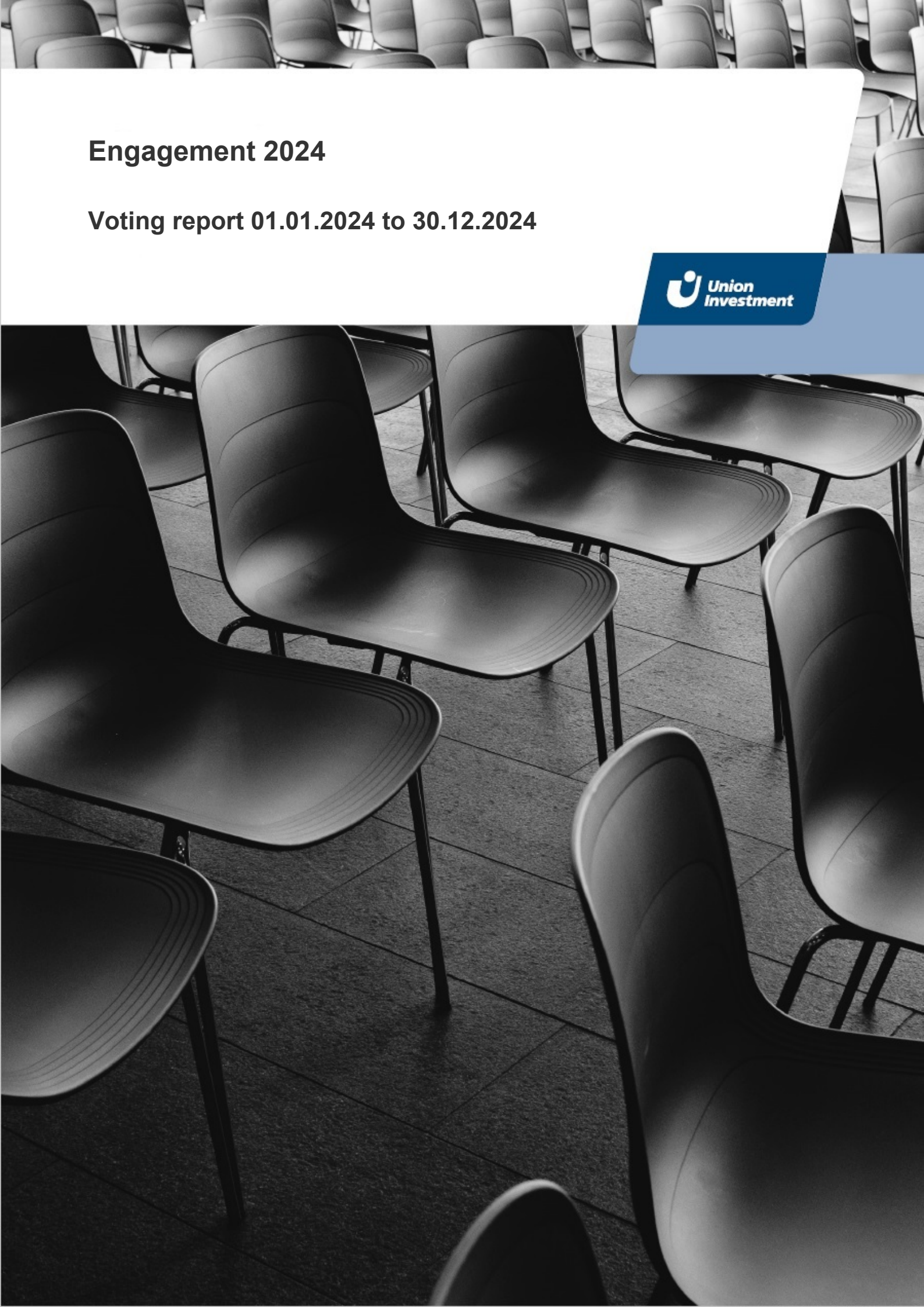
Engagement 2024

Voting report 01.01.2024 to 30.12.2024



Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
1&1 AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report for the company and the group (including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)) as of 31 December 2023 as well as the Supervisory Board report for the 2023 financial year and the Management Board's proposal on the appropriation of the net income for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Ralph Dommermuth	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Markus Huhn	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Alessandro Nava	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Kurt Dobitsch	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Norbert Lang	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Vlasios Choulidis	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Matthias Baldermann	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Friedrich Joussen	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christine Schöneweis	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Kai-Uwe Ricke	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Claudia Borgas-Herold	Against
		Resolution on the election of the auditor and group auditor for the 2024 financial year and, in the case of an audit review, the auditor for interim financial reports for the 2024 financial year and for the first quarter of the 2025 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Resolution on the approval of the remuneration system for the Management Board members	Against
2020 Bulkers Ltd.	BM	Board Size	For
		Authority to Fill Board Vacancies	For
		Elect Alexandra Kate Blankenship	Against
		Elect Magnus Halvorsen	Against
		Elect Viggo Bang-Hansen	Against
		Reduction in Share Premium Account	For
		Appointment of Auditor and Authority to Set Fees	Against
		Directors' Fees	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
3i Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	Against
		Elect Simon A. Borrows	Against
		Elect Stephen Daintith	For
		Elect Jasi Halai	For
		Elect James Hatchley	For
		Elect David Hutchison	For
		Elect Lesley Knox	For
		Elect Coline McConville	For
		Elect Peter McKellar	For
		Elect Alexandra Schaapveld	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
3M Co.	US	Elect Thomas K. Brown	For
		Elect William M. Brown	For
		Elect Audrey Choi	For
		Elect Anne H. Chow	For
		Elect David B. Dillon	For
		Elect James R. Fitterling	Against
		Elect Amy E. Hood	For
		Elect Suzan Kereere	For
		Elect Gregory R. Page	For
		Elect Pedro J. Pizarro	For
		Elect Michael F. Roman	Against
		Elect Thomas W. Sweet	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Share Ownership Requirements for Executives and Directors	Against
A2A S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		Directors' liabillity action	For
AAC Technologies Holdings Inc.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AAC Technologies Holdings Inc.	KY	Elect PENG Zhiyuan	Against
		Elect Ingrid WU Chunyuan	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Aak AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Patrik Andersson	Against
		Ratification of Marianne Kirkegaard	Against
		Ratification of Märta Schörling Andreen	Against
		Ratification of Nils-Johan Andersson	Against
		Ratification of Fabienne Saadane-Oaks	Against
		Ratification of Ian Roberts	Against
		Ratification of David Alfredsson	Against
		Ratification of Lena Nilsson	Against
		Ratification of Mikael Myhre	Against
		Ratification of Annica Edvardsson	Against
		Ratification of Johan Westman (CEO)	For
		Ratification of Georg Brunstam	Against
		Ratification of Gun Nilsson	Against
		Ratification of Andreas Thoresson	Against
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Marianne Kirkegaard	Against
		Elect Märta Schörling Andreen	Against
		Elect Patrik Andersson	For
		Elect Nils-John Andersson	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aak AB	SE	Elect Fabienne Saadane-Oaks	For
		Elect Ian Roberts	For
		Elect Patrik Andersson as Chair	For
		Appointment of Auditor	For
		Appointment of Nomination Committee	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Adoption of Incentive Program 2024/2027	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
Aareal Bank AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements,the management report and the Group management report and the report of the Supervisory Board for the 2023 financial year	Not voted
		Resolution on the appropriation of net income in the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jochen Klösges (Chairman)	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Marc Heß	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Nina Babic	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Christof Winkelmann	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Sylwia Bach	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Henning Giesecke	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Denis Hall	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Thomas Hawel	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Petra Heinemann-Specht	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Barbara Antonia Knoflach	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jan Lehmann	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Hans-Hermann Anton Lotter	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Marika Lulay	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jean Pierre Mustier (Chairman)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Klaus Novatius	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Sylvia Seignette	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: José Sevilla Álvarez	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Hermann Wagner	Against
		Resolution on the election of the auditor and group auditor for the audit of the annual financial statements and the consolidated financial statements and for any review of additional interim financial information	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aareal Bank AG	DE	Resolution on the transfer of the shares of minority shareholders of Aareal Bank AG to Atlantic BidCo GmbH against the granting of an appropriate cash settlement pursuant to Sections 327a et seq. of the German Stock Corporation Act (AktG)	For
		Resolution on the election of Supervisory Board members: Maximilian Rinke	For
		Resolution on the election of Supervisory Board members: Denis Hall	For
		Resolution on the election of Supervisory Board members: Hans-Hermann Anton Lotter	Against
		Resolution on the increase of the cap for the variable remuneration of the members of the Management Board of Aareal Bank AG pursuant to Section 25a (5), sentence 5 of the German Banking Act (KWG)	Against
		Resolution on the approval of the merger agreement between Aareal Bank AG and Aareal Estate AG	For
ABB Ltd.	CH	Approval of the management report, the consolidated financial statements and the annual financial statements for 2023	For
		Advisory vote on the 2023 remuneration report	For
		Advisory vote on the 2023 sustainability report	For
		Discharge of the Board of Directors and persons entrusted with the management	Against
		Appropriation of net income	For
		Approval of the maximum total amount of remuneration that may be paid to the Board of Directors for the forthcoming term of office, i.e. from the 2024 general meeting to the 2025 general meeting	For
		Approval of the maximum total amount of management remuneration for the coming financial year, i.e. 2025	For
		Election of the Board of Directors and the Chair of the Board of Directors: David Constable	For
		Election of the Board of Directors and the Chair of the Board of Directors: Frederico Fleury Curado	For
		Election of the Board of Directors and the Chair of the Board of Directors: Lars Förberg	For
		Election of the Board of Directors and the Chair of the Board of Directors: Johan Forssell	For
		Election of the Board of Directors and the Chair of the Board of Directors: Denise Johnson	For
		Election of the Board of Directors and the Chair of the Board of Directors: Jennifer Xin-Zhe Li	Against
		Election of the Board of Directors and the Chair of the Board of Directors: Geraldine Matchett	For
		Election of the Board of Directors and the Chair of the Board of Directors: David Meline	For
		Election of the Board of Directors and the Chair of the Board of Directors: Mats Rahmström	For
		Election of the Board of Directors and the Chair of the Board of Directors: Peter Voser (as member and Chairman)	For
		Election to the Remuneration Committee: David Constable	For
		Election to the Remuneration Committee: Frederico Fleury Curado	For
		Election to the Remuneration Committee: Jennifer Xin-Zhe Li	Against
		Election of the independent proxy	For
		Election of the auditors	For
		Ad hoc	Against
Abbott Laboratories	US	Elect Robert J. Alpern	Against
		Elect Claire Babineaux-Fontenot	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Abbott Laboratories	US	Elect Sally E. Blount	For
		Elect Robert B. Ford	Against
		Elect Paola Gonzalez	For
		Elect Michelle A. Kumbier	For
		Elect Darren W. McDew	For
		Elect Nancy McKinstry	Against
		Elect Michael G. O'Grady	Against
		Elect Michael F. Roman	Against
		Elect Daniel J. Starks	For
		Elect John G. Stratton	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
AbbVie Inc.	US	Elect Roxanne S. Austin	Against
		Elect Richard A. Gonzalez	Against
		Elect Susan E. Quaggin	For
		Elect Rebecca B. Roberts	For
		Elect Glenn F. Tilton	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Say When on Pay-an Advisory Vote on the Frequency of the Advisory Vote to Approve Executive Compensation: Please Vote on This Resolution to Approve 1 Year	For
		Say When on Pay-an Advisory Vote on the Frequency of the Advisory Vote to Approve Executive Compensation: Please Vote on This Resolution to Approve 2 Years	Against
		Say When on Pay-an Advisory Vote on the Frequency of the Advisory Vote to Approve Executive Compensation: Please Vote on This Resolution to Approve 3 Years	Against
		Say When on Pay-an Advisory Vote on the Frequency of the Advisory Vote to Approve Executive Compensation: Please Vote on This Resolution to Approve Abstain	Against
		Elimination of Supermajority Requirement	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	For
Abrdn Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Abrdn Plc.	GB	Elect Sir Douglas J. Flint	For
		Elect Jonathan Asquith	For
		Elect Stephen Bird	Against
		Elect John Devine	For
		Elect Hannah Grove	For
		Elect Pam Kaur	For
		Elect Michael O'Brien	For
		Elect Cathleen Raffaeli	For
		Elect Jason M. Windsor	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
		Sharesave Plan	For
		Employee Share Plan	For
		Long-Term Incentive Plan	Against
AcadeMedia AB	SE	Opening of Meeting	For
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	For
		Presentation of Accounts and Reports	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Shareholder Proposal Regarding Distribution of Profits	Against
		Ratification of Board and CEO Acts	Against
		Board Size; Number of Auditors	For
		Directors' Fees	For
		Shareholder Proposal Regarding Director Compensation	Against
		Authority to Set Auditor's Fees	For
		Election of Directors; Appointment of Auditor	Against
		Remuneration Report	Against
		Adoption of Share-Based Incentives	Against
		Reduction in Authorized Capital	For
		Bonus Issue	For
		Shareholder Proposal Regarding Company Name and Logo	Against
Accelleron Industries Ltd	CH	Approval of the annual and management report, the consolidated financial statements and the annual financial statements for 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Advisory vote on the report on non-financial matters in the 2023 sustainability report	For
		Appropriation of 2023 net income	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Accelleron Industries Ltd	CH	Discharge of the members of the Board of Directors and management	Against
		Election to the Board of Directors: Oliver Riemenschneider (as member and as Chairman)	For
		Election to the Board of Directors: Bo Cerup-Simonsen	For
		Election to the Board of Directors: Monika Krüsi	For
		Election to the Board of Directors: Stefano Pampalone	For
		Election to the Board of Directors: Gabriele Sons	For
		Election to the Board of Directors: Detlef Trefzger	Against
		Election to the Remuneration Committee: Bo Cerup-Simonsen	For
		Election to the Remuneration Committee: Monika Krüsi	For
		Election to the Remuneration Committee: Gabriele Sons	For
		Re-election of independent proxies	For
		Re-election of the auditors	For
		Binding vote on the maximum remuneration of the Board of Directors for the coming term of office	For
		Binding vote on the maximum remuneration for management for the next financial year	Against
		Introduction of a capital band	Against
		Partial revision of the Articles of Association	For
		Ad hoc	Against
Acciona S.A.	ES	Accounts	For
		Management Reports	For
		Ratification of Board Acts	Against
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Appointment of Auditor	For
		Elect José Manuel Entrecanales Domecq	Against
		Elect Juan Ignacio Entrecanales Franco	For
		Elect Daniel Entrecanales Domecq	For
		Elect Javier Entrecanales Franco	For
		Elect Javier Sendagorta Gómez del Campillo	For
		Elect Maria Dolores Dancausa Treviño	For
		Board Size	For
		Remuneration Report	Against
		Authority to Set General Meeting Notice Period at 15days	Against
		Authorisation of Legal Formalities	For
Accor S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Accor S.A.	FR	Allocation of Profits/Dividends	For
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		2024 Directors' Fees	For
		2023 Remuneration Report	Against
		2023 Remuneration of Sébastien Bazin, Chair and CEO	Against
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Related Party Transactions (Rubyrock Capital Co. Ltd)	For
		Authority to Repurchase and Reissue Shares	Against
		Internal Spin-off (Accor Luxury & Lifestyle)	For
		Authority to Issue Warrants as a Takeover Defense	Against
		Authorisation of Legal Formalities	For
ACEA S.p.A.	IT	Accounts and Reports	For
		Appointment of Auditor (Preferred Option: KPMG)	
		Allocation of Dividends	For
		Appointment of Auditor (Alternate Option: Deloitte & Touche)	
		Amendments to Article 13 (Closed-Door Meetings)	
		Remuneration Policy	Against
		Amendments to Article 17 (Board of Directors' Meetings)	
		Remuneration Report	Against
		Election of One Director	For
Acer Inc.	TW	2023 Accounts and Reports	For
		Amendments to Articles of Association	For
		Amendments to Procedural Rules for Acquisition or Disposal of Assets and Procedural Rules for Loaning Funds to Others	For
		Plans to Apply for the Overseas Dual-Listing through the Subsidiary Winking Studios Limited	For
		Extraordinary Motions	Against
Acerinox S.A. (Compañía Española para la Fabricación de Acero Inoxidable)	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Acerinox S.A. (Compañía Española para la Fabricación de Acero Inoxidable)	ES	Appointment of Auditor	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Repurchase and Reissue Shares	For
		Remuneration Report	Against
		Amendments to Article 24 (Lead Independent Director)	For
		Amendments to Article 25 (Board Fees)	For
		Remuneration Policy	Against
		Presentation of Report on Amendments to Board of Directors Regulations	Not voted
		Authority to Repurchase and Reissue Shares Pursuant to Long-Term Incentive Plan (2025-2027)	For
		Authorisation of Legal Formalities	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Acerinox S.A. (Compañía Española para la Fabricación de Acero Inoxidable)	ES	Presentation of Corporate Governance Report	Not voted
		Presentation of Sustainability Report	Not voted
ACI Worldwide Inc.	US	Elect Adalio T. Sanchez	For
		Elect Juan A. Benitez	For
		Elect Janet O. Estep	For
		Elect Mary P. Harman	Against
		Elect Katrinka B. McCallum	For
		Elect Charles E. Peters, Jr.	For
		Elect Thomas W. Warsop III	For
		Elect Samir M. Zabaneh	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Addtech AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Kenth Eriksson	Against
		Ratification of Henrik Hedelius	Against
		Ratification of Ulf Mattsson	Against
		Ratification of Malin Nordesjö	Against
		Ratification of Niklas Stenberg	Against
		Ratification of Annikki Schaeferdiek	Against
		Ratification of Niklas Stenberg	Against
		Nomination Committee Report	Not voted
		Board Size	For
		Directors' Fees	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Addtech AB	SE	Authority to Set Auditor's Fees	For
		Elect Henrik Hedelius	Against
		Elect Ulf Mattsson	Against
		Elect Malin Nordesjö	Against
		Elect Annikki Schaeferdiek	For
		Elect Niklas Stenberg	Against
		Elect Fredrik Börjesson	Against
		Elect Malin Nordesjö as Chair	Against
		Appointment of Auditor	For
		Remuneration Report	Against
		Remuneration Policy	Against
		2024 Share-Related Incentive Scheme	Against
		Authority to Repurchase and Reissue Shares	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Amendments to Articles (Corporate Purpose)	For
Adecco Group AG	CH	Approval of the Annual Report 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Advisory vote on the report on non-financial matters in 2023	For
		Appropriation of net income for 2023 and distribution of profit	For
		Discharge of the members of the Board of Directors and management	Against
		Approval of the maximum total remuneration of the Board of Directors	For
		Approval of the maximum total remuneration of the management	Against
		Election of the members and the Chair of the Board of Directors: Jean-Christophe Deslarzes (as member and as Chairman of the Board of Directors)	For
		Election of the members and the Chair of the Board of Directors: Rachel Duan	For
		Election of the members and the Chair of the Board of Directors: Alexander Gut	For
		Election of the members and the Chair of the Board of Directors: Didier Lamouche	Against
		Election of the members and the Chair of the Board of Directors: Kathleen Taylor	Against
		Election of the members and the Chair of the Board of Directors: Sandhya Venugopal	For
		Election of the members and the Chair of the Board of Directors: Regula Wallimann	For
		Election of the members and the Chair of the Board of Directors: Stefano Grassi	For
		Election of the members of the Remuneration Committee: Rachel Duan	For
		Election of the members of the Remuneration Committee: Didier Lamouche	Against
		Election of the members of the Remuneration Committee: Kathleen Taylor	Against
		Election of the independent proxy	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Adecco Group AG	CH	Election of the auditors	For
		Mandatory amendments to the Articles of Association to adapt to the revised Swiss stock corporation law	For
		Amendments to the Articles of Association relating to the share register and share certificates	For
		Introduction of a capital band	Against
		Further amendments to the Articles of Association	For
		Ad hoc	Against
Adevinta ASA	NO	Notice of Meeting; Agenda	For
		Election of Presiding Chair	For
		Minutes	For
		Amendments to Articles (Board Size)	For
		Election of Directors	Against
		Directors' Fees	For
adidas AG	DE	Presentation of the adopted annual financial statements of adidas AG and the approved consolidated financial statements, the combined management reports for adidas AG and the group as at 31 December 2023, the Management Board's proposal for the appropriation of net income and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	For
		Resolution on the approval of the remuneration report	For
		Resolution on the approval of the remuneration system for the members of the Management Board	For
		Election to the Supervisory Board: Ian Gallienne	Against
		Election to the Supervisory Board: Jackie Joyner-Kersee	For
		Election to the Supervisory Board: Christian Klein	For
		Election to the Supervisory Board: Thomas Rabe	Against
		Election to the Supervisory Board: Nassef Sawiris	For
		Election to the Supervisory Board: Bodo Uebber	For
		Election to the Supervisory Board: Jing Ulrich	For
		Election to the Supervisory Board: Oliver Mintzlaff	For
		Appointment of the auditor and the group auditor and of the auditor for any audit review of the half-year report for the 2024 financial year	For
ADM Hamburg AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of ADM Hamburg Aktiengesellschaft as at 31 December 2023 and the combined management and group management report of ADM Hamburg Aktiengesellschaft for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the discharge of members of the Management Board	Against
		Resolution on the discharge of members of the Supervisory Board	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ADM Hamburg AG	DE	Resolution on amending of Section 18(3)(2) of the Articles of Association	For
Adobe Inc.	US	Elect Cristiano R. Amon	For
		Elect Amy L. Banse	Against
		Elect Brett Biggs	For
		Elect Melanie Boulden	For
		Elect Frank A. Calderoni	Against
		Elect Laura B. Desmond	For
		Elect Shantanu Narayen	Against
		Elect Spencer Neumann	For
		Elect Kathleen Oberg	For
		Elect Dheeraj Pandey	For
		Elect David A. Ricks	Against
		Elect Daniel Rosensweig	Against
		Amendment to the 2019 Equity Incentive Plan	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
		Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	For
Adtran Networks SE	DE	Presentation of the adopted annual financial statements as at 31 December 2023, the approved consolidated financial statements as at 31 December 2023, the combined management report for Adtran Networks SE and the group for the 2023 financial year, the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code, the Supervisory Board report for the 2023 financial year and the combined separate non-financial report for Adtran Networks SE and the group for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Discharge of the members of the Management Board for the 2023 financial year	Against
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Resolution on the approval of the 2023 remuneration report	Against
		Election of a Supervisory Board member: Heike Kratzenstein	For
		Resolution on the remuneration of Supervisory Board members	For
		Resolution on the approval of the remuneration system for the members of the Management Board	Against
		Resolution on the creation of new authorised creation of new 2024/I Authorised Capital with the authorisation to exclude subscription rights; amendment to the Articles of Association	Against
		Authorisation to acquire and use treasury shares, also under exclusion of the subscription rights	Against
		Resolution on the appointment of the auditor of the sustainability report for the 2024 financial year	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Advanced Drainage Systems Inc.	US	Elect D. Scott Barbour	Against
		Elect Anesa T. Chaibi	For
		Elect Michael B. Coleman	Against
		Elect Robert M. Eversole	Against
		Elect Alexander R. Fischer	Against
		Elect Tanya D. Fratto	Against
		Elect Kelly S. Gast	For
		Elect Mark Haney	Against
		Elect Luther C. Kissam IV	Against
		Elect Manuel J. Perez de la Mesa	Against
		Elect Anil Seetharam	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Advanced Micro Devices Inc.	US	Elect Nora M. Denzel	For
		Elect D. Mark Durcan	For
		Elect Michael P. Gregoire	For
		Elect Joseph A. Householder	Against
		Elect John W. Marren	For
		Elect Jon A. Olson	For
		Elect Lisa T. Su	Against
		Elect Abhijit Y. Talwalkar	Against
		Elect Elizabeth W. Vanderslice	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Advanced Micro Devices Inc.	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
Advantest Corporation	JP	Elect Douglas Lefever	Against
		Elect Koichi Tsukui	Against
		Elect Yoshiaki Yoshida	Against
		Elect Toshimitsu Urabe	Against
		Elect Nicholas E. Benes	Against
		Elect Naoto Nishida	Against
		Elect Sayaka Sumida as Audit Committee Director	For
		Elect Naoto Nishida as Alternate Audit Committee Director	For
		Non-Audit Committee Directors' Fees	For
		Amendment to the Restricted Stock Plan for Internal Non-Audit Committee Directors	Against
		Amendment to the Performance-Linked Equity Compensation Plan for Internal Non-Audit Committee Directors	Against
		Approval of the Restricted Stock Plan for External Non-Audit Committee Directors	Against
		Approval of the Restricted Stock Plan for Audit Committee Directors	Against
Adyen NV	NL	Opening	Not voted
		Elect Tom Adams to the Management Board	For
		Presentation of Annual Report	Not voted
		Other Business	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Ratification of Management Acts	For
		Ratification of Supervisory Board Acts	Against
		Elect Adine Grate to the Supervisory Board	For
		Elect Pieter Sipko Overmars to the Supervisory Board	For
		Elect Caoimhe Keogan to the Supervisory Board	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Appointment of Auditor	For
		Other Business and Closing	Not voted
AECI Ltd.	ZA	Appointment of Auditor	For
		Re-elect Patricia (Patty) Mishic O'Brien	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AECI Ltd.	ZA	Re-elect Samuel T. Coetzer	For
		Re-elect Steve Dawson	For
		Re-elect Holger Riemensperger	For
		Elect Rochelle Gabriels	For
		Elect Audit Committee Member (Philisiwe G. Sibiya)	For
		Elect Audit Committee Member (Marna Roets)	For
		Elect Audit Committee Member (Fikile T. De Buck)	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		Amendment to Long-Term Incentive Plan	Against
		Approve NEDs' Fees (Chair)	For
		Approve NEDs' Fees (NEDs)	For
		Approve NEDs' Fees (Audit Committee - Chair)	For
		Approve NEDs' Fees (Risk Committee - Chair)	For
		Approve NEDs' Fees (Safety, Health and Environment Committee - Chair)	For
		Approve NEDs' Fees (Other Committees - Chair)	For
		Approve NEDs' Fees (Audit Committee - Member)	For
		Approve NEDs' Fees (Other Committees - Member)	For
		Approve NEDs' Fees (Meeting Attendance Fee)	For
		Approve NEDs' Fees (Per-trip allowance)	For
		Authority to Repurchase Shares	For
		Approve Financial Assistance (Section 45)	For
Aecom	US	Elect Brad W. Buss	For
		Elect Lydia H. Kennard	For
		Elect Derek J. Kerr	For
		Elect Kristy M. Pipes	For
		Elect W. Troy Rudd	For
		Elect Douglas W. Stotlar	For
		Elect Daniel R. Tishman	Against
		Elect Sander van 't Noordende	For
		Elect Janet C. Wolfenbarger	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Aena SME S.A.	ES	Individual Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Transfer of Reserves	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	Against
		Ratify Co-Option and Elect Beatriz Alcocer Pinilla	Against
		Ratify Co-Option and Elect Ángel Faus Alcaraz	Against
		Ratify Co-Option and Elect Ainhoa Morondo Quintano	Against
		Remuneration Report	Against
		Approval of Climate Action Plan	Against
		Authorisation of Legal Formalities	For
Aéroports de Paris S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aéroports de Paris S.A.	FR	Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Related Party Transactions (French State)	For
		Related Party Transactions (Régie Autonome des Transports Parisiens)	For
		Related Party Transactions (Société du Grand Paris)	For
		Related Party Transactions (Société du Grand Paris)	For
		Authority to Repurchase and Reissue Shares	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Augustin de Romanet, Chair and CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and CEO)	Against
		Elect Augustin de Romanet	Against
		Elect Séverin Cabannes	For
		Elect Olivier Grunberg	For
		Elect Sylvia Metayer	For
		Elect Matthieu Lance	Against
		Elect Jacques Gounon	Against
		Elect Fanny Letier	Against
		Elect Martin Didier as Censor	Against
		Elect Valérie Pécresse as Censor	Against
		Elect Anne Hidalgo as Censor	Against
		Elect Patrick Renaud as Censor	Against
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		Appointment of Auditor for Sustainability Reporting (Deloitte)	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Greenshoe	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aéroports de Paris S.A.	FR	Authority to Increase Capital Through Capitalisations	Against
		Employee Stock Purchase Plan	For
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Cancel Shares and Reduce Capital	For
		Global Ceiling on Capital Increases	Against
		Global Ceiling during Takeover period	For
		Authorisation of Legal Formalities	For
AeroVironment Inc.	US	Elect Wahid Nawabi	Against
		Elect Cindy K. Lewis	For
		Elect Joseph Votel	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Repeal of Classified Board	For
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
AFLAC Inc.	US	Elect Daniel P. Amos	Against
		Elect W. Paul Bowers	For
		Elect Arthur R. Collins	Against
		Elect Miwako Hosoda	For
		Elect Thomas J. Kenny	For
		Elect Georgette D. Kiser	For
		Elect Karole F. Lloyd	For
		Elect Nobuchika Mori	For
		Elect Joseph L. Moskowitz	For
		Elect Katherine T. Rohrer	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Ageas SA/NV	BE	Opening	Not voted
		Presentation of Annual Report	Not voted
		Special Board Report on Authorised Capital	Not voted
		Increase in Authorised Capital	For
		Presentation of Consolidated Accounts	Not voted
		Accounts and Reports; Allocation of Profits	For
		Authority to Repurchase Shares	Against
		Closing of Meeting	Not voted
		Dividend Policy	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ageas SA/NV	BE	Allocation of Dividends	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Remuneration Report	Against
		Remuneration Policy	For
		Non-Executive Remuneration Policy	For
		Elect Françoise Lefèvre to the Board of Directors	Against
		Elect Xavier de Walque to the Board of Directors	For
		Elect Christophe Vandeweghe to the Board of Directors	Against
		Elect Hans De Cuyper to the Board of Directors	For
		Elect Yvonne Lang Ketterer to the Board of Directors	For
		Appointment of Auditor and Authority to Set Fees	For
		Appointment of Auditor for Sustainability Reporting	For
		Presentation of Special Board Report	Not voted
		Increase in Authorised Capital	For
		Authority to Repurchase Shares	Against
		Closing of Meeting	Not voted
Agilent Technologies Inc.	US	Elect Mala Anand	For
		Elect KOH Boon Hwee	Against
		Elect Michael R. McMullen	Against
		Elect Daniel K. Podolsky	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Agnico Eagle Mines Ltd.	CA	Elect Leona Aglukkaq	For
		Elect Ammar Al-Joundi	For
		Elect Sean Boyd	Withhold
		Elect Martine A. Celej	For
		Elect Jonathan Gill	Withhold
		Elect Peter Grosskopf	For
		Elect Elizabeth Lewis-Gray	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Agnico Eagle Mines Ltd.	CA	Elect Deborah McCombe	For
		Elect Jeffrey Parr	For
		Elect J. Merfyn Roberts	Withhold
		Elect Jamie C. Sokalsky	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Amendment to the Incentive Share Purchase Plan	For
		Advisory Vote on Executive Compensation	Against
Agthia Group PJSC	AE	Interim Dividend	For
		Meeting Procedures	For
		Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
AIA Group Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect LEE Yuan Siong	Against
		Elect CHOW Chung Kong	Against
		Elect John Barrie HARRISON	Against
		Elect Cesar V. Purisima	Against
		Elect Mari Elka Pangestu	For
		Elect ONG Chong Tee	Against
		Elect Nor Shamsiah Mohd Yunus	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
AIB Group Plc.	IE	Accounts and Reports	For
		Authority to Repurchase Shares (Buyback Contract)	For
		Final Dividend	For
		Related Party Transaction (Minister for Finance)	For
		Authority to Set Auditor's Fees	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AIB Group Plc.	IE	Appointment of Auditor	For
		Elect Anik Chaumartin	For
		Elect Donal Galvin	For
		Elect Basil Geoghegan	For
		Elect Tanya Horgan	For
		Elect Colin Hunt	For
		Elect Sandy Kinney Pritchard	For
		Elect Elaine MacLean	For
		Elect Andy Maguire	For
		Elect Brendan McDonagh	For
		Elect Helen Normoyle	For
		Elect Ann O'Brien	For
		Elect Fergal O'Dwyer	For
		Elect James Pettigrew	For
		Elect Jan Sijbrand	For
		Elect Raj Singh	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set Price Range for Reissuance of Treasury Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authority to Make Off-Market Purchases from the Minister of Finance	For
		Adoption of New Article (Odd-lot Offer)	For
		Approval of Odd-lot Offer	For
		Authority to make Repurchase Shares (Odd-lot Offer)	For
Air Arabia	AE	Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	Against
Airbus SE	NL	Opening	Not voted
		Corporate Governance Report	Not voted
		Presentation of Annual Report	Not voted
		Presentation of the Company's Clean AerospaceProgramme	Not voted
		Dividend Policy	Not voted
		Discussion of Agenda	Not voted
		Accounts and Reports	For
		Allocation of Dividends	For
		Special Dividend	For
		Ratification of Non-Executives' Acts	For
		Ratification of Executive Directors' Acts	For
		Appointment of Auditor	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Airbus SE	NL	Remuneration Report	Against
		Remuneration Policy	Against
		Elect René Obermann to the Board of Directors	For
		Elect Victor Chu Lap Lik to the Board of Directors	For
		Elect Jean-Pierre Clamadieu to the Board of Directors	For
		Elect Amparo Moraleda to the Board of Directors	For
		Elect Feiyu Xu to the Board of Directors	For
		Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	For
		Additional Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Closing of Meeting	Not voted
Air Lease Corporation	US	Elect Matthew J. Hart	Against
		Elect Yvette Hollingsworth Clark	Against
		Elect Cheryl Gordon Krongard	Against
		Elect Marshall O. Larsen	Against
		Elect Susan McCaw	Against
		Elect Robert A. Milton	Against
		Elect John L. Plueger	Against
		Elect Ian M. Saines	Against
		Elect Steven F. Udvar-Házy	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: 1 year	For
		Frequency of Advisory Vote on Executive Compensation: 2 years	Against
		Frequency of Advisory Vote on Executive Compensation: 3 years	Against
		Frequency of Advisory Vote on Executive Compensation: Abstain	Against
Air Products & Chemicals Inc.	US	Elect Tonit M. Calaway	For
		Elect Charles I. Cogut	Against
		Elect Lisa A. Davis	For
		Elect Seifollah Ghasemi	Against
		Elect Jessica Trocchi Graziano	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Air Products & Chemicals Inc.	US	Elect David H. Y. Ho	For
		Elect Edward L. Monser	For
		Elect Matthew H. Paull	Against
		Elect Wayne T. Smith	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Aisin Corporation	JP	Elect Moritaka Yoshida	Against
		Elect Shintaro Ito	Against
		Elect Yoshihisa Yamamoto	Against
		Elect Michiyo Hamada	For
		Elect Seiichi Shin	Against
		Elect Koji Kobayashi	Against
		Elect Tsuguhiko Hoshino	Against
		Elect Masahiro Nishikawa	Against
		Elect Hidenori Nakagawa as Alternate Statutory Auditor	For
		Amendment to the Restricted Stock Plan	Against
AIXTRON SE	DE	Presentation of the adopted annual financial statements of AIXTRON SE as at 31 December 2023, the approved consolidated financial statements as at 31 December 2023 and the combined management report for AIXTRON SE and the group for the 2023 financial year, the Supervisory Board report, the proposal of the Management Board on the appropriation of net income as well as the Management Board's explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board members of AIXTRON SE for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members of AIXTRON SE for the 2023 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	For
		Resolution on election to the Supervisory Board: Frits van Hout	Against
		Resolution on election to the Supervisory Board: Anna Weber	For
		Resolution on election to the Supervisory Board: Karen Florschütz	For
		Resolution on election to the Supervisory Board: Alexander Everke	Against
		Resolution on the amendment of the remuneration of the Supervisory Board and a corresponding new version of Section 17 of the Articles of Association as well as the approval of the remuneration system for the Supervisory Board adjusted in this respect	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AIXTRON SE	DE	Resolution on the approval of the remuneration system for the members of the Management Board drawn up in accordance with Section 87a(2) and Section 120a(1) of the German Stock Corporation Act (AktG)	For
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the election of the auditor of the sustainability report for the 2024 financial year	Against
Ajinomoto Co. Inc.	JP	Allocation of Profits/Dividends	For
		Elect Kimie Iwata	For
		Elect Joji Nakayama	For
		Elect Mami Indo	For
		Elect Yoko Hatta	For
		Elect Scott Trevor Davis	For
		Elect Yukako Wagatsuma	For
		Elect Taro Fujie	For
		Elect Hiroshi Shiragami	For
		Elect Tatsuya Sasaki	For
		Elect Takeshi Saito	For
		Elect Takumi Matsuzawa	For
Akamai Technologies Inc.	US	Elect Sharon Y. Bowen	For
		Elect Marianne C. Brown	For
		Elect Monte E. Ford	Against
		Elect Daniel R. Hesse	For
		Elect Peter Thomas Killalea	For
		Elect F. Thomson Leighton	For
		Elect Jonathan F. Miller	For
		Elect Madhu Ranganathan	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Akamai Technologies Inc.	US	Elect Bernardus Verwaayen	For
		Elect William R. Wagner	For
		Amendment to the 2013 Stock Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Right to Adjourn Meeting	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Aker Solutions ASA	NO	Opening of Meeting	Not voted
		Agenda	For
		Notice of Meeting; Agenda	For
		Election of Presiding Chair; Minutes	For
		Minutes	For
		Extraordinary Dividend	For
		Report on the Business	Not voted
		Accounts and Reports; Allocation of Profits and Dividends	For
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Directors' Fees	For
		Nomination Committee Fees	For
		Election of Directors	For
		Appointment of Nomination Committee	For
		Authority to Set Auditor's Fees	For
		Authority to Repurchase and Reissue Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aker Solutions ASA	NO	Authority to Repurchase Shares Pursuant to LTI	Against
		Authority to Repurchase Shares	Against
Akzo Nobel NV	NL	Opening	Not voted
		Presentation of Management Board Report	Not voted
		Dutch Corporate Governance Code	Not voted
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Remuneration Report	Against
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Elect Jaska Marianne de Bakker to the Supervisory Board	For
		Elect Ute Wolf to the Supervisory Board	For
		Elect Wouter Kolk to the Supervisory Board	For
		Elect Byron Grote to the Supervisory Board	Against
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
Alcon AG	CH	Approval of the operating and financial review of Alcon Inc., the annual financial statements of Alcon Inc. and the consolidated financial statements for 2023	For
		Discharge of the members of the Board of Directors and the members of the executive committee	Against
		Appropriation of earnings and declaration of dividend as per the balance sheet of Alcon Inc. of 31 December 2023	For
		Advisory vote on the 2023 report on non-financial matters	For
		Advisory vote on the 2023 remuneration report	Against
		Binding vote on the maximum aggregate amount of remuneration of the Board of Directors for the next term of office, i.e. from the 2024 General Meeting to the 2025 General Meeting	For
		Binding vote on the maximum aggregate amount of remuneration of the executive committee for the following financial year, i.e. 2025	Against
		Re-elections of the Board of Directors: F. Michael Ball (as member and Chair)	For
		Re-elections of the Board of Directors: Lynn D. Bleil	For
		Re-elections of the Board of Directors: Raquel C. Bono	Against
		Re-elections of the Board of Directors: Arthur Cummings	For
		Re-elections of the Board of Directors: David J. Endicott	For
		Re-elections of the Board of Directors: Thomas Glanzmann	Against
		Re-elections of the Board of Directors: D. Keith Grossman	For
		Re-elections of the Board of Directors: Scott Maw	For
		Re-elections of the Board of Directors: Karen May	For
		Re-elections of the Board of Directors: Ines Pöschel	For
		Re-elections of the Board of Directors: Dieter Spälti	Against
		Re-elections of the members of the Remuneration Committee: Thomas Glanzmann	Against
		Re-elections of the members of the Remuneration Committee: Scott Maw	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Alcon AG	CH	Re-elections of the members of the Remuneration Committee: Karen May	For
		Re-elections of the members of the Remuneration Committee: Ines Pöschel	For
		Re-election of the independent representative	For
		Re-election of the statutory auditors	For
		Ad hoc	Against
Alexandria Real Estate Equities Inc.	US	Elect Joel S. Marcus	For
		Elect Steven R. Hash	Against
		Elect James P. Cain	For
		Elect Cynthia L. Feldmann	For
		Elect Maria C. Freire	For
		Elect Richard H. Klein	Against
		Elect Sheila K. McGrath	For
		Elect Michael A. Woronoff	For
		Amendment to the 1997 Stock Award and Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Alfa-Laval AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Tom Erixon (CEO)	For
		Ratification of Dennis Jönsson	Against
		Ratification of Finn Rausing	Against
		Ratification of Henrik Lange	Against
		Ratification of Jörn Rausing	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Alfa-Laval AB	SE	Ratification of Lilian Fossum Biner	Against
		Ratification of Nadine Crauwels	Against
		Ratification of Ray Mauritsson	Against
		Ratification of Ulf Wiinberg	Against
		Ratification of Anna Müller	Against
		Ratification of Bror García Lantz	Against
		Ratification of Henrik Nielsen	Against
		Ratification of Johan Ranhög	Against
		Ratification of Johnny Hulthén	Against
		Ratification of Stefan Sandell	Against
		Ratification of Leif Norkvist	Against
		Remuneration Report	Against
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Committee Fees	For
		Authority to Set Auditor's Fees	For
		Elect Dennis Jönsson	Against
		Elect Finn Rausing	Against
		Elect Henrik Lange	For
		Elect Jörn Rausing	Against
		Elect Lillian Fossum Biner	For
		Elect Ray Mauritsson	For
		Elect Ulf Wiinberg	Against
		Elect Anna Müller	For
		Elect Nadine Crauwels	For
		Elect Dennis Jönsson as Chair	Against
		Re-election of Andreas Troberg as Auditor	Against
		Elect Hannah Fehland as New Auditor	For
		Re-elect Henrik Jonzén as Deputy Auditor	Against
		Re-elect Andreas Mast as Deputy Auditor	Against
Alfen NV	NL	Opening	Not voted
		Presentation of Management Board Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Corporate Governance Report	Not voted
		Dividend Policy	Not voted
		Allocation of Profits	Not voted
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Management Board Remuneration Policy	Against
		Elect Boudewijn Tans to the Management Board	For
		Elect Willem Ackermans to the Supervisory Board	For
		Amendments to Articles (Large Company Regime)	For
		Amendments to Articles Regarding Virtual Meetings	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Appointment of Auditor	For
		Closing of Meeting	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Alibaba Group Holding Ltd.	KY	Amend and Restate Memorandum and Articles of Association	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Approval of the 2024 Equity Incentive Plan and the Service Provider Sub-limit	For
		Approval of the Service Provider Sub-limit	For
		Elect Joseph TSAI Chung	Against
		Elect J. Michael Evans	For
		Elect SHAN Weijian	For
		Elect Irene LEE Yun Lien	Against
		Appointment of Auditors	For
Align Technology Inc.	US	Elect Kevin T. Conroy	Against
		Elect Kevin J. Dallas	Against
		Elect Joseph M. Hogan	Against
		Elect Joseph Lacob	Against
		Elect C. Raymond Larkin, Jr.	Against
		Elect George J. Morrow	Against
		Elect Anne M. Myong	Against
		Elect Mojdeh Poul	Against
		Elect Andrea L. Saia	Against
		Elect Susan E. Siegel	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
ALK-Abelló AS	DK	Report of the Board of Directors	Not voted
		Accounts and Reports; Ratification of Board and Management Acts	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Directors' Fees	For
		Elect Anders Hedegaard as Board Chair	Abstain
		Elect Lene Skole as Board Vice Chair	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ALK-Abelló AS	DK	Elect Gitte Aabo	For
		Elect Lars Erik Holmqvist	Abstain
		Elect Jesper Høiland	Abstain
		Elect Bertil Lindmark	Abstain
		Elect Alan Main	Abstain
		Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For
		Indemnification of Directors	For
		Amendments to Articles	For
		Remuneration Policy	Against
		Authorisation of Legal Formalities	For
Allfunds Group Ltd.	GB	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Elect Sofia Mendes to the Board of Directors	Against
		Elect David Pérez Renovales to the Board of Directors	Against
		Elect Andrea Valier to the Board of Directors	Against
		Elect Axel Joly to the Board of Directors	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Allianz SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as at 31 December 2023, the management reports for Allianz SE and the group and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board: Oliver Bäte	For
		Discharge of the members of the Management Board: Sirma Boshnakova	For
		Discharge of the members of the Management Board: Barbara Karuth-Zelle	For
		Discharge of the members of the Management Board: Klaus-Peter Röhler	For
		Discharge of the members of the Management Board: Giulio Terzariol	For
		Discharge of the members of the Management Board: Günther Thallinger	For
		Discharge of the members of the Management Board: Christopher Townsend	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Allianz SE	DE	Discharge of the members of the Management Board: Renate Wagner	For
		Discharge of the members of the Management Board: Andreas Wimmer	For
		Discharge of the members of the Supervisory Board: Michael Diekmann	For
		Discharge of the members of the Supervisory Board: Gabriele Burkhardt-Berg	For
		Discharge of the members of the Supervisory Board: Herbert Hainer	For
		Discharge of the members of the Supervisory Board: Sophie Boissard	For
		Discharge of the members of the Supervisory Board: Christine Bosse	For
		Discharge of the members of the Supervisory Board: Rashmy Chatterjee	For
		Discharge of the members of the Supervisory Board: Friedrich Eichiner	For
		Discharge of the members of the Supervisory Board: Jean-Claude Le Goaër	For
		Discharge of the members of the Supervisory Board: Martina Grundler	For
		Discharge of the members of the Supervisory Board: Frank Kirsch	For
		Discharge of the members of the Supervisory Board: Jürgen Lawrenz	For
		Discharge of the members of the Supervisory Board: Primiano Di Paolo	For
		Appointment of the auditor and group auditor as well as the auditor for the review of the semi-annual financial report	For
		Approval of the remuneration report	For
		New elections to the Supervisory Board: Stephanie Bruce	For
		New elections to the Supervisory Board: Jörg Schneider	For
		Authorisation to acquire treasury shares in accordance with § 71(1)(8) of the German Stock Corporation Act (also using derivatives and via multilateral trading systems) and to use them with the option of excluding subscription rights	Against
Allison Transmission Holdings Inc.	US	Elect Judy L. Altmaier	For
		Elect D. Scott Barbour	Against
		Elect Philip J. Christman	Against
		Elect David C. Everitt	Against
		Elect David S. Graziosi	Against
		Elect Carolann I. Haznedar	For
		Elect Richard P. Lavin	Against
		Elect Sasha Ostojic	Against
		Elect Gustave F. Perna	Against
		Elect Krishna Shivram	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Allison Transmission Holdings Inc.	US	Approval of the 2024 Equity Incentive Award Plan	For
		Advisory Vote on Executive Compensation	Against
Ally Financial Inc.	US	Elect Franklin W. Hobbs	Against
		Elect Kenneth J. Bacon	Against
		Elect William H. Cary	Against
		Elect Mayree C. Clark	Against
		Elect Kim S. Fennebresque	Against
		Elect Thomas P. Gibbons	Against
		Elect Melissa Goldman	For
		Elect Marjorie Magner	Against
		Elect David Reilly	Against
		Elect Brian H. Sharples	Against
		Elect Michael G. Rhodes	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Alphabet Inc.	US	Elect Larry Page	Against
		Elect Sergey Brin	Against
		Elect Sundar Pichai	Against
		Elect John L. Hennessy	Against
		Elect Frances H. Arnold	Against
		Elect R. Martin Chavez	Against
		Elect L. John Doerr	Against
		Elect Roger W. Ferguson, Jr.	Against
		Elect K. Ram Shriram	Against
		Elect Robin L. Washington	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Against
		Shareholder Proposal Regarding EEO Policy Risk Report	Against
		Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies	For
		Shareholder Proposal Regarding Disclosure of Director Donations	Against
		Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Recapitalization	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Alphabet Inc.	US	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care	For
		Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of AI	For
		Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	For
		Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising	For
		Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	For
ALSO Holding AG	CH	Approval of the management report, the annual financial statements, the consolidated financial statements for 2023 and receipt of the auditors' reports	For
		Approval of the report on non-financial matters for the 2023 financial year	For
		Advisory vote on the 2023 remuneration report	Against
		Appropriation of net income	For
		Discharge of the members of the Board of Directors and Group Executive Board	Against
		Amendments to the Articles of Association	For
		Approval of the maximum remuneration for the members of the Board of Directors	Against
		Approval of the maximum fixed remuneration for the members of the Group Executive Board	Against
		Approval of the maximum variable remuneration for the members of the Group Executive Board	Against
		Election to the Board of Directors: Peter Athanas	Against
		Election to the Board of Directors: Walter P.J. Droege	Against
		Election to the Board of Directors: Frank Tanski	Against
		Election to the Board of Directors: Ernest-W. Droege	Against
		Election to the Board of Directors: Thomas Fürer	Against
		Election to the Board of Directors: Gustavo Möller-Hergt	Against
		Election of the Chairman of the Board of Directors: Gustavo Möller-Hergt	Against
		Election to the Remuneration Committee: Peter Athanas	Against
		Election to the Remuneration Committee: Walter P.J. Droege	Against
		Election to the Remuneration Committee: Frank Tanski	Against
		Election of the auditors for the 2024 financial year	For
		Election of the independent proxy	For
		Ad hoc	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aluminum Corporation of China Ltd. [Chalco]	CN	Directors' Report	For
		Distribution of Interim Dividend	For
		Distribution of Interim Dividends	For
		Elect DING Chao as Supervisor	Against
		Revised Annual Caps under General Agreement on Mutual Provision of Production Supplies and Ancillary Services	For
		Supervisors' Report	For
		Accounts and Reports	Against
		Appointment of Auditor and Authority to Set Fees	For
		Allocation of Profits/Dividends	For
		Elect LI Xiehua	Against
		Directors' and Supervisors' Remuneration Standards	For
		Elect DING Chao as Supervisor	Against
		Authority to Give Guarantees	For
		Approve Renewal of Liability Insurance	For
		2024 Bond Issuance Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aluminum Corporation of China Ltd. [Chalco]	CN	Authority to Issue H Shares w/o Preemptive Rights	Against
		Amendments to Articles and Rules of Procedures	For
		Elect SHI Zirong	Against
		Elect ZHANG Wenjun as Supervisor	Against
Al Waha Capital PJSC	AE	Meeting Procedures	For
		Amendments to Articles 6 and 17	For
		Charitable Donations	For
		Authorisation of Legal Formalities	For
		Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Directors' Fees	Against
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	Against
		Election of Directors	Against
AMADEUS FIRE AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of Amadeus Fire AG for the 2023 financial year as well as the joint management report for Amadeus Fire AG and the Amadeus Fire Group as well as the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Robert von Wülfing	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Dennis Gerlitzki	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Thomas Surwald	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christoph Groß	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AMADEUS FIRE AG	DE	Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Michael Grimm	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Heinrich Alt	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Björn Empting	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Angelica Kappe	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Annett Martin	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Stefanie Mielast	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christian Maria Ribic	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ulrike Schweibert	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ulrike Sommer	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Otto Kajetan Weixler	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jan Hendrik Wessling	Against
		Resolution on the appointment of the auditor for the 2024 financial year	Against
		Resolution on the appointment of the auditor for sustainability reporting	Against
		Resolution on the approval of the remuneration system for the members of the Management Board	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on authorisation to purchase and use treasury shares in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) and to exclude subscription and tender rights	Against
		Resolution on an amendment to the Articles of Association due to the Future Financing Act	For
Amadeus IT Group S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	For
		Elect William Connelly	For
		Elect Luis Maroto Camino	For
		Elect Pilar García Ceballos-Zúñiga	For
		Elect Stephan Gemkow	For
		Elect Peter Kürpick	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Amadeus IT Group S.A.	ES	Elect Xiaoqun Clever-Steg	For
		Elect Amanda Mesler	For
		Elect Jana Eggers	For
		Directors' Fees	For
		Remuneration Policy	Against
		Approval of the Executive Share Plan	Against
		Authorisation of Legal Formalities	For
Amazon.com Inc.	US	Elect Jeffrey P. Bezos	For
		Elect Andrew R. Jassy	For
		Elect Keith B. Alexander	For
		Elect Edith W. Cooper	For
		Elect Jamie S. Gorelick	Against
		Elect Daniel P. Huttenlocher	For
		Elect Andrew Y. Ng	For
		Elect Indra K. Nooyi	For
		Elect Jonathan J. Rubinstein	Against
		Elect Brad D. Smith	For
		Elect Patricia Q. Stonesifer	Against
		Elect Wendell P. Weeks	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Formation of Public Policy Committee	Against
		Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Against
		Shareholder Proposal Regarding Report on Customer Due Diligence	For
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
		Shareholder Proposal Regarding Just Transition Reporting	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Amazon.com Inc.	US	Shareholder Proposal Regarding Report on Plastic Packaging	For
		Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For
		Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	For
		Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	For
		Shareholder Proposal Regarding Disclosure of Director Donations	Against
		Shareholder Proposal Regarding Formation of Artificial Intelligence Committee	Against
		Shareholder Proposal Regarding Report on Working Conditions	For
Ambea AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of the CEO	Not voted
		Presentation of Accounts and Reports; Presentation of Auditor's Report	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Hilde Britt Mellbye	For
		Ratify Daniel Björklund	For
		Ratify Gunilla Rudebjer	For
		Ratify Dan Olsson	For
		Ratify Yrjö Närhinen	For
		Ratify Samuel Skott	For
		Ratify Magnus Sällströmt (Employee Representative)	For
		Ratify Charalampos Kalpakas (Employee Representative)	For
		Ratify Patricia Briceño (Employee Representative)	For
		Ratify Khashayar Tabrizi (Deputy Employee Representative)	For
		Ratify Bodil Isaksson (Deputy Employee Representative)	For
		Ratify Martin Rönnlund (Deputy Employee Representative)	For
		Ratify Mark Jensen (CEO)	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Daniel Björklund	For
		Elect Hilde Britt Mellbye	For
		Elect Yrjö Närhinen	For
		Elect Dan Johan Wilmar Olsson	For
		Elect Gunilla Rudebjer	For
		Elect Samuel Skott	For
		Appoint Yrjö Närhinen as Board Chair	For
		Appointment of Auditor	Against
		Remuneration Report	Against
		Amendments to Articles	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ambea AB	SE	Cancellation of Shares and Reduction of Issued Share Capital	Against
		Bonus Share Issuance	Against
		Authority to Repurchase and Reissue Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Adoption of Share-Based Incentives (LTIP 2024)	Against
Americana Restaurants International PLC	AE	Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For
		Amendments to Remuneration Policy	Against
		Authority to Repurchase Shares Pursuant to Employee Long Term Incentive Plan	Against
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	Against
		Related Party Transactions	Against
		Authorisation of Legal Formalities	For
American Eagle Outfitters Inc.	US	Elect Janice E. Page	Against
		Elect David M. Sable	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
American Eagle Outfitters Inc.	US	Elect Noel J. Spiegel	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
American Express Co.	US	Elect Thomas J. Baltimore, Jr.	Against
		Elect John J. Brennan	For
		Elect Walter J. Clayton III	For
		Elect Theodore J. Leonsis	For
		Elect Deborah P. Majoras	For
		Elect Karen L. Parkhill	For
		Elect Charles E. Phillips, Jr.	For
		Elect Lynn A. Pike	For
		Elect Stephen J. Squeri	Against
		Elect Daniel L. Vasella	For
		Elect Lisa W. Wardell	For
		Elect Christopher D. Young	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Amendment to the 2016 Incentive Compensation Plan	For
		Shareholder Proposal Regarding Severance Approval Policy	For
		Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Target	For
		Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Against
American International Group Inc.	US	Elect Paola Bergamaschi	For
		Elect James Cole, Jr.	For
		Elect James Dunne III	For
		Elect John C. Inglis	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
American International Group Inc.	US	Elect Linda A. Mills	Against
		Elect Diana M. Murphy	For
		Elect Peter R. Porrino	For
		Elect John G. Rice	For
		Elect Vanessa A. Wittman	For
		Elect Peter S. Zaffino	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
American Tower Corporation	US	Elect Steven O. Vondran	For
		Elect Kelly C. Chambliss	For
		Elect Teresa H. Clarke	For
		Elect Kenneth R. Frank	For
		Elect Robert D. Hormats	Against
		Elect Grace D. Lieblein	For
		Elect Craig Macnab	Against
		Elect Neville Ray	For
		Elect JoAnn A. Reed	Against
		Elect Pamela D.A. Reeve	Against
		Elect Bruce L. Tanner	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
American Tower Corporation	US	Shareholder Proposal Regarding Right to Call Special Meeting	For
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
American Water Works Co. Inc.	US	Elect Jeffrey N. Edwards	For
		Elect Martha Clark Goss	Against
		Elect M. Susan Hardwick	For
		Elect Kimberly J. Harris	For
		Elect Laurie P. Havanec	For
		Elect Julia L. Johnson	Against
		Elect Patricia L. Kampling	For
		Elect Karl F. Kurz	For
		Elect Michael L. Marberry	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
AMETEK Inc.	US	Elect Tod E. Carpenter	Against
		Elect Karleen M. Oberton	For
		Elect Suzanne Stefany	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Amgen Inc.	US	Elect Wanda M. Austin	For
		Elect Robert A. Bradway	Against
		Elect Michael V. Drake	For
		Elect Brian J. Druker	For
		Elect Robert A. Eckert	Against
		Elect Greg C. Garland	For
		Elect Charles M. Holley, Jr.	For
		Elect S. Omar Ishrak	For
		Elect Tyler Jacks	For
		Elect Mary E. Klotman	For
		Elect Ellen J. Kullman	Against
		Elect Amy E. Miles	For
		Advisory Vote on Executive Compensation	For
		Amendment to the 2009 Equity Incentive Plan	For
		Ratification of Auditor	Against
Amphenol Corporation	US	Elect Nancy A. Altobello	For
		Elect David P. Falck	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Amphenol Corporation	US	Elect Edward G. Jepsen	Against
		Elect Rita S. Lane	For
		Elect Robert A. Livingston	For
		Elect Martin H. Loeffler	Against
		Elect R. Adam Norwitt	For
		Elect Prahlad Singh	For
		Elect Anne Clarke Wolff	For
		Approval of the 2024 Restricted Stock Plan for Directors	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
Amplifon S.p.A.	IT	Accounts and Reports	For
		Amendments to Article 13 (Loyalty Shares)	Against
		Allocation of Dividends	For
		Amendments to Article 10 (Closed-Door Meetings)	Against
		Authority to Issue Shares and Convertible Debt w/ or w/o Preemptive Rights	Against
		Directors' Fees	For
		Amendments to Articles	Against
		List presented by Ampliter S.r.l.	Not voted
		List presented by Group of Institutional Investors representing 1.40% Share Capital	For
		Statutory Auditors' Fees	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
Ampol Ltd.	AU	Accounts and Reports	Not voted
		Remuneration Report	For
		Re-elect Michael (Mike) F. Ihlein	Against
		Re-elect Gary Smith	Against
		Equity Grant (MD/CEO Matthew Halliday)	For
		Approve Increase in NEDs' Fee Cap	For
Amundi S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Yves Perrier, Chair (Until May 12, 2023)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Amundi S.A.	FR	2023 Remuneration of Phillippe Brassac, Chair (Since May 12, 2023)	For
		2023 Remuneration of Valérie Baudson, CEO	Against
		2023 Remuneration of Nicolas Calcoen, Deputy CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Deputy CEO)	Against
		Remuneration of Identified Staff	Against
		Ratification of Co-Option of Bénédicte Chrétien	Against
		Ratification of Co-Option of Christine Grillet	Against
		Ratification of Co-Option of Gérald Grégoire	Against
		Elect Nathalie Wright	For
		Elect Michèle Guibert	Against
		Elect Patrice Gentié	Against
		Elect Gérald Grégoire	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Opinion on Climate Strategy Progress	For
		Authority to Repurchase and Reissue Shares	Against
		Authorisation of Legal Formalities	For
Analog Devices Inc.	US	Elect Vincent Roche	Against
		Elect Stephen M. Jennings	For
		Elect André Andonian	For
		Elect James A. Champy	Against
		Elect Edward H. Frank	Against
		Elect Laurie H. Glimcher	For
		Elect Karen M. Golz	For
		Elect Peter B. Henry	For
		Elect Mercedes Johnson	For
		Elect Ray Stata	Against
		Elect Susie Wee	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Andritz AG	AT	Presentation of the annual financial statements including the management report and corporate governance report, the consolidated financial statements including the group management report, the proposal on the appropriation of income, and the report submitted by the Supervisory Board for the 2023 financial year	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Andritz AG	AT	Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on determining the remuneration of the Supervisory Board members for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated statements for the 2024 financial year	Against
		Election of the auditor of the sustainability report for the 2024 financial year	Against
		Election to the Supervisory Board: Regina Prehofer	For
		Election to the Supervisory Board: Elisabeth Stadler	Against
		Resolution on the remuneration report	Against
		Resolution on the amendment to Section 17 of the Articles of Association by amending paragraphs 7 to 16	Against
		Ad hoc (shareholders)	Against
		Ad hoc (administration)	Against
Anglo American Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Elect John Heasley	For
		Elect Stuart Chambers	For
		Elect Duncan G. Wanblad	For
		Elect Ian Tyler	For
		Elect Magali Anderson	For
		Elect Ian R. Ashby	For
		Elect Marcelo H. Bastos	For
		Elect Hilary Maxson	For
		Elect Hixonia Nyasulu	For
		Elect Nonkululeko M.C. Nyembezi	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Anheuser-Busch InBev S.A./NV	BE	Presentation of Management Board Report	Not voted
		Presentation of Auditor Report	Not voted
		Presentation of Financial Statements	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Elect M. Michele Burns to the Board of Directors	For
		Elect Paul Cornet de Ways-Ruart to the Board of Directors	Against
		Elect Grégoire de Spoelberch to the Board of Directors	Against
		Elect Paulo Alberto Lemann to the Board of Directors	Against
		Elect Alexandre Van Damme to the Board of Directors	Against
		Elect Martin J. Barrington to the Board of Directors	Against
		Elect Salvatore Mancuso to the Board of Directors	Against
		Elect Alejandro Santo Domingo to the Board of Directors	Against
		Appointment of Auditor for Sustainability Reporting (FY2024)	For
		Remuneration Report	Against
		Authorisation of Legal Formalities	For
Anhui Conch Cement Co. Ltd.	CN	Directors' Report	For
		Elect ZHU Shengli	Against
		Elect YU Shui	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Appointment of Auditor and Authority to Set Fees	Against
		Allocation of Profits/Dividends	For
		Authority to Give Guarantees	For
		Authority to Issue Medium-Term Notes	For
		Amendments to Articles	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Anhui Conch Cement Co. Ltd.	CN	Authority to Issue H Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
Anima Holding S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	For
		Remuneration Report	For
		2024-2026 Long-Term Incentive Plan	For
		Authority to Repurchase and Reissue Shares	For
		Cancellation of Shares	For
		Authority to Issue Shares w/o Preemptive Rights to Service 2024-2026 Long-Term Incentive Plan	For
		Amendments to Articles	Against
ANSYS Inc.	US	Elect Jim Frankola	For
		Merger with Synopsys, Inc.	For
		Advisory Vote on Golden Parachutes	Against
		Elect Alec D. Gallimore	For
		Elect Ronald W. Hovsepian	Against
		Right to Adjourn Meeting	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
Antofagasta Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Jean-Paul Luksic Fontbona	Against
		Elect Francisca Castro	For
		Elect Ramón F. Jara	Against
		Elect Juan Claro	Against
		Elect Andrónico Luksic Craig	Against
		Elect Vivianne Blanlot	For
		Elect A.E. Michael Anglin	For
		Elect Tony Jensen	For
		Elect Eugenia Parot	For
		Elect Heather Lawrence	For
		Elect Tracey Kerr	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Antofagasta Plc.	GB	Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Anz Group Holdings Ltd.	AU	Accounts and Reports	
		Elect Scott A. St John	
		Elect Richard Gibb	
		Re-elect Christine E. O'Reilly	
		Remuneration Report	
		Equity Grant (CEO and Executive Director Shayne Elliott)	
		Shareholder Proposal Regarding Facilitating Nonbinding Proposal	
		Shareholder Proposal Regarding Transition Plan Assessments	
AON Plc.	IE	Elect Lester B. Knight	Against
		Elect Gregory C. Case	For
		Elect Jose Antonio Álvarez	For
		Elect CAI Jinyong	For
		Elect Jeffrey C. Campbell	For
		Elect Fulvio Conti	Against
		Elect Cheryl A. Francis	Against
		Elect Adriana Karaboutis	For
		Elect Richard C. Notebaert	Against
		Elect Gloria Santona	Against
		Elect Sarah E. Smith	For
		Elect Byron O. Spruell	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Appointment of Statutory Auditor	For
		Authority to Set Statutory Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
A.O. Smith Corporation	US	Elect Victoria M. Holt	Withhold
		Elect Ilham Kadri	Withhold
		Elect Michael M. Larsen	For
		Elect Christopher L. Mapes	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aperam S.A.	LU	Presentation of Board Report	Not voted
		Consolidated Accounts and Reports	For
		Accounts and Reports	For
		Allocation of Dividends	For
		Allocation of Profits	For
		Remuneration Report	Against
		Directors' fees (Individualised Amounts Including CEOs Total Remuneration)	For
		Ratification of Board Acts	For
		Elect Sandeep Jalan to the Board of Directors	For
		Appointment of Auditor	For
		Performance Share Unit Plan	Against
Apple Inc.	US	Elect Wanda M. Austin	For
		Elect Timothy D. Cook	Against
		Elect Alex Gorsky	For
		Elect Andrea Jung	Against
		Elect Arthur D. Levinson	Against
		Elect Monica C. Lozano	For
		Elect Ronald D. Sugar	Against
		Elect Susan L. Wagner	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding EEO Policy Risk Report	Against
		Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	For
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Report on Use of Artificial Intelligence	For
		Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	Against
Applied Digital Corporation	US	Elect Wesley Cummins	Withhold
		Elect Ella G. Benson	For
		Elect Chuck Hastings	Withhold
		Elect Rachel H. Lee	For
		Elect Douglas Miller	For
		Elect Richard Nottenburg	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Omnibus Equity Incentive Plan	Against
		Issuance of Common Stock	Against
		Increase of Authorized Common Stock and Preferred Stock	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Applied Digital Corporation	US	Right to Adjourn Meeting	Against
AptarGroup Inc.	US	Elect Sarah Glickman	For
		Elect Matthew L. Trerotola	Against
		Elect Ralf K. Wunderlich	For
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles Regarding Officer Exculpation	Against
		Ratification of Auditor	Against
Arcadis NV	NL	Opening of Meeting	Not voted
		Notifications	Not voted
		Presentation of Supervisory Board Report	Not voted
		Presentation of Management Board Report	Not voted
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Appointment of Auditor	For
		Corporate Governance Report	Not voted
		Remuneration Report	For
		Directors' Fees	For
		Management Board Remuneration Policy	For
		Supervisory Board Remuneration Policy	For
		Elect Virginie Duperat-Vergne to the Management Board	For
		Elect Deanna L. Goodwin to the Supervisory Board	For
		Announcement of Vacancies on the Supervisory Board	Not voted
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Other Business	Not voted
		Closing of Meeting	Not voted
ArcelorMittal S.A.	LU	Presentation of Board and Auditor Report	Not voted
		Consolidated Accounts and Reports	For
		Accounts and Reports	For
		Approve Distribution of Dividends	For
		Allocation of Profits and the Remuneration of the Members of the Board of Directors	For
		Remuneration Report	Against
		Directors' Fees	For
		Ratification of Board Acts	Against
		Elect Karyn F. Ovelmen to the Board of Directors	Against
		Elect Clarissa de Araújo Lins to the Board of Directors	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ArcelorMittal S.A.	LU	Authority to Repurchase and Reissue Shares	For
		Appointment of Auditor	For
		Long-Term Incentive Plan	For
Arch Capital Group Ltd.	BM	Elect Laurie S. Goodman	For
		Elect John M. Pasquesi	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Elect Brian Chen	For
		Elect Crystal Doughty	For
		Elect Matthew Dragonetti	For
		Elect Seamus Fearon	For
		Elect Jerome Halgan	For
		Elect Chris Hovey	For
		Elect François Morin	Against
		Elect David J. Mulholland	For
		Elect Chiara Nannini	Against
		Elect Maamoun Rajeh	For
		Elect William Soares	For
		Elect Alan Tiernan	For
		Elect Christine Todd	For
Arcs Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Kiyoshi Yokoyama	Against
		Elect Koichi Furukawa	Against
		Elect Kazuhisa Nekomiya	Against
		Elect Takehiko Miura	Against
		Elect Ikuharu Fukuhara	Against
		Elect Akira Muguruma	Against
		Elect Ryoko Sasaki	For
		Elect Toyoko Togashi	For
		Elect Akio Koike	Against
		Bonus	Against
		Retirement Allowances for Director	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ares Management Corp.	US	Elect Michael J. Arougheti	Against
		Elect Ashish Bhutani	Against
		Elect Antoinette C. Bush	Against
		Elect R. Kipp deVeer	Against
		Elect Paul G. Joubert	Against
		Elect David B. Kaplan	Against
		Elect Michael Mark Lynton	Against
		Elect Eileen Naughton	Against
		Elect Judy Olian	Against
		Elect Antony P. Ressler	Against
		Elect Bennett Rosenthal	Against
		Ratification of Auditor	Against
argenx SE	NL	Opening	Not voted
		Presentation of Financial Report	Not voted
		Remuneration Report	Against
		Presentation of Board Report	Not voted
		Accounts and Reports	For
		Corporate Governance Report	Not voted
		Allocation of Losses	For
		Ratification of Board Acts	Against
		Remuneration Policy	Against
		Elect Pamela Klein to the Board of Directors	For
		Elect Peter K.M. Verhaeghe to the Board of Directors	For
		Elect Brian L. Kotzin to the Board of Directors	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendments to Articles	Against
		Appointment of Auditor (FY2024)	For
		Appointment of Auditor (FY2025)	For
		Other Business	For
		Closing of Meeting	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Arista Networks Inc.	US	Elect Kelly Battles	For
		Elect Kenneth Duda	For
		Elect Jayshree V. Ullal	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2014 Equity Incentive Plan	For
Aristocrat Leisure Ltd.	AU	Re-elect Neil Chatfield	Against
		Elect Jennifer Aument	Against
		Equity Grant (MD/CEO Trevor Croker)	For
		Approve NED Rights Plan	For
		Remuneration Report	For
Arjo AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Presentation of Consolidated Accounts and Reports; Report of the Auditor	Not voted
		Report of the Auditor on Guidelines for Remuneration for Executive Management	Not voted
		Presentation of Allocation of Profits/Dividends	Not voted
		Report of the Board of Directors	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Johan Malmquist	Against
		Ratify Carl Bennet	Against
		Ratify Eva Elmstedt	Against
		Ratify Dan Frohm	Against
		Ratify Ulf Grunander	Against
		Ratify Carola Lemne	Against
		Ratify Joacim Lindoff	Against
		Ratify Kajsa Haraldsson	Against
		Ratify Eva Sandling Gralén	Against
		Ratify Sten Börjesson	Against
		Ratify Jimmy Linde	Against
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Arjo AB	SE	Authority to Set Auditor's Fees	For
		Elect Johan Malmquist	Against
		Elect Carl Bennet	Against
		Elect Eva Elmstedt	For
		Elect Dan Frohm	Against
		Elect Ulf Grunander	For
		Elect Carola Lemne	For
		Elect Joacim Lindoff	For
		Elect Ulrika Dellby	Against
		Elect Johan Malmquist as chair	Against
		Appointment of Auditor	For
		Remuneration Policy	Against
		Remuneration Report	Against
Arkema S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Thierry Le Hénaff	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Thierry Le Hénaff, Chair and CEO	Against
		Appointment of Auditor (Ernst & Young)	Against
		Appointment of Auditor for Sustainability Reporting (KPMG)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offers	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Greenshoe	Against
		Global Ceiling on Capital Increases	Against
		Employee Stock Purchase Plan	For
		Authorisation of Legal Formalities	For
Aroundtown SA	LU	Presentation of Board Report	Not voted
		Presentation of Auditor Report	Not voted
		Statutory Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Losses	For
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
Arthur J. Gallagher & Co.	US	Elect Sherry S. Barrat	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Arthur J. Gallagher & Co.	US	Elect Deborah H. Caplan	For
		Elect Teresa H. Clarke	For
		Elect D. John Coldman	Against
		Elect J. Patrick Gallagher, Jr.	Against
		Elect David S. Johnson	Against
		Elect Christopher C. Miskel	Against
		Elect Ralph J. Nicoletti	For
		Elect Norman L. Rosenthal	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Aryzta AG	CH	Reallocation of reserves	For
		Approval of the management report, the annual financial statements and the 2023 consolidated financial statements	For
		Approval of the 2023 non-financial sustainability report	For
		Advisory vote on the 2023 remuneration report	Against
		Appropriation of 2023 net income	For
		Discharge of the Board of Directors	Against
		Election to the Board of Directors: Urs Jordi (as member and as Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Heiner Kamps	For
		Election to the Board of Directors: Hélène Weber-Dubi	For
		Election to the Board of Directors: Alejandro Legarda Zaragüeta	For
		Election to the Board of Directors: Cornelia Gehrig	Against
		Election to the Remuneration Committee: Heiner Kamps	For
		Election to the Remuneration Committee: Hélène Weber-Dubi	For
		Election to the Remuneration Committee: Cornelia Gehrig	Against
		Re-election of the auditors	For
		Re-election of the independent proxy	For
		Remuneration of the Board of Directors: Remuneration until the 2025 Annual General Meeting	For
		Remuneration of the Board of Directors: Remuneration for the period from 1 December 2023 to the 2024 Annual General Meeting	For
		Management remuneration	Against
		Amendments to the Articles of Association: Company purpose	For
		Amendments to the Articles of Association: Equities as well as notices and place of jurisdiction	For
		Amendments to the Articles of Association: General meeting	Against
		Amendments to the Articles of Association: Board of Directors and remuneration	For
		Introduction of a capital band (Art. 5)	For
		Amendment of the provisions on conditional capital and the capital band (Art. 4 (e) and 5 bis)	For
		Ad hoc	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Asahi Group Holdings Ltd.	JP	Approve Appropriation of Surplus	For
		Appoint a Director Koji, Akiyoshi	Against
		Appoint a Director Katsuki, Atsushi	For
		Appoint a Director Tanimura, Keizo	For
		Appoint a Director Sakita, Kaoru	For
		Appoint a Director Christina L. Ahmadjian	For
		Appoint a Director Sasae, Kenichiro	For
		Appoint a Director Ohashi, Tetsuji	For
		Appoint a Director Matsunaga, Mari	For
		Appoint a Director Nishinaka, Naoko	For
		Appoint a Director Sato, Chika	For
		Appoint a Director Melanie Brock	For
		Appoint a Corporate Auditor Oshima, Akiko	For
		Approve Details of the Compensation to be received by Directors	For
		Approve Details of the Compensation to be received by Corporate Auditors	For
ASE Technology Holding Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Issuance of Restricted Stocks Awards of the Company	For
		Amendments to Articles	For
		Elect Jason CHANG C.S.	Against
		Elect Richard CHANG H.P.	Against
		Elect WU Tien-Yu	Against
		Elect Jeffery CHEN	Against
		Elect Andrew TANG	Against
		Elect Rutherford CHANG	Against
		Elect YU Shen-Fu	Against
		Elect HO Mei-Yueh	Against
		Elect ONG Wen-Chyi	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ASE Technology Holding Co. Ltd.	TW	Non-Compete Restrictions of Directors	For
		Extraordinary Motions	Against
Ashtead Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Final Dividend	For
		Elect Paul A. Walker	For
		Elect Brendan Horgan	For
		Elect Michael R. Pratt	For
		Elect Angus Cockburn	For
		Elect Lucinda Riches	For
		Elect Tanya D. Fratto	For
		Elect Jill Easterbrook	For
		Elect Renata Ribeiro	For
		Elect Roy M. Twite	For
		APPOINTMENT OF AUDITOR	For
		Authority to Set Auditor's Fees	For
		Amendment to Long-Term Incentive Plan	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Asia Vital Components Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		Distribution of 2023 Earnings	For
		Amendment to the Articles of Incorporation	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Asia Vital Components Co. Ltd.	TW	Lifting of Directors' Non-Competition Restrictions	For
		Extraordinary Motions	Against
ASM International NV	NL	Opening	Not voted
		Presentation of Annual Report	Not voted
		Corporate Governance Report	Not voted
		REMUNERATION REPORT	Against
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Supervisory Board Remuneration Policy	For
		Supervisory Board Fees (FY2024)	For
		Elect Didier Lamouche to the Supervisory Board	For
		Elect Tania Micki to the Supervisory Board	For
		Elect Martin A. van den Brink to the Supervisory Board	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Amendments to Articles	For
		Other Business	Not voted
		Closing of Meeting	Not voted
ASML Holding NV	NL	Opening	Not voted
		Presentation of Financial Statements	Not voted
		Remuneration Report	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ASML Holding NV	NL	Accounts and Reports	For
		Corporate Governance Report	Not voted
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Long-Term Incentive Plan; Authority to Issue Shares	For
		Announcement of Election of Christophe D. Fouquet to the Management Board	Not voted
		Announcement of Election of Jim Koonmen to the Management Board	Not voted
		Presentation of Supervisory Board	Not voted
		Elect Annet P. Aris to the Supervisory Board	For
		Elect D. Mark Durcan to the Supervisory Board	For
		Elect Warren A. East to the Supervisory Board	For
		Composition of the Supervisory Board	Not voted
		Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For
		Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Other Business	Not voted
		Closing of Meeting	Not voted
Aspen Pharmacare Holdings Plc.	ZA	Accounts and Reports	For
		Social and Ethics Committee Report	For
		Re-elect Kuseni D. Dlamini	Against
		Re-elect Linda de Beer	For
		Re-elect Neo P. Dongwana	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aspen Pharmacare Holdings Plc.	ZA	Re-elect Christopher (Chris) N. Mortimer	Against
		Re-elect Yvonne G. Muthien	For
		Appointment of Auditor	For
		Elect Audit and Risk Committee Member (Ben J. Kruger)	Against
		Elect Audit and Risk Committee Member (Linda de Beer)	For
		Elect Audit and Risk Committee Member (Neo Dongwana)	For
		Elect Audit and Risk Committee Member (Yvonne G. Muthien)	For
		General Authority to Issue Shares	For
		Authority to Issue Shares for Cash	For
		Authorisation of Legal Formalities	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		Approve NEDs' Fees (Chair)	For
		Approve NEDs' Fees (Member)	For
		Approve NEDs' Fees (Audit and Risk Committee Chair)	For
		Approve NEDs' Fees (Audit and Risk Committee Member)	For
		Approve NEDs' Fees (Remuneration and Nomination Committee Chair)	For
		Approve NEDs' Fees (Remuneration and Nomination Committee Member)	For
		Approve NEDs' Fees (Social and Ethics Committee Chair)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aspen Pharmacare Holdings Plc.	ZA	Approve NEDs' Fees (Social and Ethics Committee Member)	For
		Approval of Financial Assistance (Section 45)	For
		Authority to Repurchase Shares	Against
ASR Nederland NV	NL	Opening	Not voted
		Presentation of Annual Report	Not voted
		Presentation of Supervisory Board Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Presentation of Auditor	Not voted
		Appointment of Auditor	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Resignation of Herman Hintzen From the Supervisory Board	Not voted
		Opportunity to Make Recommendations on the Supervisory Board	Against
		Announcement of the Nomination of Bob Elfring to the Supervisory Board	Not voted
		Elect Bob Elfring to the Supervisory Board	For
		Elect Joop Wijn to the Supervisory Board	For
		Questions	Not voted
		Closing of Meeting	Not voted
Assa-Abloy AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Assa-Abloy AB	SE	Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	For
		Presentation of Accounts and Reports	For
		Presentation of Auditor's Report	For
		Presentation of Distribution of profits/Dividends	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Election of Directors	Against
		Appointment of Auditor	For
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		Adoption of Share-Based Incentives (LTIP 2024)	Against
Associated British Foods Plc.	GB	Accounts and Reports	
		Remuneration Report	
		Final Dividend	
		Elect Emma Adamo	
		Elect Graham Allan	
		Elect Kumsal Bayazit Besson	
		Elect Michael G. A. McLintock	
		Elect Annie Murphy	
		Elect Dame Heather Rabbatts	
		Elect Richard Reid	
		Elect Eoin Tonge	
		Elect George G. Weston	

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Associated British Foods Plc.	GB	Elect Loraine Woodhouse	
		Appointment of Auditor	
		Authority to Set Auditor's Fees	
		Authorisation of Political Donations	
		Authority to Issue Shares w/ Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights	
		Authority to Repurchase Shares	
		Authority to Set General Meeting Notice Period at 14 Days	
Astellas Pharma Inc.	JP	Elect Kenji Yasukawa	For
		Elect Naoki Okamura	For
		Elect Katsuyoshi Sugita	For
		Elect Takashi Tanaka	For
		Elect Eriko Sakurai	For
		Elect Masahiro Miyazaki	For
		Elect Yoichi Ono	For
		Elect Rika Hirota	Against
		Elect Mika Nakayama	For
		Elect Tomoko Aramaki	For
AstraZeneca Plc.	GB	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Elect Michel Demaré	For
		Elect Pascal Soriot	For
		Elect Aradhana Sarin	For
		Elect Philip Broadley	For
		Elect Euan Ashley	For
		Elect Deborah DiSanzo	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AstraZeneca Plc.	GB	Elect Diana Layfield	For
		Elect Anna Manz	For
		Elect Sherilyn S. McCoy	For
		Elect Tony Mok	For
		Elect Nazneen Rahman	For
		Elect Andreas Rummelt	For
		Elect Marcus Wallenberg	Against
		Remuneration Report	For
		Remuneration Policy	Against
		Amendment to Performance Share Plan	Against
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
ASUSTeK Computer Inc.	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	For
		Extraordinary Motions	Against
ASX Ltd. (ASX)	AU	Remuneration Report	Against
		Equity Grant (MD/CEO Helen Lofthouse)	For
		Elect Wayne Byres	Against
		Elect David C. Clarke	Against
		Elect Philip Galvin (External Nominee)	Against
		Elect Robert Caisley (External Nominee)	Against
Atkore Inc.	US	Elect B. Joanne Edwards	For
		Elect Jeri L. Isbell	For
		Elect Wilbert W. James, Jr.	For
		Elect Justin A. Kershaw	For
		Elect Scott H. Muse	For
		Elect Michael V. Schrock	For
		Elect William E. Waltz Jr.	For
		Elect Betty R. Wynn	For
		Elect A. Mark Zeffiro	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Atlas Copco AB	SE	Opening of Meeting; Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address; Shareholder Questions	Not voted
		Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Atlas Copco AB	SE	Ratification of Jumana Al Sibai	Against
		Ratification of Staffan Bohman	Against
		Ratification of Johan Forssell	Against
		Ratification of Heléne Mellquist	Against
		Ratification of Anna Ohlsson-Leijon	Against
		Ratification of Mats Rahmström	Against
		Ratification of Gordon Riske	Against
		Ratification of Hans Stråberg	Against
		Ratification of Peter Wallenberg Jr	Against
		Ratification of Mikael Bergstedt	Against
		Ratification of Benny Larsson	Against
		Ratification of Mats Rahmström (CEO)	For
		Allocation of Profits/Dividends	For
		Dividend Record Date	For
		Board Size	For
		Number of Auditors	For
		Elect Jumana Al-Sibai	For
		Elect Johan Forssell	Against
		Elect Heléne Mellquist	For
		Elect Anna Ohlsson-Leijon	Against
		Elect Gordon Riske	For
		Elect Hans Stråberg	Against
		Elect Peter Wallenberg Jr.	Against
		Elect Vagner Rego	Against
		Elect Karin Rådström	For
		Elect Hans Stråberg as Chair	Against
		Appointment of Auditor	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Performance-based Personnel Option Plan 2024	Against
		Authority to Repurchase Shares Pursuant to Personnel Option Plan 2024	Against
		Authority to Repurchase Shares Pursuant to Directors' Fees	For
		Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2024	Against
		Authority to Issue Treasury Shares Pursuant to Directors' Fees	For
		Authority to Issue Shares Pursuant to POP 2017, 2018, 2019, 2020. and 2021	For
Atlassian Corporation	US	Elect Scott Belsky	
		Elect Shona L. Brown	
		Elect Michael Cannon-Brookes	
		Elect Scott Farquhar	
		Elect Heather M. Fernandez	
		Elect Sasan Goodarzi	
		Elect Jay Parikh	

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Atlassian Corporation	US	Elect Enrique T. Salem	
		Elect Steven J. Sordello	
		Elect Richard P. Wong	
		Elect Michelle Zatlyn	
		Ratification of Auditor	
		Advisory Vote on Executive Compensation	
Atmos Energy Corporation	US	Elect J. Kevin Akers	Against
		Elect John C. Ale	Against
		Elect Kim R. Cocklin	Against
		Elect Kelly H. Compton	For
		Elect Sean Donohue	Against
		Elect Rafael G. Garza	Against
		Elect Richard K. Gordon	Against
		Elect Nancy K. Quinn	Against
		Elect Richard A. Sampson	Against
		Elect Diana J. Walters	For
		Elect Frank Yoho	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
ATOSS Software SE	DE	Presentation of the adopted annual financial statements of ATOSS Software AG and the approved consolidated financial statements as of 31 December 2023, the management reports of ATOSS Software AG and the Group for the 2023 financial year, the report by the Supervisory Board for the 2023 financial year and the explanatory report by the Management Board on the information pursuant to Sections 289a and 315a of the German Commercial Code	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the election to the Supervisory Board: Moritz Zimmermann	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ATOSS Software SE	DE	Resolution on the election to the Supervisory Board: Rolf Baron Vielhauer von Hohenhau	Against
		Resolution on the election to the Supervisory Board: Klaus Bauer	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the change of legal form of ATOSS Software AG into a European Company (Societas Europaea, SE)	Against
		Resolution on increasing the share capital from Company funds by issuing new shares and corresponding amendments to the Articles of Association	For
		Resolution on the cancellation of the existing approved capital and the creation of new approved capital with the option of excluding subscription rights and on the corresponding change to the Articles of Association	Against
		Resolution on the election of the auditor of the sustainability report and group sustainability report for the 2024 financial year	Against
		Resolution on the election of the auditor of the sustainability report and Group sustainability report for the first financial year of ATOSS Software SE	Against
Attendo AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Agenda	Not voted
		Voting List	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Ulf Mattsson	Against
		Ratification of Catarina Fagerholm	Against
		Ratification of Alf Göransson	Against
		Ratification of Tobias Lönnevall	Against
		Ratification of Suvi-Anne Siimes	Against
		Ratification of Per Josefsson	Against
		Ratification of Nora F. Larssen	Against
		Ratification of Antti Ylikorkala	Against
		Ratification of Katarina Nirhammar	Against
		Ratification of Margareta Danelius	Against
		Ratification of Anssi Soila	Against
		Ratification of Martin Tivéus	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Ulf Mattsson	For
		Elect Catarina Fagerholm	For
		Elect Tobias Lönnevall	Against
		Elect Suvi-Anne Siimes	For
		Elect Per Josefsson	For
		Elect Nora F. Larssen	For
		Elect Antti Ylikorkala	For
		Appointment of Auditor	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Attendo AB	SE	Approval of Nomination Committee Guidelines	For
		Adoption of Share-Based Incentives (Warrant program 2024)	Against
		Adoption of Share-Based Incentives (Performance share program 2024)	For
		Repurchase of Shares Pursuant to Incentive Programs	For
		Transfer of Shares to Participants in Incentive Programs	For
		Approve Equity Swap Agreement Pursuant to Incentive Programs	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Cancellation of Shares	For
		Bonus Share Issuance	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase and Reissue Shares	For
		Authority to Repurchase Warrants (Warrant Program 2021)	For
		Authority to Issue Shares (Warrant Program 2021)	For
		Election of Peter Hofvenstam	For
		Election of Anssi Soila	For
		Election of Niklas Antman	For
AT & T Inc.	US	Elect Scott T. Ford	Withhold
		Elect Glenn H. Hutchins	Withhold
		Elect William E. Kennard	Withhold
		Elect Stephen J. Luczo	Withhold
		Elect Marissa A. Mayer	For
		Elect Michael B. McCallister	Withhold
		Elect Beth E. Mooney	Withhold
		Elect Matthew K. Rose	Withhold
		Elect John T. Stankey	Withhold
		Elect Cynthia B. Taylor	Withhold
		Elect Luis A. Ubiñas	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Amendment to Clawback Policy	Against
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
Aurubis AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report with the explanatory report of the Management Board on the disclosures pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB), the proposal of the Management Board for the appropriation of net income and the report of the Supervisory Board, in each case for the 2022/23 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the postponement of the discharge of the Management Board members for the 2022/23 financial year	For
		Resolution on the postponement of the discharge of the Supervisory Board members for the 2022/23 financial year	For
		Resolution on the appointment of the auditor and of the group auditor for the 2023/24 financial year and the auditor for the audit review of other interim financial reports for the 2023/24 financial year and the 2024/25 financial year before the 2025 ordinary Annual General Meeting	For
		Approval of the remuneration report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Aurubis AG	DE	Amendments to the Articles of Association for the payment of Supervisory Board remuneration and to adapt the Articles of Association to the amended wording of Section 123(4) sentence 2 of the German Stock Corporation Act (AktG)	For
AUTO1 Group SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of AUTO1 Group SE, the combined management and group management report for AUTO1 Group SE including the explanations on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report, each for the 2023 financial year	Not voted
		Resolution on the discharge of the members of the Management Board of AUTO1 Group SE for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board of AUTO1 Group SE for the 2023 financial year	Against
		Resolution on the election of the auditor for the financial statements for the company and the group for the 2024 financial year	Against
		Resolution on the election of the auditor for any audit review or audit of interim financial reports and financial information of the company for the 2024 financial year	Against
		Resolution on the election of the auditor for any audit review or audit of interim financial reports and financial information of the company for the 2025 financial year in the period up to the next general meeting in 2025	Against
		Resolution on the approval of the remuneration report	Against
		Resolution on the new election of members of the Supervisory Board: Hakan Koç	Against
		Resolution on the new election of members of the Supervisory Board: Sylvie Mutschler-von Specht	Against
		Resolution on the new election of members of the Supervisory Board: Anne Claudia Frese	Against
		Resolution on the new election of members of the Supervisory Board: Christian Miele	Against
		Resolution on the cancellation of existing authorised capital for 2021 and the creation of new authorised capital subject to the exclusion of subscription rights and with the authorisation to exclude subscription rights as well as the corresponding amendment to the Articles of Association	Against
		Resolution on the cancellation of the existing authorisation and the granting of a new authorisation to acquire treasury shares and the use thereof, including the authorisation to redeem acquired treasury shares and to reduce capital and to exclude subscription rights	Against
Autodesk Inc.	US	Elect Andrew Anagnost	For
		Elect Karen Blasing	For
		Elect Reid French	For
		Elect Ayanna M. Howard	For
		Elect Blake J. Irving	For
		Elect Mary T. McDowell	Against
		Elect Stephen D. Milligan	For
		Elect Lorrie M. Norrington	Against
		Elect Elizabeth S. Rafael	For
		Elect Rami Rahim	For
		Elect Stacy J. Smith	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Adoption of Right to Call a Special Meeting	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Automatic Data Processing Inc.	US	Elect Peter E. Bisson	For
		Elect Maria Black	For
		Elect David V. Goeckeler	For
		Elect Linnie M. Haynesworth	For
		Elect John P. Jones	Against
		Elect Francine S. Katsoudas	For
		Elect Nazzic S. Keene	For
		Elect Thomas J. Lynch	For
		Elect Scott F. Powers	For
		Elect William J. Ready	Against
		Elect Carlos A. Rodriguez	For
		Elect Sandra S. Wijnberg	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
AutoStore Holdings Ltd.	BM	Election of Presiding Chair	For
		Minutes	For
		Agenda	For
		Accounts and Reports	For
		Appointment of Auditor and Authority to Set Fees	For
		Corporate Governance Report	Not voted
		Appointment of Nomination Committee	For
		Nomination Committee Fees	For
		Remuneration Report	Against
		Ratification of Board and CEO Acts	Against
Auto Trader Group Plc.	GB	Accounts and Reports	For
		Remuneration Policy	For
		Remuneration Report	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Auto Trader Group Plc.	GB	Final Dividend	For
		Elect Matthew Davies	For
		Elect Nathan Coe	For
		Elect Jeni Mundy	Against
		Elect Catherine Faiers	For
		Elect James J. Warner	For
		Elect Sigridur Sigurdardottir	For
		Elect Jasvinder Gakhal	For
		Elect Geeta Gopalan	For
		Elect Amanda James	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Long-Term Incentive Plan	For
		Deferred Bonus Plan	For
		Approval of the SAYE plan	For
		Employee Incentive Plan	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
AutoZone Inc.	US	Elect Philip B. Daniele III	
		Elect Michael A. George	
		Elect Linda A. Goodspeed	
		Elect Earl G. Graves, Jr.	
		Elect Brian Hannasch	
		Elect Gale V. King	
		Elect George R. Mrkonic, Jr.	
		Elect William C. Rhodes, III	
		Elect Jill Ann Soltau	
		Ratification of Auditor	
		Advisory Vote on Executive Compensation	
		Reduce Ownership Threshold for Shareholders to Call Special Meetings	

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AutoZone Inc.	US	Shareholder Proposal Regarding Right to Call Special Meeting	
Avangrid Inc.	US	Iberdrola Transaction	For
		Elect Ignacio Sanchez Galán	Withhold
		Elect John E. Baldacci	Withhold
		Elect Daniel Alcain Lopéz	Withhold
		Elect Pedro Azagra Blázquez	Withhold
		Elect Fátima Báñez García	For
		Elect Agustin Delgado Martín	Withhold
		Elect Robert Duffy	Withhold
		Elect Teresa A. Herbert	For
		Elect Patricia Jacobs	For
		Elect John L. Lahey	Withhold
		Elect Santiago Martínez Garrido	Withhold
		Elect José Sáinz Armada	Withhold
		Elect Alan D. Solomont	Withhold
		Elect Camille Joseph Varlack	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Right to Adjourn Meeting	For
Avantor Inc.	US	Elect Juan Andres	Against
		Elect John Carethers, M.D.	Against
		Elect Lan Kang	For
		Elect Joseph Massaro	Against
		Elect Mala Murthy	For
		Elect Jonathan M. Peacock	Against
		Elect Michael Severino	Against
		Elect Michael Stubblefield	Against
		Elect Gregory L. Summe	Against
		Amendment Regarding Officer Exculpation	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Avi Ltd.	ZA	Accounts and Reports	For
		Appointment of Auditor	For
		Re-elect Simon L. Crutchley	For
		Re-elect Justin C. O'Meara	For
		Elect Valerie Davies	For
		Elect Audit and Risk Committee Chair (Steven Robinson)	For
		Elect Audit and Risk Committee Chair (Maserame Mouyeme)	For
		Elect Audit and Risk Committee Member (Alexandra Muller)	For
		Approve NEDs' Fees (Board Members)	For
		Approve NEDs' Fees (Board Chair)	For
		Approve NEDs' Fees (Remuneration, Nomination andAppointments Committee Members)	For
		Approve NEDs' Fees (Audit and Risk Committee Members)	For
		Approve NEDs' Fees (Social and Ethics Committee Members)	For
		Approve NEDs' Fees (Remuneration, Nomination and Appointments Committee Chair)	For
		Approve NEDs' Fees (Audit and Risk CommitteeChair)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Avi Ltd.	ZA	Approve NEDs' Fees (Social and Ethics CommitteeChair)	For
		Approve NEDs' Fees (Foreign Board Chair)	For
		Approve NEDs' Fees (Foreign Audit and Risk Committee Members)	For
		Approve NEDs' Fees (Foreign Remuneration, Nomination and Appointments Committee Members)	For
		Approve NEDs' Fees (Foreign Social and Ethics Committee Members)	For
		Authority to Repurchase Shares	For
		Approve Financial Assistance (Section 45)	For
		Authority to Issue Shares (Deferred Bonus Share Plan)	For
		Approve Remuneration Policy	Against
		Approve Implementation Report	Against
Avio S.p.A.	IT	Amendments to Article 10 (Closed-Door and Virtual Meetings)	
		Amendments to Article 13 (Board of Directors' Meetings)	
		Amendments to Article 17 (Board of Statutory Auditors' Gender Diversity and Election)	
		Amendments to Article 18 (Board of Statutory Auditors' Meetings)	
		Amendments to Articles	
		Appointment of Auditor and Authority to Set Fees (KPMG; Preferred Option)	
		Appointment of Auditor and Authority to Set Fees (Ernst & Young; Alternate Option)	
Aviva Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Approval of the Company's Climate-related Financial Disclosure	For
		Final Dividend	For
		Elect Ian E. Clark	For
		Elect George Culmer	For
		Elect Amanda J. Blanc	For
		Elect Charlotte C. Jones	For
		Elect Andrea Blance	For
		Elect Michael Craston	For
		Elect Patrick Flynn	For
		Elect Shonaid Jemmett-Page	For
		Elect Mohit Joshi	For
		Elect Pippa Lambert	For
		Elect Jim McConville	For
		Elect Michael Mire	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Solvency II Securities w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Solvency II Securities w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase 83/4% Preference Shares	For
		Authority to Repurchase 83/8% Preference Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Adoption of New Articles	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
AXA S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		2023 Remuneration Report	Against
		2023 Remuneration of Antoine Gosset-Grainville, Chair	For
		2023 Remuneration of Thomas Buberl, CEO	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Special Auditors Report on Regulated Agreements	For
		Elect Antoine Gosset-Grainville	For
		Elect Clotilde Delbos	For
		Elect Isabel Hudson	For
		Elect Angelien Kemna	For
		Elect Marie-France Tschudin	For
		Elect Helen Browne (Employee Shareholder Representatives)	For
		Appointment of Auditor (KPMG)	For
		Non-Renewal of Alternate Auditor (Patrice Morot)	For
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	For
		Authority to Repurchase and Reissue Shares	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
		Elect Stefan Bolliger (Employee Shareholder Representatives)	Against
		Elect Olivier Eugène (Employee Shareholder Representatives)	Against
		Elect Benjamin Saunière (Employee Shareholder Representatives)	Against
		Elect Mark Sundrakes (Employee Shareholder Representatives)	Against
		Elect Detlef Thedieck (Employee Shareholder Representatives)	Against
Axis Capital Holdings Ltd.	BM	Elect Charles A. Davis	For
		Elect Elanor R. Hardwick	For
		Elect Axel Theis	For
		Elect Barbara A. Yastine	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Azbil Corporation	JP	Allocation of Profits/Dividends	For
		Elect Hirozumi Sone	Against
		Elect Kiyohiro Yamamoto	Against
		Elect Takayuki Yokota	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Azbil Corporation	JP	Elect Hisaya Katsuta	Against
		Elect Waka Fujiso	For
		Elect Mitsuhiro Nagahama	Against
		Elect Anne Ka Tse Hung	For
		Elect Fumitoshi Sato	Against
		Elect Shigeaki Yoshikawa	Against
		Elect Tomoyasu Miura	Against
		Elect Sachiko Ichikawa	For
		Elect Hiroshi Yoshida	Against
Azimut Holding S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Authority to Repurchase and Reissue Shares	Against
		Remuneration Policy	Against
		Remuneration Report	For
		Amendments to Article 12 (Virtual and Closed-door Meetings)	Against
		Directors' liabillity action	For
Babcock International Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Ruth Cairnie	For
		Elect Carl-Peter Forster	For
		Elect Lucy Dimes	For
		Elect The Lord Parker of Minsmere	For
		Elect John Ramsay	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Babcock International Group Plc.	GB	Elect Jane Moriarty	For
		Elect Sir Kevin Smith	For
		Elect Claudia Natanson	For
		Elect David Lockwood	For
		Elect David Mellors	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Approval of the Employee Share Plan	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Badger Meter Inc.	US	Elect Todd A. Adams	Withhold
		Elect Kenneth C. Bockhorst	Withhold
		Elect Henry F. Brooks	For
		Elect Melanie K. Cook	For
		Elect Xia Liu	For
		Elect James W. McGill	For
		Elect Tessa M. Myers	For
		Elect James F. Stern	For
		Elect Glen E. Tellock	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Badger Meter Inc.	US	Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	For
BAIC Motor Corporation Ltd.	CN	Authority to Repurchase Shares	Against
		Directors' Report	For
		Elect CHEN Wei	Against
		Entrustment Agreement	For
		Framework Agreement and Subscription	For
		Elect HU Hanjun	Against
		Elect PENG Jin	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Amendments to Rules of Procedures for the Shareholders' Meetings	For
		Elect CHEN Hongliang	Against
		Allocation of Profits/Dividends	For
		Amendments to Rules of Procedures for the Board	For
		Elect SONG Wei	Against
		Amendments to Articles	For
		Appointment of Auditor and Authority to Set Fees	Against
		Elect LIU Guanqiao	Against
		Authority to Issue Debt Financing Instruments	For
		Elect YE Qian	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Elect Paul GAO	Against
		Authority to Repurchase Shares	Against
		Elect Kevin Walter Binder	Against
		Elect GU Tiemin	Against
		Elect SUN Li	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BAIC Motor Corporation Ltd.	CN	Elect YIN Yuanping	For
		Elect XU Xiangyang	Against
		Elect TANG Jun	Against
		Elect Edmund SIT Lapban	Against
		Elect JI Xuehong	Against
		Remuneration of Independent Non-executive Directors	For
		Elect JIAO Feng as Supervisor	Against
		Elect ZHU Yan as Supervisor	Against
		Elect DENG Yishuai as Supervisor	Against
		Amendments to Articles of Association	For
Baker Hughes Co.	US	Elect W. Geoffrey Beattie	Against
		Elect Abdulaziz Mohamed Al Gudaimi	Against
		Elect Gregory D. Brenneman	Against
		Elect Cynthia B. Carroll	For
		Elect Michael R. Dumais	Against
		Elect Lynn L. Elsenhans	For
		Elect John G. Rice	Against
		Elect Lorenzo Simonelli	Against
		Elect Mohsen M. Sohi	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Amendment Regarding Officer Exculpation	Against
		Approval of Exclusive Forum Provision	Against
		Amendments to Clarify and Modernize the Certificate of Incorporation	For
Balfour Beatty Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Balfour Beatty Plc.	GB	Elect Charles L. Allen	For
		Elect Gabrielle Costigan	For
		Elect Anne Drinkwater	For
		Elect Louise Hardy	For
		Elect Philip Harrison	For
		Elect Michael Lucki	For
		Elect Robert J. MacLeod	For
		Elect Barbara Moorhouse	For
		Elect Leo M. Quinn	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Banca IFIS S.p.A.	IT	Amendments to Articles	Against
		Increase in Auditor's Fees	For
Banca Monte dei Paschi di Siena S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024 Short-Term Incentive Plan	Against
		Election Raffaele Oriani	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Banca Monte dei Paschi di Siena S.p.A.	IT	Elect Giacomo Granata as Effective Statutory Auditor	For
		Elect Paola Lucia Giordano as Alternate Statutory Auditor	For
		Election of One Alternate Statutory Auditor	Against
		Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For
Banco Bilbao Vizcaya Argentaria S.A. (BBVA)	ES	Accounts and Reports	For
		Issuance of Shares w/o Preemptive Rights	Against
		Authorisation of Legal Formalities	For
		Report on Non-Financial Information	For
		Allocation of Dividends	For
		Ratification of Board Acts	For
		Elect José Miguel Andrés Torrecillas	For
		Elect Jaime Félix Caruana Lacorte	For
		Elect Belén Garijo López	Against
		Elect Ana Cristina Peralta Moreno	For
		Elect Jan Verplancke	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Banco Bilbao Vizcaya Argentaria S.A. (BBVA)	ES	Elect Enrique Casanueva Nárdiz	For
		Elect Cristina de Parias Halcón	For
		Authority to Cancel Treasury Shares and Reduce Capital	For
		Maximum Variable Pay Ratio	For
		Authorisation of Legal Formalities	For
		Remuneration Report	For
Banco BPM S.p.A.	IT	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Appointment of Auditor and Authority to Set Fees (Deloitte & Touche; Preferred Option)	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024 Short Term Incentive Plan	Against
		2024-2026 Long-Term Incentive Plan	Against
		Authority to Repurchase and Reissue Shares to Service Variable Incentive Plans	Against
		Derivative action against Directors	For
Banco Comercial Português S.A.	PT	Election of Board of the General Shareholders' Meeting	For
		Accounts and Reports; Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Management and Supervisory Board Acts	Against
		Remuneration Policy	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Banco Comercial Português S.A.	PT	Authority to Repurchase and Reissue Shares	Against
		Amendments to Article 10 (Auditor's Term)	For
		Appointment of Auditor (KPMG)	For
		Appointment of Auditor (E&Y)	Not voted
Bankinter S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	Against
		Allocation of Dividends	For
		Appointment of Auditor	For
		Elect Gloria Ortiz Portero	For
		Elect Teresa Paz-Ares Rodríguez	For
		Board Size	For
		Creation of Capitalisation Reserve	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Issue Convertible Debt Instruments	Against
		Remuneration Policy	Against
		Authority to Transfer Shares Pursuant to Annual Variable Plan	For
		Maximum Variable Pay Ratio	For
		Authorisation of Legal Formalities	For
		Remuneration Report	Against
Bank of America Corporation	US	Elect Sharon L. Allen	Against
		Elect José E. Almeida	Against
		Elect Pierre J. P. de Weck	Against
		Elect Arnold W. Donald	Against
		Elect Linda P. Hudson	Against
		Elect Monica C. Lozano	Against
		Elect Brian T. Moynihan	Against
		Elect Lionel L. Nowell, III	Against
		Elect Denise L. Ramos	For
		Elect Clayton S. Rose	For
		Elect Michael D. White	For
		Elect Thomas D. Woods	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bank of America Corporation	US	Elect Maria T. Zuber	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the Bank of America Corporation Equity Plan	For
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	For
		Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	For
		Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	For
		Shareholder Proposal Regarding Right to Act by Written Consent	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	For
Bank of China Ltd.	CN	2023 Remuneration Distribution Plan for Executive Directors	
		Amendments to Procedural Rules for Board of Supervisors	For
		Directors' Report	For
		Elect ZHANG YI	Against
		2023 Remuneration Distribution Plan for Chairperson of the Board of Supervisors	
		Application for Special Outbound Donation Limit	For
		Elect LOU XIAOHUI	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Appointment of Auditor and Authority to Set Fees	For
		Approve Interim Dividends	
		Elect LIU XIAOLEI	For
		Allocation of Profits/Dividends	For
		Approve Abolishment of Management Measures for Investment Approval	For
		Approve Issuance Quota and Issuance Arrangement of Total Loss-Absorbing Capacity Non-Capital Bonds	For
		Elect ZHANG Hui	
		Approve Revised Scheme on Authorization of the Shareholders' General Meeting to the Board of Directors	For
		Board Authorization on 2024 Interim Profit Distribution Arrangement	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bank of China Ltd.	CN	Elect HUANG Binghua	
		2024 Fixed Asset Investment Budget	For
		Elect Jean-Louis Ekra	
		Appointment of Auditor and Authority to Set Fees	For
		Elect ZHANG Ran	
		Elect LIU Jin	Against
		Elect LI Zimin	
		Elect LIN Jingzhen	Against
		2023 Remuneration Distribution Plan for External Supervisors	For
		Bond Issuance Plan	For
Bank of Communications Co. Ltd.	CN	Amendments to the Authorisation to the Board by the General Meeting	Against
		Directors' Report	For
		Issuance Quota of Financial Bonds	For
		Supervisors' Report	For
		Accounts and Reports	For
		Remuneration Plan of Directors for 2022	For
		Allocation of Profits/Dividends	For
		Remuneration Plan of Supervisors for 2022	For
		Fixed Assets Investment Plan	For
		Elect ZHANG Baojiang	Against
		Elect XIAO Wei	Against
		Appointment of Auditor and Authority to Set Fees	For

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Name of security	Country	Agenda items	Voting
Bank of Communications Co. Ltd.	CN	Issuance Quota of Total Loss-Absorbing Capacity Non-Capital Bonds	For
Bank of Ireland Group Plc.	IE	Accounts and Reports	For
		Final Dividend	For
		Elect Akshaya Bhargava	For
		Elect Margaret Sweeney	For
		Elect Giles Andrews	For
		Elect Evelyn Bourke	For
		Elect Ian Buchanan	For
		Elect Eileen Fitzpatrick	Against
		Elect Richard Goulding	For
		Elect Michele Greene	For
		Elect Patrick Kennedy	For
		Elect Myles O'Grady	For
		Elect Steve Pateman	For
		Elect Mark Spain	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Remuneration Report	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
Bank of Montreal	CA	Elect Janice M. Babiak	Withhold
		Elect Craig W. Broderick	For
		Elect Hazel Claxton	For

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Name of security	Country	Agenda items	Voting
Bank of Montreal	CA	Elect George A. Cope	Withhold
		Elect Stephen Dent	For
		Elect Christine A. Edwards	Withhold
		Elect Martin S. Eichenbaum	For
		Elect David Harquail	For
		Elect Linda S. Huber	For
		Elect Eric R. La Flèche	Withhold
		Elect Lorraine Mitchelmore	For
		Elect Madhu Ranganathan	For
		Elect Darryl White	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding In-Person Shareholder Meetings	For
		Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	For
		Shareholder Proposal Regarding Say on Climate	For
		Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Against
		Shareholder Proposal Regarding Pay Ratio Disclosure	For
Baoshan Iron & Steel Co. Ltd.	CN	2023 Directors' Report	For
		2023 Supervisors' Report	For
		2023 Annual Report and Its Summary	For
		2023 Accounts and Reports	Against
		Profit Distribution Plan for the Second Half of 2023 and Maintenance of Profit Distribution Cycle	For
		2024 Financial Budget	For
		2024 Related Party Transactions	Against
		Report on the Implementation of Directors, Supervisors and Senior Management Compensation for 2023	For
		Authority on Matters Related to the Repurchase and Cancellation of Restricted Stock Units in the Third Vending Period	For
		Extending the Authorization of the Board of Directors and its Authorized Personnel to Handle Matters Related to the Listing of Baowu Carbon Industry, a Subsidiary, at the Shareholders' Meeting	For
		Amendments to Articles	For
Barratt Redrow Plc.	GB	Merger with Redrow plc	For
Barrick Gold Corporation	CA	Elect D. M. Bristow	For
		Elect H. Cai	For
		Elect C. L. Coleman	Withhold
		Elect I. A. Costantini	For

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Name of security	Country	Agenda items	Voting
Barrick Gold Corporation	CA	Elect B. L. Greenspun	Withhold
		Elect J. B. Harvey	Withhold
		Elect A. N. Kabagambe	For
		Elect A. J. Quinn	For
		Elect M. L. Silva	For
		Elect J. L. Thornton	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Third-Party Audit of Water Impacts	For
BASF SE	DE	Presentation of the adopted annual financial statements of BASF SE and the approved consolidated financial statements of the BASF Group for the 2023 financial year; presentation of the combined management reports of BASF SE and the BASF Group for the 2023 financial year including the explanatory reports on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB); presentation of the Supervisory Board report	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Supervisory Board	For
		Resolution on the discharge of members of the Management Board	For
		Appointment of the auditors of the financial statements for the 2024 financial year and of the auditors for the review of the semi-annual report 2024	For
		Election to the Supervisory Board: Stefan Asenkerschbaumer	For
		Election to the Supervisory Board: Kurt Bock	For
		Election to the Supervisory Board: Thomas Carell	For
		Election to the Supervisory Board: Liming Chen	For
		Election to the Supervisory Board: Alessandra Genco	For
		Election to the Supervisory Board: Tamara Weinert	For
		Resolution on the cancellation of the Authorised Capital 2019 and simultaneous creation of new Authorised Capital with the option to exclude subscription rights, and corresponding amendment to the Articles of Association	Against
		Resolution on the approval of the remuneration system for Management Board members	For
		Resolution on the remuneration of the members of the Supervisory Board and on the amendment to Article 14(2) of the Articles of Association on the remuneration of the members of the Audit Committee of the Supervisory Board	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
Basilea Pharmaceutica AG	CH	Approval of the management report, the annual financial statements and the consolidated financial statements for the 2023 financial year	For
		Appropriation of net income	For
		Discharge of the members of the Board of Directors and management for the 2023 financial year	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Basilea Pharmaceutica AG	CH	Election to the Board of Directors: Domenico Scala (as Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Leonard Kruimer	Against
		Election to the Board of Directors: Martin Nicklasson	Against
		Election to the Board of Directors: Nicole Onetto	For
		Election to the Board of Directors: Carole Sable	For
		Election to the Board of Directors: Thomas Werner	Against
		Election to the Remuneration Committee: Martin Nicklasson	Against
		Election to the Remuneration Committee: Nicole Onetto	For
		Election to the Remuneration Committee: Thomas Werner	Against
		Approval of the maximum total remuneration of the Board of Directors from the GM 2024 to the GM 2025	For
		Approval of the maximum total amount of fixed and variable remuneration for the management for the 2025 financial year	Against
		Approval of the remuneration report 2023 (advisory vote)	Against
		Election of the independent proxy	For
		Election of the auditors	Against
		Ad hoc	Against
Basler AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of Basler Aktiengesellschaft as of 31 December 2023, the management reports as of 31 December 2023 for Basler Aktiengesellschaft and the Basler group, the report of the Supervisory Board for the 2023 financial year and the report of the Management Board with the explanatory information pursuant to Sections 289a, 315a of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Basler AG	DE	Election of the auditor and of the group auditor for the 2024 financial year and the auditor for the audit review of other interim financial reports for the 2024 financial year and the 2025 financial year before the 2025 ordinary general meeting	For
		Election of the auditor for the sustainability reporting for the 2024 financial year	For
		Resolution on the approval of the audited remuneration report for the 2023 financial year	Against
		Resolution on the election to the Supervisory Board: Norbert Basler	Against
BAWAG Group AG	AT	Presentation of the adopted annual financial statements including the management report, the consolidated corporate governance report, the consolidated financial statements including the group management report, the proposal for the appropriation of income and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor and the group auditor to audit the annual and consolidated financial statements and (if required at a later date) the (consolidated) sustainability report for the 2025 financial year	Against
		Election of the auditor for the (consolidated) 2024 sustainability report (if required at a later date)	Against
		Resolution on the 2023 remuneration report	Against
		Resolution on the remuneration policy for the Management Board and the Supervisory Board	Against
		Resolution on the authorisation of the Management Board: a. to acquire own shares pursuant to Section 65(1)(8) as well as (1a) and (1b) of the German Stock Corporation Act (AktG) via the stock exchange, a public offer or over the counter, also excluding the quota right of sale (reverse exclusion of subscription rights), b. to decide to sell own shares in accordance with Section 65(1b) of the German Stock Corporation Act (AktG) in another way than via the stock exchange or a public offer, applying mutatis mutandis the regulations on the exclusion of shareholders' subscription rights, c. to reduce the share capital by cancelling these shares without a further resolution of the General Meeting, d. to do all of this (points a. to c.) while revoking the corresponding authorisation according to agenda item 7 of the Annual General Meeting of the company of 31 March 2023	Against
		Resolution on the cancellation of the existing authorised capital and the introduction of new authorised capital pursuant to Section 169 of the German Stock Corporation Act by up to EUR 31,440,000 against contributions in cash and/or in kind with the option of excluding subscription rights and the corresponding amendment of the Articles of Association in point 5	Against
		Resolution on the authorisation of the Management Board pursuant to Section 174(2) of the German Stock Corporation Act (AktG) to issue convertible bonds with the exclusion of subscription rights	Against
		Resolution on the conditional capital increase pursuant to Section 159(2)(1) AktG by up to EUR 7,860,000 and the corresponding amendment of the Articles of Association in point 5	Against
		Amendment to point 10 of the Articles of Association (virtual general meeting and hybrid general meeting)	Against
		Ad hoc (from shareholders)	Against
		Ad hoc (the management)	Against
Baxter International Inc.	US	Elect José E. Almeida	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Baxter International Inc.	US	Elect William A Ampofo	For
		Elect Patricia Morrison	For
		Elect Stephen N. Oesterle	For
		Elect Stephen H. Rusckowski	For
		Elect Nancy M. Schlichting	For
		Elect Brent Shafer	For
		Elect Catherine R. Smith	For
		Elect Amy M. Wendell	For
		Elect David S. Wilkes	For
		Elect Peter M. Wilver	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2021 Incentive Plan	For
		Amendment to Articles Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Retention of Shares	Against
Bayer AG	DE	Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	For
		Election to the Supervisory Board: Horst Baier	For
		Election to the Supervisory Board: Ertharin Cousin	For
		Election to the Supervisory Board: Lori Schechter	For
		Election to the Supervisory Board: Nancy Cole, nee Simonian	For
		Election to the Supervisory Board: Jeffrey Ubben	For
		Approval of the remuneration system for the Management Board members	For
		Resolution on the approval of the remuneration report	Against
		Authorisation to acquire and use treasury shares	Against
		Authorisation to acquire treasury shares Using derivatives	Against
		Resolution on the approval of the control and profit transfer agreement between the Company and Bayer CropScience Aktiengesellschaft	For
		Election of the auditor and the auditor for any review of the half-year report and interim financial reports	For
		Ad hoc (shareholders)	Against
Bayer. Motoren Werke AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for the company and the group as at 31 December 2023, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bayer. Motoren Werke AG	DE	Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of the members of the Supervisory Board: Norbert Reithofer (Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Martin Kimmich (Deputy Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Quandt (Deputy Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Schmid (Deputy Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Kurt Bock (Deputy Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Christiane Benner	For
		Resolution on the discharge of the members of the Supervisory Board: Marc Bitzer	For
		Resolution on the discharge of the members of the Supervisory Board: Bernhard Ebner	For
		Resolution on the discharge of the members of the Supervisory Board: Rachel Empey	For
		Resolution on the discharge of the members of the Supervisory Board: Heinrich Hiesinger	For
		Resolution on the discharge of the members of the Supervisory Board: Johann Horn	For
		Resolution on the discharge of the members of the Supervisory Board: Susanne Klatten	For
		Resolution on the discharge of the members of the Supervisory Board: Jens Köhler	For
		Resolution on the discharge of the members of the Supervisory Board: Gerhard Kurz	For
		Resolution on the discharge of the members of the Supervisory Board: André Mandl	For
		Resolution on the discharge of the members of the Supervisory Board: Dominique Mohabeer	For
		Resolution on the discharge of the members of the Supervisory Board: Anke Schäferkordt	For
		Resolution on the discharge of the members of the Supervisory Board: Christoph M. Schmidt	For
		Resolution on the discharge of the members of the Supervisory Board: Vishal Sikka	For
		Resolution on the discharge of the members of the Supervisory Board: Sibylle Wankel	For
		Election of the auditor	For
		Election to the Supervisory Board: Susanne Klatten	For
		Election to the Supervisory Board: Stefan Quandt	For
		Election to the Supervisory Board: Vishal Sikka	Against
		Resolution on the approval of the remuneration report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BayWa AG	DE	Presentation of the adopted annual financial statements and the management report of BayWa Aktiengesellschaft for the 2023 financial year, the approved consolidated financial statements and the group management report for the 2023 financial year, including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of the 2023 net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the election of the auditor for sustainability reporting for the 2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on a by-election to the Supervisory Board: Gregor Scheller	Against
BB Biotech AG	CH	Approval of the annual financial statements and consolidated financial statements for 2023	For
		Appropriation of net income	For
		Discharge of the Board of Directors	Against
		Election to the Board of Directors: Thomas von Planta (as Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Clive Meanwell (as Vice Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Laura Hamill	For
		Election to the Board of Directors: Pearl Huang	Against
		Election to the Board of Directors: Mads Krogsgaard Thomsen	Against
		Election to the Board of Directors: Camilla Soenderby	Against
		Election to the Remuneration Committee: Clive Meanwell	Against
		Election to the Remuneration Committee: Mads Krogsgaard Thomsen	Against
		Approval of Board of Directors' fees	For
		Election of the independent proxy	For
		Election of the auditors	For
		Ad hoc	Against
BBMG Corporation	CN	Annual Report	For
		Directors' Report	For
		Supervisors' Report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Approve Executive Directors' Remuneration Plan	For
		Authority to Issue A and/or H Shares w/o Preemptive Rights	Against
		Authority to Give Guarantees	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BBMG Corporation	CN	Approve Financial Assistance	For
		Related Party Transactions	For
		Authority to Issue Debt Instrument	Against
		Board Authorization to Handle Matters Relating to the Issuance of Debt Instrument	Against
		Approve Remuneration Standard of Directors	For
		Approve Remuneration Standard of Supervisors	For
		Elect JIANG Yingwu	Against
		Elect GU Yu	Against
		Elect JIANG Changlu	Against
		Elect ZHENG Baojin	Against
		Elect GU Tiemin	Against
		Elect YU Fei	Against
		Elect LIU Taigang	Against
		Elect HONG Yongmiao	Against
		Elect TAM Kin Fong	Against
		Elect YU Yuehua as Supervisor	Against
		Elect GAO Junhua as Supervisor	Against
		Elect FANG Qinghai as Supervisor	Against
BCE Inc.	CA	Elect Mirko Bibic	For
		Elect Robert P. Dexter	For
		Elect Katherine Lee	For
		Elect Monique F. Leroux	For
		Elect Sheila A. Murray	For
		Elect Gordon M. Nixon	For
		Elect Louis P. Pagnutti	For
		Elect Calin Rovinescu	For
		Elect Karen H. Sheriff	For
		Elect Jennifer Tory	For
		Elect Louis Vachon	For
		Elect Johan Wibergh	For
		Elect Cornell Wright	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bechtle AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as at 31 December 2023, the combined management report, the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), in each case for the 2023 financial year ending on 31 December 2023	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year as well as of the auditor for any audit review of interim financial information	Against
		Election of the auditor of sustainability reporting for the 2024 financial year	Against
		Resolution on the approval of the remuneration report	Against
		Resolution on the approval of the amended remuneration system for the members of the Management Board	Against
		Resolution on the amendment of Section 11 of the Articles of Association (Supervisory Board remuneration)	For
		Resolution on the remuneration of the Supervisory Board members	For
		Election to the Supervisory Board: Stephanie Holdt	For
		Rescinding of the previous authorisation and creation of a new authorisation to acquire and use treasury shares pursuant to Section 71(1)(8) AktG with the option to exclude shareholders' subscription rights	Against
		Resolution on the approval to conclude a domination and profit transfer agreement with Bechtle PLM Deutschland GmbH	For
		Resolution on the approval to conclude a domination and profit transfer agreement with Bechtle Additive Manufacturing Deutschland GmbH	For
		Resolution on the approval to amend the profit transfer agreement with Bechtle Financial Services AG	For
		Resolution on the amendment to Section 14.2 of the Articles of Association (participation at the general meeting)	For
Beiersdorf AG	DE	Presentation of the adopted annual financial statements of Beiersdorf Aktiengesellschaft and the approved consolidated financial statements together with the combined management report of Beiersdorf Aktiengesellschaft and the group for the 2023 financial year, the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Election of the auditor for the 2024 financial year and the auditor for any audit review of the half-year report for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Election to the Supervisory Board: Donya-Florence Amer	For
		Election to the Supervisory Board: Hong Chow	For
		Election to the Supervisory Board: Wolfgang Herz	Against
		Election to the Supervisory Board: Uta Kemmerich-Keil	Against
		Election to the Supervisory Board: Frédéric Pflanz	Against
		Election to the Supervisory Board: Reinhard Pöllath	Against
		Election to the Supervisory Board: Beatrice Dreyfus (as substitute member)	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Beiersdorf AG	DE	Resolution on the amendment of Section 18(2) sentence 2 of the Articles of Association due to an amendment to the German Stock Corporation Act	For
Beijing Capital Co. Ltd.	CN	2024 Application for Comprehensive Credit Line to Financial Institutions	For
		Elect LIU Yongzheng	Against
		Elect Deng Wenbin	Against
		Elect LI Fujing	Against
		Elect NIE Sen	Against
		Elect YU Xuekui	Against
		Elect QIN Yi	Against
		Elect ZHANG Meng	Against
		Elect WANG Wei	Against
		Elect LI Yi	Against
		Elect WANG Yong	Against
		Elect LIU Junyong	Against
		Elect LIU Huibin	Against
		Elect WANG Xuetao	Against
Beijing Enterprises Holdings Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect YANG Zhichang	Against
		Elect JIANG Xinhao	Against
		Elect XIONG Bin	Against
		Elect GENG Chao	Against
		Elect YU Sun Say	Against
		Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Beijing Enterprises Holdings Ltd.	HK	Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
Beijing Enterprises Water Group Ltd.	BM	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect JIANG Xinhao	Against
		Elect ZHANG Wenjiang	Against
		Elect Eric TUNG Woon Cheung	Against
		Elect LI Li	Against
		Elect WANG Dianchang	Against
		Elect Quadrant SHEA Chun Lok	Against
		Elect Sophia CHAN Siu Chee	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Beijing Enterprises Water Group Ltd.	BM	Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
BELIMO Holding AG	CH	Approval of the management report, the annual financial statements of BELIMO Holding AG and the consolidated financial statements for 2023	For
		Appropriation of net income	For
		Advisory vote on the report on non-financial matters in 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Discharge of the Board of Directors	Against
		Amendments to the Articles of Association: Adaptations to mandatory new legislative provisions	For
		Amendments to the Articles of Association: Changes to the Board of Directors	Against
		Amendments to the Articles of Association: Changes to the remuneration rules	For
		Amendments to the Articles of Association: Other changes	For
		Approval of the maximum remuneration of the Board of Directors from 1 January 2024 until the 2024 general meeting	For
		Approval of the maximum remuneration of the Board of Directors from the 2024 general meeting until the 2025 general meeting	For
		Contingent motion: Approval of the maximum remuneration of the Board of Directors for the 2024 financial year	For
		Approval of the maximum remuneration of the management for the 2024 financial year	Against
		Approval of the maximum remuneration of the management for the 2025 financial year	Against
		Re-election of the Board of Directors: Adrian Altenburger	Against
		Re-election of the Board of Directors: Patrick Burkhalter	Against
		Re-election of the Board of Directors: Sandra Emme	For
		Re-election of the Board of Directors: Urban Linsi	Against
		Re-election of the Board of Directors: Ines Pöschel	For
		Re-election of the Board of Directors: Stefan Ranstrand	Against
		Re-election of the Board of Directors: Martin Zwyssig	Against
		Re-election of the Chairman of the Board of Directors: Patrick Burkhalter	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BELIMO Holding AG	CH	Re-election of the Vice-Chairman of the Board of Directors: Martin Zwyssig	Against
		Re-election of members of the Remuneration and Appeals Committee: Sandra Emme (as Chair)	For
		Re-election of members of the Remuneration and Appeals Committee: Urban Linsi	Against
		Re-election of members of the Remuneration and Appeals Committee: Ines Pöschel	For
		Re-election of members of the Remuneration and Appeals Committee: Stefan Ranstrand	Against
		Re-election of the independent voting proxy	For
		Re-election of the auditors	For
		Ad hoc	Against
Bellway Plc.	GB	Accounts and Reports	
		Remuneration Report	
		Remuneration Policy	
		Final Dividend	
		Elect John Tutte	
		Elect Jason Honeyman	
		Elect Keith Adey	
		Elect Simon Scougall	
		Elect Shane Doherty	
		Elect Jill Caseberry	
		Elect Ian P. McHoul	
		Elect Sarah Whitney	
		Elect Cecily Davis	
		Appointment of Auditor	
		Authority to Set Auditor's Fees	
		Authority to Issue Shares w/ Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	
		Authority to Repurchase Shares	
		Authority to Set General Meeting Notice Period at 14 Days	
Benesse Holdings Inc.	JP	Share Consolidation - Minority Squeeze Out	For
		Amendments to Articles	For
Bentley Systems Inc.	US	Elect Barry J. Bentley	Withhold
		Elect Gregory S. Bentley	Withhold
		Elect Keith A. Bentley	Withhold
		Elect Raymond B. Bentley	Withhold
		Elect Kirk B. Griswold	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bentley Systems Inc.	US	Elect Janet B. Haugen	Withhold
		Elect Brian F. Hughes	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Berry Global Group Inc.	US	Elect B. Evan Bayh, III	Against
		Elect Jonathan F. Foster	Against
		Elect Meredith R. Harper	For
		Elect Idalene F. Kesner	Against
		Elect Kevin J. Kwilinski	Against
		Elect Jill A. Rahman	For
		Elect Carl J. (Rick) Rickertsen	Against
		Elect Chaney M. Sheffield, Jr.	Against
		Elect Robert A. Steele	Against
		Elect Stephen E. Sterrett	Against
		Elect Peter T. Thomas	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment Regarding Officer Exculpation	Against
		Approval of Exclusive Forum Provisions	Against
BE Semiconductor Industries NV	NL	Opening	Not voted
		Presentation of Board Report	Not voted
		Corporate Governance Report	Not voted
		Accounts and Reports	For
		Dividend Policy	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BE Semiconductor Industries NV	NL	Allocation of Dividends	For
		Ratification of Management Board Acts	Against
		Ratification of Supervisory Board Acts	Against
		Remuneration Report	Against
		Remuneration Policy of the Supervisory Board	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Other Business	Not voted
		Closing of Meeting	Not voted
Betsson AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Compliance with the Rules of Convocation	For
		Minutes	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Remuneration Report	For
		Allocation of Profits/Dividends	For
		Ratify Eva De Falck	Against
		Ratify Peter Hamberg	Against
		Ratify Eva Leach	Against
		Ratify Pontus Lindwall	Against
		Ratify Johan Lundberg	Against
		Ratify Louise Nylén	Against
		Ratify Tristan Sjöberg	Against
		Ratify Pontus Lindwall	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Betsson AB	SE	Authority to Set Auditor's Fees	For
		Elect Eva de Falck	For
		Elect Peter Hamberg	For
		Elect Eva Leach	For
		Elect Pontus Lindwall	For
		Elect Johan Lundberg	For
		Elect Louise Nylén	For
		Elect Tristan Sjöberg	For
		Elect Johan Lundberg as Chair of the Board	For
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (Performance Share Plan 2024)	For
		Adoption of Share-Based Incentives (Performance Share Plan 2024)	For
		Stock Split	For
		Cancellation of Shares	For
		Bonus Issue	For
		Stock Split	For
		Cancellation of Shares	For
		Bonus Issue	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendments to Articles	For
BGF Retail Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		HONG Jeong Gook	Against
		SONG Ji Taek	Against
		Directors' Fees	For
BHP Group Ltd.	AU	Accounts and Reports	Not voted
		Elect Donald R. Lindsay	Against
		Elect Ross McEwan	Against
		Re-elect Xiaoqun Clever-Steg	Against
		Re-elect Gary J. Goldberg	Against
		Re-elect Michelle A Hinchliffe	Against
		Re-elect Ken N. MacKenzie	Against
		Re-elect Christine E. O'Reilly	Against
		Re-elect Catherine Tanna	Against
		Re-elect Dion J. Weisler	Against
		Remuneration Report	Against
		Equity Grant (CEO Mike Henry)	For
		Approval of 2024 Climate Transition Action Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bike24 Holding AG	DE	Presentation of the adopted annual financial statements and the consolidated financial statements as at 31 December 2023 approved by the Supervisory Board, the combined management report for the company and the group including the Supervisory Board report for the 2023 financial year and the Management Board's explanatory report on the information pursuant to Sections 289a(1), 289f(1) and 315a(1) of the German Commercial Code (HGB)	Not voted
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Resolution on the appointment of the auditor and group auditor as well as the auditor for any audit review of the condensed financial statements and the interim management report, and for any audit review of additional financial information during the year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the cancellation of the existing Authorised Capital 2021, the creation of a new Authorised Capital 2024 as well as the option to exclude subscription rights and the amendment to Section 4(4) of the Articles of Association	Against
		Resolution on a new authorisation to issue stock options (Stock Option Programme 2024), the cancellation of the existing authorisation, the creation of a new conditional capital (Conditional Capital 2024) and the corresponding amendment to Section 4 of the Articles of Association	Against
		Resolution on the amendment of Section 14(2) sentence 3 of the Articles of Association to adapt to the amended wording of Section 123(4) sentence 2 of the German Stock Corporation Act (AktG)	For
Bilfinger SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report of Bilfinger SE and the group as well as the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor and the group auditor for the 2024 financial year and of the auditor for an audit review of the half-year report of 2024	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Amendment to Section 16 of the Articles of Association	For
BioGaia AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	Against
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	For
		Elect Anthon Jahreskog	For
		Elect Bénédicte Flambard	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BioGaia AB	SE	Elect David E. R. Dangoor	Against
		Elect Peter Rothschild	Against
		Elect Vanessa Rothschild	For
		Elect Barbro Fridén	For
		Elect Outi Armstrong	For
		Elect Vesa Koskinen	For
		Elect Peter Rothschild as Chair and David Dangoor as Vice Chair of the Board	Against
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Adoption of Stock Option Program 2024/2028	Against
		Approve Issuance of Warrants w/o Preemptive Rights (Stock Option Program)	Against
		Authority to Transfer Warrants/Shares (Stock Option Program)	Against
Biogen Inc.	US	Elect Caroline D. Dorsa	Against
		Elect Maria C. Freire	For
		Elect William A. Hawkins	For
		Elect Susan K. Langer	For
		Elect Jesus B. Mantas	For
		Elect Monish Patolawala	For
		Elect Eric K. Rowinsky	Against
		Elect Stephen A. Sherwin	For
		Elect Christopher A. Viehbacher	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment Regarding Officer Exculpation	Against
		Approval of the 2024 Omnibus Equity Plan	For
		Approval of the 2024 Employee Stock Purchase Plan	For
Biomarin Pharmaceutical Inc.	US	Elect Elizabeth McKee Anderson	Withhold
		Elect Barbara W. Bodem	Withhold
		Elect Athena Countouriotis	Withhold
		Elect Willard H. Dere	Withhold
		Elect Mark J. Enyedy	Withhold
		Elect Alexander Hardy	Withhold
		Elect Elaine J. Heron	Withhold
		Elect Maykin Ho	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Biomarin Pharmaceutical Inc.	US	Elect Robert J. Hombach	Withhold
		Elect Richard A. Meier	Withhold
		Elect David E.I. Pyott	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
bioMerieux	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Ratification of Board Acts	Against
		Allocation of Profits/Dividends	For
		Elect Harold Boël	Against
		Elect Groupe Industriel Marcel Dassault (Marie-Hélène Habert-Dassault)	Against
		Elect Viviane Monges	For
		Elect Benoît Ribadeau-Dumas as Censor	Against
		Appointment of Auditor (EY)	Against
		Appointment of Auditor for Sustainability Reporting (EY)	Against
		2024 Directors' Fees	For
		2024 Remuneration Policy (Corporate Officers)	Against
		2024 Remuneration Policy (Chair)	Against
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Alexandre Merieux, Chair and CEO (until June 30, 2023) and Chair (from July 1, 2023)	Against
		2023 Remuneration of Pierre Boulud, Deputy CEO (until June 30, 2023) and CEO (from July 1, 2023)	Against
		Amendment to the 2022 Authority to Repurchase and Reissue Shares Proposal in Favour of the Beneficiaries Employed in California, USA	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Removal of Preemptive Rights Rights in Favour of Beneficiaries of Employee Stock Purchase Plans	For
		Global Ceiling on Capital Increases	Against
		Authorisation of Legal Formalities	For
Bio-Rad Laboratories Inc.	US	Elect Melinda Litherland	Against
		Elect Arnold A. Pinkston	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bio-Rad Laboratories Inc.	US	Approval of the 2017 Incentive Award Plan	For
Bio-Techne Corporation	US	Board Size	For
		Elect Robert V. Baumgartner	Against
		Elect Julie L. Bushman	Against
		Elect Judith Klimovsky	For
		Elect John L. Higgins	Against
		Elect Kim Kelderman	For
		Elect Alpna H. Seth	Against
		Elect Rupert Vessey	Against
		Elect Joseph D. Keegan	Against
		Elect Roeland Nusse	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
BJ's Wholesale Club Holdings Inc.	US	Elect Darryl Brown	For
		Elect Bob Eddy	Withhold
		Elect Michelle Gloeckler	For
		Elect Maile Naylor	For
		Elect Steven L. Ortega	For
		Elect Ken Parent	Withhold
		Elect Christopher H. Peterson	Withhold
		Elect C. Marie Robinson	For
		Elect Robert A. Steele	For
		Advisory Vote on Executive Compensation	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BJ's Wholesale Club Holdings Inc.	US	Ratification of Auditor	Against
BlackRock Finance Inc.	US	Elect Pamela Daley	Against
		Elect Laurence D. Fink	Against
		Elect William E. Ford	For
		Elect Fabrizio Freda	Against
		Elect Murry S. Gerber	Against
		Elect Margaret L. Johnson	For
		Elect Robert S. Kapito	For
		Elect Cheryl D. Mills	Against
		Elect Amin H. Nasser	For
		Elect Gordon M. Nixon	Against
		Elect Kristin C. Peck	For
		Elect Charles H. Robbins	Against
		Elect Marco Antonio Slim Domit	Against
		Elect Hans E. Vestberg	Against
		Elect Susan L. Wagner	For
		Elect Mark Wilson	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 1999 Stock Award and Incentive Plan	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding EEO Policy Risk Report	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Proxy Voting Review	Against
Block Inc.	US	Elect Randy Garutti	Withhold
		Elect Mary Meeker	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Blue Owl Capital Inc.	US	Elect Andrew S. Komaroff	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Blue Owl Capital Inc.	US	Elect Douglas I. Ostrover	Against
		Elect Stacy Polley	Against
		Elect Marc Zahr	Against
		Ratification of Auditor	For
		Amendment to the 2021 Equity Incentive Plan	Against
B & M European Value Retail S.A.	LU	Authority to Issue Shares w/o Preemptive Rights	Against
		Elect Nadia Shouraboura	For
		Receive Directors' Report	For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Receive Accounts and Reports	For
		Amendments to Articles (Dematerialisation of Shares)	For
		Approve Accounts and Reports	For
		Amendments to Articles (Dematerialisation of Shares)	For
		Approve Accounts and Reports (Consolidated)	For
		Amendments to Articles (Entitlement to Fractions of Shares)	For
		Approve Results; Allocation of Profits	For
		Allocation of Dividends	For
		Amendments to Articles (SSA's Rights)	For
		Amendments to Articles (NED fees)	For
		Remuneration Report	Against
		Amendments to Articles (Statutory Auditor)	For
		Remuneration Policy	Against
		Amendments to Articles (Convocation of Shareholders)	For
		Long-Term Incentive Plan	Against
		Amendments to Articles (Renumbering of Articles)	For
		Ratification of Board Acts	Against
		Elect Alejandro Russo	For
		Elect Mike Schmidt	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
B & M European Value Retail S.A.	LU	Elect Tiffany Hall	For
		Elect Paula MacKenzie	For
		Elect Oliver Tant	For
		Elect Hounaïda Lasry	For
		Elect Nadia Shouraboura	For
		Ratification of Auditor's Acts	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Repurchase Shares	For
BNK Financial Group Inc.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect CHOI Kyung Soo	Against
		Elect KIM Nam Gul	Against
		Elect OH Myung Sook	For
		Election of Independent Director to Be Appointed as Audit Committee Member: SEO Soo Duk	Against
		Election of Audit Committee Member: CHEONG Yeong Seok	Against
		Election of Audit Committee Member: OH Myung Sook	Against
		Directors' Fees	For
BNP Paribas S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Authority to Repurchase and Reissue Shares	Against
		Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (EY); Non-Renewal of Auditors; Non-Renewal of Alternate Auditors	For
		Elect Christian Noyer	For
		Elect Marie-Christine Lombard	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BNP Paribas S.A.	FR	Elect Annemarie Straathof	For
		Elect Juliette Brisac (Employee ShareholderRepresentatives)	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2023 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Deputy CEOs)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Jean Lemierre, Chair	For
		2023 Remuneration of Jean-Laurent Bonnafé, CEO	Against
		2023 Remuneration of Yann Gérardin, Deputy CEO	Against
		2023 Remuneration of Thierry Laborde, Deputy CEO	Against
		2024 Directors' Fees	For
		2023 Remuneration of Identified Staff	For
		Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Global Ceiling on Capital Increases	For
		Authority to Increase Capital Through Capitalisations	For
		Global Ceiling on Capital Increases	Against
		Employee Stock Purchase Plan	For
		Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
		Elect Isabelle Coron (Employee Shareholder Representatives)	Against
		Elect Thierry Schwob (Employee Shareholder Representatives)	Against
		Elect Frédéric Mayrand (Employee Shareholder Representatives)	Against
Boliden AB	SE	Opening of Meeting	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Boliden AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Report of the Board of Directors	Not voted
		CEO's Address	Not voted
		Auditor's Report	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Karl-Henrik Sundström	For
		Ratify Helene Biström	For
		Ratify Tomas Eliasson	For
		Ratify Per Lindberg	For
		Ratify Perttu Louhiluoto	For
		Ratify Elisabeth Nilsson	For
		Ratify Pia Rudengren	For
		Ratify Mikael Staffas	For
		Ratify Jonny Johansson	For
		Ratify Andreas Mårtensson	For
		Ratify Johan Vidmark	For
		Ratify Ronnie Allzén	For
		Ratify Ola Holmström	For
		Ratify Timo Pöppönen	For
		Ratify Elin Söderlund	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Elect Helene Biström	For
		Elect Tomas Eliasson	For
		Elect Per Lindberg	For
		Elect Perttu Louhiluoto	For
		Elect Elisabeth Nilsson	For
		Elect Pia Rudengren	For
		Elect Karl-Henrik Sundström	Against
		Elect Derek White	For
		Elect Karl-Henrik Sundström as Chair of the Board	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Remuneration Report	Against
		Elect Lennart Francke	For
		Elect Karin Eliasson	For
		Elect Patrik Jönsson	For
		Adoption of Share-Based Incentives (LTIP 2024/2027)	Against
		Authority to Repurchase and Reissue Shares Pursuant to LTI	Against
		Approve Equity Swap Agreement	Against
Bonesupport Holding AB	SE	Opening of Meeting	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bonesupport Holding AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	For
		Presentation of Accounts and Reports	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	Against
		Election of Directors; Appointment of Auditor	Against
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Adoption of Share-Based Incentives (LTI 2024)	Against
		Authority to Issue Shares; Authority to Repurchase Shares; Authority to Transfer Shares (LTI 2024)	Against
		Approve Equity Swap Agreement	Against
Booking Holdings Inc.	US	Elect Glenn D. Fogel	For
		Elect Mirian M. Graddick-Weir	For
		Elect Kelly J. Grier	For
		Elect Wei Hopeman	For
		Elect Robert J. Mylod Jr.	Withhold
		Elect Charles H. Noski	Withhold
		Elect Joseph Quinlan	For
		Elect Nicholas J. Read	For
		Elect Thomas E. Rothman	For
		Elect Sumit Singh	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Booking Holdings Inc.	US	Elect Lynn M. Vojvodich Radakovich	For
		Elect Vanessa A. Wittman	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Amendment to Clawback Policy	Against
		Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Against
Booz Allen Hamilton Holding Corporation	US	Elect Horacio D. Rozanski	Against
		Elect Joan Lordi C. Amble	Against
		Elect Melody C. Barnes	For
		Elect Michèle A. Flournoy	For
		Elect Mark E. Gaumond	Against
		Elect Ellen Jewett	For
		Elect Arthur E. Johnson	Against
		Elect Gretchen W. McClain	Against
		Elect Rory P. Read	For
		Elect Charles O. Rossotti	Against
		Elect William M. Thornberry	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Booz Allen Hamilton Holding Corporation	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Boozt AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Henrik Theilbjørn	Against
		Ratification of Aileen O'Toole	Against
		Ratification of Benjamin Büscher	Against
		Ratification of Cecilia Lannebo	Against
		Ratification of Jón Björnsson	Against
		Ratification of Julie Wiese	Against
		Ratification of Luca Martines	Against
		Ratification of Hermann Haraldsson	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Henrik Theilbjørn	Against
		Elect Jón Björnsson	Against
		Elect Cecilia Lannebo	For
		Elect Julie Wiese	Against
		Elect Aileen O'Toole	For
		Elect Benjamin Büscher	For
		Elect Henrik Theilbjørn as Chair	Against
		Appointment of Auditor	Against
		Approve Nomination Committee Guidelines	For
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Long-Term Incentive Program 2023	For
		Authority to Issue Shares w/o Preemptive Rights Pursuant to LTI 2024	For
		Authority to Repurchase Shares Pursuant to LTI 2024	For
		Authority to Transfer Treasury Shares Pursuant to LTI 2024	For
Borregaard ASA	NO	Agenda; Election of Presiding Chair; Minutes	For
		Accounts and Reports; Allocation of Profits and Dividends	For
		Remuneration Report	For
		Corporate Governance Report	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Borregaard ASA	NO	Authority to Repurchase Shares Pursuant to Incentive Programs	For
		Authority to Repurchase Shares for Amortisation	For
		Elect Helge Aasen	For
		Elect Terje Andersen	Against
		Elect Tove Andersen	For
		Elect Margrethe Hauge	Against
		Elect John Arne Ulvan	For
		Elect Helge Aasen as Chair	For
		Elect Mimi K. Berdal	For
		Elect Erik Must	For
		Elect Rune Selmar	For
		Elect Atle Hauge	For
		Elect Mimi K. Berdal as Chair	For
		Directors' Fees	For
		Nomination Committee Fees	For
		Authority to Set Auditor's Fees	For
Bosideng International Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect GAO Xiaodong	Against
		Elect WANG Yao	Against
		Elect NGAI Wai Fung	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Adoption of the 2024 New Share Option Scheme	Against
		Service Provider Sublimit	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Boston Scientific Corporation	US	Elect Charles J. Dockendorff	For
		Elect Yoshiaki Fujimori	Against
		Elect Edward J. Ludwig	For
		Elect Michael F. Mahoney	Against
		Elect Jessica L. Mega	For
		Elect Susan E Morano	For
		Elect John E. Sununu	For
		Elect David S. Wichmann	For
		Elect Ellen M. Zane	For
		Advisory Vote on Executive Compensation	Against
		Amendment to Advance Notice Provisions	For
		Ratification of Auditor	Against
Bouygues S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	Against
		2024 Directors' Fees	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO and Deputy CEOs)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Martin Bouygues, Chair	For
		2023 Remuneration of Olivier Roussat, CEO	Against
		2023 Remuneration of Pascal Grangé, Deputy CEO	Against
		2023 Remuneration of Edward Bouygues, Deputy CEO	Against
		Elect Martin Bouygues	Against
		Elect Pascaline de Dreuzy	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Appointment of Auditor for Sustainability Reporting (EY)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bouygues S.A.	FR	Employee Stock Purchase Plan	Against
		Authority to Issue Restricted Shares	Against
		Authority to Issue Warrants as a Takeover Defense	Against
		Authorisation of Legal Formalities	For
BPER Banca S.p.A.	IT	Accounts and Reports	For
		Amendment to Remuneration Policy	Against
		Integration of Board of Statutory Auditors; Election of Silvia Bocci as Chair	
		Allocation of Dividends	For
		Amendment to 2022-2025 Long-Term Incentive Plan	Against
		Integration of Board of Statutory Auditors; Election of Chair (Nominee for Alternate Statutory Auditor)	
		List presented by Group of Institutional Investors representing 1.15% Share Capital	For
		Partial Non-Proportional Demerger	
		Amendments to Article 40 (Interim Dividend)	
		List presented by Unipol Gruppo S.p.A.	Not voted
		List presented by Fondazione di Sardegna	Not voted
		Directors' Fees	For
		List presented by Group of Institutional Investors representing 1.15% Share Capital	For
		List presented by Unipol Gruppo S.p.A.	Not voted
		List presented by Fondazione di Sardegna	Not voted
		Statutory Auditors' Fees	For
		Appointment of Auditor and Authority to Set Fees (KPMG; Preferred Option)	For
		Remuneration Policy	For
		Remuneration Report	For
		2024 Variable Incentive Plan	For
		Authority to Repurchase and Reissue Shares to Service 2024 MBO Plan and 2022-2025 LTI Plan	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For
BP Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Elect Helge Lund	Against
		Elect Murray Auchincloss	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BP Plc.	GB	Elect Katherine Anne Thomson	For
		Elect Melody B. Meyer	Against
		Elect Tushar Morzaria	Against
		Elect Amanda J. Blanc	Against
		Elect Pamela Daley	Against
		Elect Hina Nagarajan	Against
		Elect Satish Pai	Against
		Elect Karen A. Richardson	Against
		Elect Johannes Teyssen	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Renewal of Scrip Dividend	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Brambles Ltd.	AU	Accounts and Reports	Not voted
		Remuneration Report	Against
		Re-elect Elizabeth Fagan	Against
		Amendment to the Performance Share Plan	For
		Equity Grant (CEO Graham Chipchase)	For
		Approval of the MyShare Plan	For
Bread Financial Holdings Inc.	US	Elect Ralph J. Andretta	For
		Elect Roger H. Ballou	Against
		Elect John J. Fawcett	For
		Elect John C. Gerspach, Jr.	For
		Elect Rajesh Natarajan	For
		Elect Joyce St. Clair	For
		Elect Timothy J. Theriault	For
		Elect Laurie A. Tucker	Against
		Elect Sharen J. Turney	For
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Omnibus Incentive Plan	For
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Brenntag SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, and of the combined management report and management report, of the explanatory report regarding the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB), and of the Supervisory Board report, all for the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year	For
		Discharge of the members of the Management Board for the 2023 financial year:	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	For
		Appointment of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year as well as of the auditor for the audit review of interim financial reports	For
		Resolution on the approval of the remuneration report	For
		Cancellation of the previous authorisation and creation of a new authorisation to acquire treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG)	Against
		Ad hoc (from shareholders)	Against
Brilliance China Automotive Holdings Ltd.	BM	Accounts and Reports	For
		Elect ZHANG Yue	Against
		Elect XU Daqing	Against
		Elect DONG Yang	Against
		Directors' Fees	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Bristol-Myers Squibb Co.	US	Elect Peter J. Arduini	Against
		Elect Deepak L. Bhatt	For
		Elect Christopher Boerner	For
		Elect Julia A. Haller	For
		Elect Manuel Hidalgo Medina	For
		Elect Paula A. Price	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bristol-Myers Squibb Co.	US	Elect Derica W. Rice	For
		Elect Theodore R. Samuels, II	Against
		Elect Karen H. Vousden	For
		Elect Phyllis R. Yale	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Articles Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	For
British American Tobacco Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Elect Luc Jobin	For
		Elect Tadeu Marroco	For
		Elect Krishnan Anand	For
		Elect Karen Guerra	For
		Elect Holly K. Koeppel	For
		Elect Véronique Laury	For
		Elect J. Darrell Thomas	For
		Elect Murray S. Kessler	For
		Elect Serpil Timuray	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Britvic Plc.	GB	Accounts and Reports	For
		Authority to Give Effect to the Scheme; Amendments to Articles	For
		Scheme of Arrangement	For
		Final Dividend	For
		Remuneration Report	For
		Elect Ian C. Durant	For
		Elect Rebecca Napier	For
		Elect Susan M. Clark	For
		Elect C. William Eccleshare	For
		Elect Emer Finnan	For
		Elect Hounaïda Lasry	For
		Elect Simon Litherland	For
		Elect Euan A. Sutherland	Not voted
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Adoption of New Articles	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Broadcom Inc.	US	Elect Diane M. Bryant	Against
		Elect Gayla J. Delly	For
		Elect Kenneth Y. Hao	For
		Elect Eddy W. Hartenstein	Against
		Elect Check Kian Low	Against
		Elect Justine F. Page	For
		Elect Henry S. Samueli	For
		Elect Hock E. Tan	Against
		Elect Harry L. You	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Broadridge Financial Solutions Inc.	US	Elect Pamela L. Carter	For
		Elect Richard J. Daly	For
		Elect Robert N. Duelks	For
		Elect Melvin L. Flowers	For
		Elect Timothy C. Gokey	For
		Elect Brett A. Keller	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Broadridge Financial Solutions Inc.	US	Elect Maura A. Markus	Against
		Elect Eileen K. Murray	For
		Elect Annette L. Nazareth	For
		Elect Amit K. Zavery	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Brookfield Renewable Corporation	CA	Reorganization	
Brunello Cucinelli S.P.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024-2026 Stock Grant Plan	Against
		Directors' Fees	For
		Authority to Repurchase and Reissue Shares to Service2022-2024 Stock Grant Plan and 2024-2026 Stock Grant Plan	Against
		Amendments to Articles	For
		Directors' liabillity action	For
BT Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		FINAL DIVIDEND	For
		Elect Adam Crozier	For
		Elect Allison Kirkby	For
		Elect Simon J. Lowth	For
		Elect Ruth Cairnie	For
		Elect Maggie Chan Jones	For
		Elect Steven Guggenheimer	For
		Elect Matthew Key	For
		Elect Sara Weller	For
		Elect Raphael Kübler	For
		Elect Tushar Morzaria	For
		Appointment of Auditor	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BT Group Plc.	GB	Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authorisation of Political Donations	For
Builders Firstsource Inc.	US	Elect Cleveland A. Christophe	Against
		Elect W. Bradley Hayes	Against
		Elect Brett N. Milgrim	Against
		Elect David E. Rush	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Burberry Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Gerry M. Murphy	For
		Elect Jonathan Akeroyd	For
		Elect Orna NiChionna	For
		Elect Fabiola R. Arredondo	For
		Elect Sam Fischer	For
		Elect Ronald L. Frasch	For
		Elect Danuta Gray	For
		Elect Antoine de Saint-Affrique	Against
		Elect Alan Stewart	For
		Elect Kate Ferry	For
		Elect Alessandra Cozzani	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Burberry Group Plc.	GB	Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Burckhardt Compression Holding AG	CH	Approval of the management report, the consolidated financial statements, the annual financial statements and acknowledgement of the auditors' reports for the 2023 financial year	For
		Advisory vote on the report on non-financial matters for the 2023 financial year	For
		Appropriation of net income	For
		Discharge of the Board of Directors and management	Against
		Election to the Board of Directors: Ton Buechner	Against
		Election to the Board of Directors: Stephan Bross	For
		Election to the Board of Directors: David Dean	For
		Election to the Board of Directors: Maria Teresa Vacalli	For
		Election to the Board of Directors: Kaspar W. Kelterborn	For
		Election to the Board of Directors: Tatiana Gillitzer	For
		Election of the Chair of the Board of Directors: Ton Buechner	Against
		Elections to the Remuneration and Nomination Committee: Stephan Bross	For
		Elections to the Remuneration and Nomination Committee: Maria Teresa Vacalli	For
		Elections to the Remuneration and Nomination Committee: Tatiana Gillitzer	For
		Election of the auditors	For
		Election of the independent proxy	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Burckhardt Compression Holding AG	CH	Approval of the maximum total amount of variable remuneration for tmanagement for the 2023 financial year	Against
		Advisory vote on the remuneration report for the 2023 financial year	Against
		Approval of the maximum overall amount of fixed remuneration for the members of the Board of Directors for the 2025 financial year	For
		Approval of the maximum overall amount of fixed remuneration for the members of management for the 2025 financial year	Against
		Ad hoc	Against
Bureau Veritas SA	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Ratification of Co-Option of Geoffroy Roux de Bézieux	For
		Elect Bpifrance Investissement	For
		Elect Christine Anglade	For
		Elect Claude Pierre Ehlinger	Against
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Aldo Cardoso, Chair (until June 22, 2023)	For
		2023 Remuneration of Laurent Mignon, Chair (from June 22, 2023)	For
		2023 Remuneration of Hinda Gharbi, CEO (from June 22, 2023)	Against
		2024 Directors' Fees	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authorisation of Legal Formalities	For
BUZZI S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BUZZI S.p.A.	IT	Authority to Repurchase and Reissue Shares	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Amendments to Article 5 (Loyalty Shares)	Against
		Amendments to Article 9 (Closed-Door Meetings)	Against
		Directors' liability action	For
BW LPG Ltd.	BM	Approval of the Scheme of Arrangement in Connection with the Redomicilation of the Company	For
		Board Size	For
		Notice of Meeting	Not voted
		Elect Andreas Sohmen-Pao	Against
		Elect Sanjiv Misra to the Board of Directors	For
		Amendments to Articles	For
		Elect Anne Grethe Dalane	Against
		Elect Sonali Chandmal	For
		Elect Andrew E. Wolff	For
		Elect Luc Gillet	For
		Elect Sanjiv Misra	For
		Elect Andreas Sohmen-Pao	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
BYD Co. Ltd.	CN	Approval of the 2024 ESOP (Draft)	For
		Directors' Report	For
		Purpose of Share Repurchase	Against
		Fulfilment of Relevant Conditions	Against
		Management Measures for the 2024 ESOP	For
		Supervisors' Report	For
		Accounts and Reports	For
		Board Authorization	For
		Methods and Purpose of Share Repurchase	Against
		Amendments to Articles	For
		Annual Report	For
		Pricing of the Share Repurchase	Against
		Allocation of Profits/Dividends	For
		Amount and Source of Capital for Share Repurchase	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Class, Quantity and Percentage to the Total Share Capital to be Repurchased	Against
		Authority to Give Guarantees	Against
		Share Repurchase Period	Against
		Approval of Cap of Ordinary Connected Transactions	For
		Validity Period	Against
		Validity Period	Against
		Authority to Issue H Shares w/o Preemptive Rights	Against
		Board Authorization Regarding the Repurchase	Against
		Board Authorization Regarding the Repurchase	Against
		Authority to Issue Shares of BYD Electronic w/o Preemptive Rights	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
BYD Co. Ltd.	CN	Authority to Issue Domestic and Overseas Debt Financing Instruments	For
		Liability Insurance	Against
		Amendments to Articles	For
		Amendments to Rules of Procedures of General Meetings	For
Bytes Technology Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Final Dividend	For
		Special Dividend	For
		Elect Patrick De Smedt	For
		Elect Sam Mudd	For
		Elect Andrew Holden	For
		Elect Erika Schraner	For
		Elect Shruthi Chindalur	For
		Elect Ross Paterson	For
		Elect Anna Vikström Persson	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authorisation of Political Donations	For
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Bytes Technology Group Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Cadeler A/S	DK	Election of Presiding Chair	For
		Amendments to Articles (Board Size)	For
		Election of Thomas Thune Andersen to the Board of Directors	Abstain
Cadence Design Systems Inc.	US	Elect Mark W. Adams	For
		Elect Ita M. Brennan	For
		Elect Lewis Chew	For
		Elect Anirudh Devgan	For
		Elect Mary L. Krakauer	Against
		Elect Julia Liuson	For
		Elect James D. Plummer	For
		Elect Alberto Sangiovanni Vincentelli	Against
		Elect Young K. Sohn	For
		Amendment to the Employee Stock Purchase Plan	For
		Amendment to Articles to Limit the Liability of Certain Officers	For
		Adoption of Right to Act by Written Consent	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Shareholder Proposal Regarding Severance Approval Policy	Against
Camurus AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Agenda	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Auditor's Statement Regarding Executive Remuneration	Not voted
		Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Camurus AB	SE	Allocation of Profits/Dividends	For
		Ratify Per Olof Wallström	Against
		Ratify Hege Hellstrøm	Against
		Ratify Jakob Lindberg	Against
		Ratify Stefan Persson	Against
		Ratify Behshad Sheldon	Against
		Ratify Erika Söderberg Johnsson	Against
		Ratify Fredrik Tiberg	Against
		Ratify Ole Vahlgren	Against
		Ratify Kerstin Valinder Strinnholm	Against
		Ratify Fredrik Tiberg (CEO)	For
		Board Size	For
		NUMBER OF AUDITORS	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Hege Hellström	Against
		Elect Jakob Lindberg	For
		Elect Stefan Persson	For
		Elect Erika Söderberg Johnson	For
		Elect Fredrik Tiberg	For
		Elect Per Olof Wallström	For
		Elect Per Olof Wallström as Chair	For
		Appointment of Auditor	Against
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Repurchase and Reissue Shares	For
		Adoption of Share-Based Incentives (PSP 2024/2027)	Against
		Amendments to Articles; Authority to Issue, Repurchase and Reissue Shares (PSP 2024/2027)	Against
		Approve Equity Swap Agreement	Against
		Authority to Reissue Warrants (ESOP 2021/2024)	For
Canadian National Railway Co.	CA	Elect Shauneen Bruder	For
		Elect Jo-ann dePass Olsovsky	For
		Elect David Freeman	For
		Elect Denise Gray	For
		Elect Justin M. Howell	For
		Elect Susan C. Jones	For
		Elect Robert M. Knight, Jr.	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Canadian National Railway Co.	CA	Elect Michel Letellier	For
		Elect Margaret A. McKenzie	For
		Elect Al Monaco	For
		Elect Tracy Robinson	For
		Appointment of Auditor	Withhold
		Adoption of Advance Notice By-Law	For
		Amendment to the Management Long-Term Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Advisory Vote on Climate Action Plan	For
		Shareholder Proposal Regarding Paid Sick Leave	For
Canadian Natural Resources Ltd.	CA	Elect Catherine M. Best	Withhold
		Elect M. Elizabeth Cannon	Withhold
		Elect N. Murray Edwards	Withhold
		Elect Christopher L. Fong	Withhold
		Elect Gordon D. Giffin	Withhold
		Elect Wilfred A. Gobert	Withhold
		Elect Christine M. Healy	Withhold
		Elect Steve W. Laut	Withhold
		Elect Francis J. McKenna	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Canadian Natural Resources Ltd.	CA	Elect Scott G. Stauth	Withhold
		Elect David A. Tuer	Withhold
		Elect Annette Verschuren	Withhold
		Appointment of Auditor and Authority to Set Fees	Withhold
		Share Split	For
		Advisory Vote on Executive Compensation	Against
Canadian Pacific Kansas City Ltd.	CA	Appointment of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Advisory Vote on Approach to Climate Change	For
		Elect John R. Baird	For
		Elect Isabelle Courville	Against
		Elect Keith E. Creel	For
		Elect Antonio Garza	For
		Elect Edward R. Hamberger	For
		Elect Janet H. Kennedy	For
		Elect Henry J. Maier	For
		Elect Matthew H. Paull	For
		Elect Jane L. Peverett	For
		Elect Andrea Robertson	For
		Elect Gordon T. Trafton	For
		Shareholder Proposal Regarding Paid Sick Leave	Against
CANCOM SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report for CANCOM SE and the group with the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CANCOM SE	DE	Resolution on the discharge of the Supervisory Board for the 2023 financial year	For
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Resolution on the election of the auditor of the 2024 sustainability report	For
		Resolution on the approval of the remuneration report in accordance with Section 162 of the German Stock Corporation Act (AktG) for the 2023 financial year	Against
		Election to the Supervisory Board: Klaus Weinmann	For
		Election to the Supervisory Board: Isabell Welpe	For
		Election to the Supervisory Board: Swantje Schulze	For
		Election to the Supervisory Board: Kari Kapsch	For
		Election to the Supervisory Board: Ilias Läber	Against
		Election to the Supervisory Board: Jürgen Maidl	For
		Resolution on the renewal of the authorisation to purchase and use treasury shares in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) with the possibility to exclude subscription and tender rights and withdraw treasury shares	For
Cannae Holdings Inc.	US	Elect William P. Foley	Withhold
		Elect Douglas K. Ammerman	Withhold
		Elect Frank R. Martire	Withhold
		Redomestication	For
		Amendment to the 2017 Omnibus Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation - 1 year	For
		Frequency of Advisory Vote on Executive Compensation - 2 years	Against
		Frequency of Advisory Vote on Executive Compensation - 3 years	Against
		Frequency of Advisory Vote on Executive Compensation - Abstain	Against
		Ratification of Auditor	For
Canon Inc.	JP	Dividend from Surplus	For
		Election of Director: Fujio Mitarai	Against
		Election of Director: Toshizo Tanaka	Against
		Election of Director: Toshio Homma	Against
		Election of Director: Kazuto Ogawa	Against
		Election of Director: Hiroaki Takeishi	Against
		Election of Director: Minoru Asada	Against
		Election of Director: Yusuke Kawamura (Candidate for Outside Director)	Against
		Election of Director: Masayuki Ikegami (Candidate for Outside Director)	Against
		Election of Director: Masaki Suzuki (Candidate for Outside Director)	Against
		Election of Director: Akiko Ito (Candidate for Outside Director)	For
		Election of One Audit and Supervisory Board Member: Chikahiro Okayama	For
		Grant of Bonus to Directors	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Canon Inc.	JP	Revision of Maximum Amount and Maximum Number of Stock Acquisition Rights Granted to Directors	Against
Cantaloupe Inc.	US	Elect Douglas G. Bergeron	For
		Elect Lisa P. Baird	For
		Elect Ian Harris	For
		Elect Jacob Lamm	For
		Elect Michael K. Passilla	Against
		Elect Ellen Richey	For
		Elect Anne M. Smalling	For
		Elect Ravi Venkatesan	For
		Elect Shannon S. Warren	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Capgemini SE	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Paul Hermelin, Chair	For
		2023 Remuneration of Aiman Ezzat, CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Elect Siân Herbert-Jones	For
		Elect Belen Moscoso del Prado	For
		Elect Aiman Ezzat	For
		Elect Christophe Merveilleux du Vignaux	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authorisation of Legal Formalities	For
		Elect Laurence Metzke	Against
Capital One Financial Corporation	US	Elect Richard D. Fairbank	Against
		Elect Ime Archibong	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Capital One Financial Corporation	US	Elect Christine R. Detrick	Against
		Elect Ann Fritz Hackett	Against
		Elect Suni P. Harford	For
		Elect Peter Thomas Killalea	For
		Elect Eli Leenaars	For
		Elect François Locoh-Donou	For
		Elect Peter E. Raskind	Against
		Elect Eileen M. Serra	For
		Elect Mayo A. Shattuck III	Against
		Elect Craig Anthony Williams	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2002 Associate Stock Purchase Plan	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
		Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Against
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
Capitec Bank Holdings Ltd.	ZA	Re-elect Susan Louise Botha	Against
		Re-elect Michiel S. du Pré le Roux	Against
		Re-elect Vusumuzi (Vusi) Mahlangu	Against
		Elect Nadya Fatima Bhettay	For
		Elect Naidene (Fok) Ford-Hoon	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Capitec Bank Holdings Ltd.	ZA	Appointment of Auditor (Deloitte & Touche)	Against
		Appointment of Auditor (KPMG)	For
		Authority to Issue Shares Pursuant to a Conversion of Loss Absorbent Capital Instruments	Against
		Authority to Issue Shares for Cash	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		Approve NEDs' Fees	For
		Authority to Repurchase Shares	For
		Approve Financial Assistance (Section 45)	For
Carbios S.A. S.A.	FR	Accounts and Reports; Ratification of Acts	Against
		Consolidated Accounts and Reports	For
		Non Tax-Deductible Expenses	For
		Allocation of Losses	For
		Special Auditors Report on Regulated Agreements	For
		Elect Jennifer Saenz	For
		Appointment of Auditor (PwC)	Against
		Non-Renewal of Alternate Auditor (Patrice Morot)	For
		2024 Directors' Fees	For
		Elect Copernicus Wealth Management (Alen Vukic) as Censor	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Against
		Greenshoe	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Against
		Greenshoe	Against
		Authority to Issue Performance Shares	For
		Employee Stock Purchase Plan	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Carbios S.A. S.A.	FR	Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Cargotec Corporation	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees	For
		Number of Auditors	For
		Appointment of Auditor	For
		Authority to Set Sustainability Reporting Auditor's Fees	For
		Appointment of Auditor for Sustainability Reporting	For
		Partial Demerger	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Charitable Donations	For
CAR Group Ltd.	AU	Remuneration Report	Against
		Re-elect Edwina Gilbert	Against
		Re-elect WONG Kee	Against
		Elect Philippa Marlow	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CAR Group Ltd.	AU	Equity Grant (MD/CEO Cameron McIntyre - FY2024 STI)	Against
		Equity Grant (MD/CEO Cameron McIntyre - FY2025 LTI)	Against
		Approve Increase in NEDs' Fee Cap	For
Carl Zeiss Meditec AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as of 30 September 2023, as well as the management reports for Carl Zeiss Meditec AG and the Group for the financial year from 1 October 2022 to 30 September 2023, each with the explanatory report by the Management Board pursuant to sections 289a(1) and 315a(1) of the German Commercial Code (HGB), the proposal of the management board for the appropriation of net profit and the Supervisory Board report	Not voted
		Resolution on the appropriation of net income for the 2022/2023 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2023/2024 financial year	For
		Resolution on the cancellation of the existing authorisation and the granting of a new authorisation for the company to acquire treasury shares and to use them under exclusion of the shareholders' statutory subscription rights as well as on the cancellation of the existing authorisation and the granting of a new authorisation to redeem acquired treasury shares and the reduction of capital	Against
		Amendment to the Articles of Association due to the Future Financing Act	For
		Election of a Supervisory Board member: Stefan Müller	Against
		Resolution on the approval of the audited remuneration report	Against
Carrefour S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Phillipe Houzé	Against
		Elect Patricia Moulin Lemoine	For
		Elect Stéphane Israël	For
		Elect Cláudia Almeida e Silva	For
		Elect Stéphane Courbit	For
		Elect Aurore Domont	For
		Elect Arthur Sadoun	For
		Ratification of Co-Option of Eduardo Rossi	For
		Elect Marguerite Bérard	For
		Appointment of Auditor for Sustainability Reporting (Deloitte and Mazars)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Alexandre Bompard, Chair and CEO	Against
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Caseys General Stores	US	Elect Sri Donthi	Against
		Elect Donald E. Frieson	Against
		Elect Cara K. Heiden	Against
		Elect David K. Lenhardt	Against
		Elect Maria Castañon Moats	For
		Elect Darren M. Rebelez	Against
		Elect Larree M. Renda	Against
		Elect Judy A. Schmeling	Against
		Elect Michael Spanos	Against
		Elect Gregory A. Trojan	Against
		Elect Allison M. Wing	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Report on Aligning GHG Reductions with Paris Agreement	For
Casino, Guichard-Perrachon S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Losses	For
		Related Party Transactions (Shareholder Agreement)	For
		Related Party Transactions (Pre-agreement)	For
		Related Party Transactions (Cnova)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Charles Naouri, Chair and CEO	Against
		2023 Amendment to the 2023 Remuneration Policy (Board of Directors)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Casino, Guichard-Perrachon S.A.	FR	2024 Remuneration Policy (Chair and CEO, until March 27, 2024)	Against
		2024 Remuneration Policy (Board of Directors, until March 27, 2024)	For
		Ratification of Co-Option of Par-Bel 2 (Hervé Delannoy)	For
		Ratification of Co-Option of Philippe Palazzi	For
		Ratification of Co-Option of Laurent Pietraszewski	For
		Ratification of Co-Option of Pascal Clouzard	For
		Ratification of Co-Option of Branislav Miškovic	For
		Ratification of Co-Option of Athina Onassis	For
		Ratification of Co-Option of Elisabeth Sandager	For
		Elect Nathalie Andrieux	For
		Elect Elisabeth Sandager	For
		Elect Thomas Doerane as Censor	For
		Elect Thomas Piquemal as Censor	For
		Elect Martin Plavec as Censor	For
		2024 Remuneration Policy (CEO, since March 28, 2024)	Against
		2024 Remuneration Policy (Chair, since March 28, 2024)	For
		2024 Remuneration Policy (Board of Directors, since March 28, 2024)	For
		2024 Censors' Fees	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Casino, Guichard-Perrachon S.A.	FR	Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Global Ceiling on Capital Increases and Debt Issuances	Against
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Castellum AB	SE	Opening of Meeting	Not voted
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Presentation of Auditor's Statement	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Per Berggren	Against
		Ratify Anna-Karin Celsing	Against
		Ratify Henrik Käll	Against
		Ratify Ann-Louise Lökholm-Klasson	Against
		Ratify Louise Richnau	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Castellum AB	SE	Ratify Pål Ahlsén	Against
		Ratify Leiv Synnes	Against
		Ratify Joacim Sjöberg	Against
		Ratify Rutger Arnhult	Against
		Ratify Joacim Sjöberg (CEO)	For
		Ratify Rutger Arnhult (Former CEO)	For
		Nomination Committee Report	Not voted
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Per Berggren	Against
		Elect Anna-Karin Celsing	For
		Elect Henrik Käll	For
		Elect Louise Richnau	For
		Elect Ann-Louise Lökholm-Klasson	Against
		Elect Pål Ahlsén	For
		Appointment of Auditor	For
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Adoption of Share-Based Incentives (Performance Share Program 2024/2027)	Against
Catcher Technology Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Shareholder Proposal: Amendments to Articles	For
		Extraordinary Motions	Against
Caterpillar Inc.	US	Elect Daniel M. Dickinson	Against
		Elect James C. Fish, Jr.	Against
		Elect Gerald Johnson	Against
		Elect David W. MacLennan	Against
		Elect Judith F. Marks	Against
		Elect Debra L. Reed-Klages	Against
		Elect Susan C. Schwab	Against
		Elect D. James Umpleby III	Against
		Elect Rayford Wilkins Jr.	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Cathay Financial Holding Co. Ltd.	TW	Acknowledgement of Business Operations Report and Financial Statements for 2023	For
		Acknowledgement of Earnings Distribution for 2023	For
		Discussion on the Amendment to the Articles of Incorporation	For
		Discussion on the Corporation's Proposal to Raise Long Term Capital	Against
		Extraordinary Motions	Against
Cawachi Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Yoshio Tamura	For
		Elect Yuji Sawada	Against
		Elect Toshiyuki Okayasu	For
		Elect Go Otani	For
CBIZ Inc.	US	Elect Michael H. DeGroote	Against
		Marcum Transaction	For
		Elect Gina D. France	Against
		Right to Adjourn Meeting	For
		Elect A. Haag Sherman	Against
		Elect Todd J. Slotkin	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Cboe Global Markets Inc.	US	Elect William M. Farrow III	For
		Elect Fredric J. Tomczyk	For
		Elect Edward J. Fitzpatrick	Against
		Elect Ivan K. Fong	For
		Elect Janet P. Froetscher	Against
		Elect Jill R. Goodman	Against
		Elect Erin A Mansfield	For
		Elect Cecilia H Mao	For
		Elect Alexander J. Matturri, Jr.	For
		Elect Jennifer J. McPeek	For
		Elect Roderick A. Palmore	Against
		Elect James Parisi	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Cboe Global Markets Inc.	US	Advisory Vote on Special Meeting Right	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
CECONOMY AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements for the 2022/23 financial year with combined management report for CECONOMY AG and the CECONOMY Group, the non-financial report for the CECONOMY Group and the report of the Supervisory Board	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board for the 2022/23 financial year:	For
		Discharge of the members of the Supervisory Board for the 2022/23 financial year	For
		Election of the auditor and the group auditor for the 2023/24 financial year, as well as the auditor for the review of the condensed financial statements and the interim management report for the first half of the 2023/24 financial year	For
		Election to the Supervisory Board: Thomas Dannenfeldt	For
		Election to the Supervisory Board: Karin Dohm	For
		Election to the Supervisory Board: Sabine Eckhardt	For
		Election to the Supervisory Board: Birgit Kretschmer	For
		Approval of the remuneration report for the 2022/23 financial year	Against
		Amendment of the Articles of Association regarding the right to participate in the general meeting	For
Celestica Inc.	CA	Elect Kulvinder (Kelly) Ahuja	For
		Elect Robert A. Cascella	For
		Elect Deepak Chopra	For
		Elect Françoise Colpron	For
		Elect Jill Kale	For
		Elect Laurette T. Koellner	Withhold
		Elect Robert A. Mionis	For
		Elect Luis A. Müller	For
		Elect Michael M. Wilson	For
		Appointment of Auditor	Withhold
		Authority to Set Auditor Fees	For
		Advisory Vote on Executive Compensation	Against
		Amendments to Articles	For
		Approval of Amended and Restated By-Law 1	For
Cellnex Telecom S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Elect Alexandra Reich	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Cellnex Telecom S.A.	ES	Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Issue Convertible Debt Instruments	Against
		Authorisation of Legal Formalities	For
		Remuneration Report	Against
Cembre S.p.A.	IT	Amendments to Article 12	
		Amendments to Articles	
		Restatement of General Meeting Regulations	
Centamin Plc.	GB	Accounts and Reports	For
		Board Authority to Give Effect to the Scheme	For
		Scheme of Arrangement	For
		Final Dividend	For
		Remuneration Report	For
		Elect James E. Rutherford	Against
		Elect Martin Horgan	Against
		Elect Ross Jerrard	Against
		Elect Sally Eyre	Against
		Elect Marna Cloete	Against
		Elect Catharine Farrow	Against
		Elect Hendrik (Hennie) Johannes Faul	Against
		Elect Mark Bankes	Against
		Elect Hoda Mansour	Against
		Elect Iman Naguib	Against
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
Centene Corporation	US	Elect Jessica L. Blume	Against
		Elect Kenneth A. Burdick	Against
		Elect Christopher J. Coughlin	For
		Elect H. James Dallas	For
		Elect Wayne S. DeVeydt	For
		Elect Frederick H. Eppinger	Against
		Elect Monte E. Ford	For
		Elect Sarah M. London	For
		Elect Lori J. Robinson	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Centene Corporation	US	Elect Theodore R. Samuels, II	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
Centrica Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Philippe Boisseau	For
		Elect Jo Harlow	For
		Elect Sue Whalley	For
		Elect Carol Arrowsmith	For
		Elect Nathan Bostock	For
		Elect Chanderpreet Duggal	For
		Elect Heidi Mottram	Against
		Elect Russell O' Brien	For
		Elect Kevin O'Byrne	For
		Elect Chris O'Shea	For
		Elect Amber Rudd	For
		Elect Scott Wheway	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
CENTROTEC SE	DE	Presentation of the adopted annual financial statements as at 31 December 2023 for the 2023 financial year, the approved consolidated financial statements as at 31 December 2023 and the group management report for the 2023 financial year and the Board of Directors report for the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year	For
		Discharge of the Management Board for the 2023 financial year	Against
		Discharge of the Supervisory Board for the 2023 financial year	Against
		Discharge of the Board of Directors for the 2023 financial year	Against
		Discharge of the managing directors for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Resolution on the amendments to Section 17(2)(3) of the Articles of Association	For
		Profit transfer agreement	For
		Cancellation of the existing authorisation and granting of a new authorisation to acquire treasury shares and to use them as well as to exclude the subscription and tender rights	Against
CEWE Stiftung & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of CEWE Stiftung & Co. KGaA as at 31 December 2023	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CEWE Stiftung & Co. KGaA	DE	Resolution on the appropriation of net income	For
		Resolution on the discharge of the general partner for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and for the audit review of the half-year report for the 2024 financial year	For
		Resolution on the approval of the remuneration report	Against
		Resolution on the cancellation of existing authorised capital, the creation of new authorised capital for 2024 in return for contributions in cash and/or contributions in kind, the authorisation to exclude subscription rights and a corresponding amendment to the Articles of Association	For
CF Industries Holdings Inc.	US	Elect Javed Ahmed	Against
		Elect Robert C. Arzbaecher	Against
		Elect Christopher D. Bohn	Against
		Elect Deborah L. DeHaas	Against
		Elect John W. Eaves	Against
		Elect Susan A. Ellerbusch	Against
		Elect Stephen J. Hagge	Against
		Elect Jesus Madrazo Yris	Against
		Elect Anne P. Noonan	Against
		Elect Michael J. Toelle	Against
		Elect Theresa E. Wagler	Against
		Elect Celso L. White	Against
		Elect W. Anthony Will	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Charles Schwab Corporation	US	Elect Walter W. Bettinger II	Against
		Elect Joan T. Dea	For
		Elect Christopher V. Dodds	Against
		Elect Bharat B. Masrani	Against
		Elect Charles A. Ruffel	For

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Name of security	Country	Agenda items	Voting
Charles Schwab Corporation	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	For
		Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
Chart Industries Inc.	US	Elect Jillian C. Evanko	For
		Elect Andrew R. Cichocki	For
		Elect Paula M. Harris	For
		Elect Linda A. Harty	Withhold
		Elect Paul E. Mahoney	For
		Elect Singleton B. McAllister	For
		Elect Michael L. Molinini	For
		Elect David M. Sagehorn	For
		Elect Spencer S. Stiles	For
		Elect Roger A. Strauch	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Omnibus Equity Plan	For
Check Point Software Technologies Ltd.	IL	Board Size	For
		Elect Gil Shwed	Against
		Elect Nadav Zafrir	Against
		Elect Tzipi Ozer-Armon	Against
		Elect Tal Shavit	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Check Point Software Technologies Ltd.	IL	Elect Jill D. Smith	Against
		Elect Jerry Ungerman	Against
		Elect Shai Weiss	Against
		Elect Yoav Chelouche	Against
		Elect Dafna Gruber	Against
		Ratification of Auditor	Against
		Compensation Terms of Incoming CEO	Against
		Stock Option Grant of Executive Chair	Against
		Lead Independent Director Fee	For
Cheil Worldwide Inc.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect JANG Seung Hwa	Against
		Elect KIM John Jonghyun	Against
		Elect KIM Tai Hai	Against
		Election of Corporate Auditor	Against
		Directors' Fees	Against
		Corporate Auditors' Fees	Against
CHEMED Corporation	US	Elect Kevin J. McNamara	Against
		Elect Ron DeLyons	Against
		Elect Patrick Grace	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CHEMED Corporation	US	Elect Christopher J. Heaney	Against
		Elect Thomas C. Hutton	Against
		Elect Andrea R. Lindell	Against
		Elect Eileen P. McCarthy	Against
		Elect John M. Mount, Jr.	Against
		Elect Thomas P. Rice	Against
		Elect George J. Walsh III	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Severance Approval Policy	For
Chemometec AS	DK	Election of Presiding Chair	Not voted
		Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Niels Thestrup	Abstain
		Elect Hans Martin Glensbjerg	Abstain
		Elect Peter Reich	Abstain
		Elect Kristine Færch	For
		Elect Betina Hagerup	For
		Appointment of Auditor	Abstain
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Repurchase Shares	Against
		Authorization of Legal Formalities	For
Chengdu Xingrong Environment Co. Ltd.	CN	2023 Directors' Report	For
		Amendments to the System for Independent Directors	For
		Appointment of Auditor	Against
		Repurchase and Cancellation Some Restricted Shares, Reduce the Registered Capital and Amendment of Articles	For
		2023 Supervisors' Report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Chengdu Xingrong Environment Co. Ltd.	CN	Additional Connected Transactions	For
		Elect ZOU Jia	Against
		2023 Annual Report and its Summary	For
		Elect LIU Jie	Against
		2023 Annual Accounts Report	For
		2024 Budget Report	For
		2023 Profit Distibution Plan	For
Cheniere Energy Inc.	US	Elect G. Andrea Botta	Against
		Elect Jack A. Fusco	Against
		Elect Patricia K. Collawn	Against
		Elect Brian E. Edwards	Against
		Elect Denise Gray	Against
		Elect Lorraine Mitchelmore	Against
		Elect Scott Peak	Against
		Elect Donald F. Robillard, Jr.	Against
		Elect Neal A. Shear	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2020 Incentive Plan	For
		Amendment to Articles to Limit the Liability of Certain Officers	Against
Chevron Corporation	US	Elect Wanda M. Austin	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Chevron Corporation	US	Elect John B. Frank	Against
		Elect Alice P. Gast	Against
		Elect Enrique Hernandez, Jr.	Against
		Elect Marillyn A. Hewson	Against
		Elect Jon M. Huntsman Jr.	Against
		Elect Charles W. Moorman	Against
		Elect Dambisa F. Moyo	Against
		Elect Debra L. Reed-Klages	Against
		Elect D. James Umpleby III	Against
		Elect Cynthia J. Warner	Against
		Elect Michael K. Wirth	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Against
		Shareholder Proposal Regarding Virgin Plastic Demand	For
		Shareholder Proposal Regarding Report on Human Rights Risks	For
		Shareholder Proposal Regarding Report on Tax Transparency	For
Chicony Electronics Co. Ltd.	TW	2023 Business Report and Financial Statements and Allocation of Profits/ Dividends	For
		Extraordinary Motions	Against
Chicony Power Technology Co. Ltd.	TW	2023 Business Report, Financial Statement and Profit Distribution	For
		Elect LU Chin-Chung	Against
		Elect HUANG Yueh-Chao	For
		Elect TSENG Kuo-Hua	Against
		Elect LEE Tse-Ching	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Chicony Power Technology Co. Ltd.	TW	Elect PONG Cheng-Sheng	Against
		Elect HUNG Ching-Shan	Against
		Elect SUN Chin-Feng	Against
		Non-Compete Restrictions for Directors	Against
		Extraordinary Motions	Against
China Communications Services Corporation Ltd.	CN	Accounts and Reports	For
		Elect LUAN Xiaowei	Against
		Allocation of Profits/Dividends	For
		Elect LIU Aihua	Against
		Appointment of Auditor and Authority to Set Fees	For
		Elect HUANG Xudan as Supervisor	Against
		Authority to Issue Domestic and/or H Shares w/o Preemptive Rights	Against
		Increase in Registered Capital	Against
		Elect SHEN Aqiang	Against
China Conch Environment Protection Holdings Ltd.	KY	Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Conch Environment Protection Holdings Ltd.	KY	Allocation of Profits/Dividends	Against
		Elect LI Xiaobo	Against
		Elect LIAO Dan	Against
		Elect MA Wei	Against
		Elect JIANG Dehong	Against
		Elect DING Wenjiang	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
China Construction Bank Corporation	CN	Authority to Issue Financial Bonds	For
		Directors' Report	For
		Distribution of Interim Dividends	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Construction Bank Corporation	CN	Additional Quota for Charitable Donations in 2024	For
		Issuance Quota for Capital Instruments	For
		Supervisors' Report	For
		Accounts and Reports	For
		Authority to Renew Liabilities Insurance for Directors, Supervisors and Senior Management	Against
		Issuance Quota for TLAC Non-capital Bonds	For
		Allocation of Profits/Dividends	For
		Remuneration Distribution and Settlement Plan for Directors for FY 2023	For
		Interim Profit Distribution Arrangement for 2024	For
		Remuneration Distribution and Settlement Plan for Supervisors for FY 2023	For
		2024 Fixed Asset Investment Budget	For
		Appointment of Auditor and Authority to Set Fees	For
		Elect ZHANG Yi	Against
		Elect LIN Zhijun	Against
		Elect William (Bill) Coen	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Construction Bank Corporation	CN	Elect Antony LEUNG Kam Chung	Against
		Amendments to Independent Directors Working System	For
China Life Insurance Co. Ltd.	CN	Directors' Report	For
		Elect CAI Xiliang	Against
		Interim Dividend Distribution	For
		Supervisors' Report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Directors' and Supervisors' Fees	For
		Elect BAI Tao	Against
		Elect LI Mingguang	Against
		Elect LIU Hui	Against
		Elect RUAN Qi	Against
		Elect WANG Junhui	Against
		Elect NIU Kailong	Against
		Elect HU Jin	Against
		Elect HU Rong	Against
		Elect LAM Chi Kuen	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Life Insurance Co. Ltd.	CN	Elect ZHAI Haitao	Against
		Elect CHEN Jie	Against
		Elect GU Haishan as Supervisor	Against
		Appointment of Auditor and Authority to Set Fees	For
		Elect LU Feng	Against
China Medical System Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect LAM Kong	Against
		Elect CHEN Hongbing	Against
		Elect FUNG Ching Simon	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles of Association	For
China Merchants Bank Co. Ltd.	CN	Directors' Report	For
		Supervisors' Report	For
		Annual Report	For
		Accounts and Reports	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Merchants Bank Co. Ltd.	CN	Allocation of Profits/Dividends	For
		Appointment of Auditor and Authority to Set Fees	For
		Elect LI Jian	For
		Elect SHI Dai	Against
		Elect LIU Hui	Against
		Elect ZHU Liwei	Against
		Elect ZHONG Desheng	Against
		Elect LI Jinming as Supervisor	Against
		2023 Related Party Transactions Report	For
		Authority to Issue Capital Bonds	For
China Mobile Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Authority to Declare Interim Dividend	For
		Elect YANG Jie	Against
		Elect HE Biao	Against
		Elect YANG Qiang	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Authority to Give Guarantees	For
China Oilfield Services Ltd.	CN	Elect ZHAO Feng as Supervisor	Against
China Pacific Insurance [Group] Co. Ltd.	CN	Elect CHEN Xin	For
China Petroleum & Chemical Corporation	CN	Approval of Continuing Connected Transactions	For
		Authority to Repurchase Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Petroleum & Chemical Corporation	CN	Directors' Report	For
		Financial Services Agreement	For
		Supervisors' Report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends for 2024-2026	For
		Allocation of Profits/Dividends	For
		2024 Interim Distribution Plan	For
		Appointment of Auditor and Authority to Set Fees	For
		Amendments to Articles and Procedural Rules	For
		Authority to Issue Debt Financing Instruments	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Service Contracts of Directors and Supervisors	For
		Elect MA Yongsheng	Against
		Elect ZHAO Dong	Against
		Elect ZHONG Ren	Against
		Elect LI Yonglin	Against
		Elect LV Lianggong	Against
		Elect NIU Shuanwen	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Petroleum & Chemical Corporation	CN	Elect WAN Tao	Against
		Elect YU Baocai	Against
		Elect XU Lin	Against
		Elect ZHANG Liying	For
		Elect Bennett LIU Tsz Bun	Against
		Elect ZHANG Xiliang	Against
		Elect ZHANG Shaofeng as Supervisor	Against
		Elect WANG An as Supervisor	Against
		Elect Dai Liqi as Supervisor	Against
		Elect TAN Wenfang as Supervisor	Against
		Elect YANG Yanfei as Supervisor	Against
		Elect ZHOU Meiyun as Supervisor	Against
China Reinsurance [Group] Corporation	CN	Directors' Report	For
		Elect JIA Xiangxiang	Against
		Elect ZHU Xiaoyun	Against
		Elect KEUNG Yui Fai	For
		Elect ZHOU Zheng	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Reinsurance [Group] Corporation	CN	Supervisors' Report	For
		Accounts and Reports	For
		Remuneration of Directors and Supervisors for the Year 2022	For
		Allocation of Profits/Dividends	For
		2024 Investment Budget for Fixed Assets	For
		2024-2026 Three-Year Rolling Capital Plan	For
		Appointment of Auditor and Authority to Set Fees	Against
		2024 External Donations	For
China Resources Double-Crane Pharmaceutical Co. Ltd.	CN	2023 Directors' Report	For
		2024 Interim Profit Distribution	For
		ANNUAL ALLOWANCE FOR SOME DIRECTORS	For
		Change of the Registered Capital	For
		Connected Transactions Regarding Acquisition of 100 Percent Equities in a Company	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Resources Double-Crane Pharmaceutical Co. Ltd.	CN	Elect ZHAO Qian	Against
		2023 Supervisors' Report	For
		Amendments to Articles	For
		Change of the Company's Registered Capital	For
		Elect LU Wenchao	Against
		2023 Independent Directors' Report	For
		Amendments to Articles	For
		Elect BAI Xiaosong	Against
		2023 Annual Accounts	For
		Elect LI Xiangming	Against
		Elect ZHOU Jie	Against
		2023 Profit Distribution Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Resources Double-Crane Pharmaceutical Co. Ltd.	CN	Elect YU Shutian	Against
		2023 Annual Report and Its Summary	For
		Elect XU Hui	Against
		Elect LIN Guolong	Against
		Re-Appointment of Auditor	Against
		2024 Estimation of Daily Related Party Transactions	For
		Elect YANG Zhanao	Against
		Elect LIU Ning	Against
		Handling Acceptance Bills, Deposits, Wealth Management, and Financing Services at Zhuhai China Resources Bank	Against
		Elect SUN Maozhu	Against
		Elect YU Shunkun	Against
		Elect CHEN Zhen	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
China Resources Double-Crane Pharmaceutical Co. Ltd.	CN	Elect TANG Na	Against
		Elect ZHANG Wei	Against
		Elect LIU Jianguo	Against
China Shineway Pharmaceutical Group Ltd.	KY	Accounts and Reports	For
		Elect LI Huimin	Against
		Elect LIU Shun Fai	Against
		Elect YEW Yat On	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
China World Trade Center Co. Ltd.	CN	Change of 2024 Audit Firm	For
Chipotle Mexican Grill Inc.	US	Elect Albert S. Baldocchi	Withhold
		Elect Matthew Carey	For
		Elect Gregg L. Engles	For
		Elect Patricia D. Fili-Krushel	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Chipotle Mexican Grill Inc.	US	Elect Laura Fuentes	For
		Elect Mauricio Gutierrez	For
		Elect Robin Hickenlooper	For
		Elect Scott H. Maw	For
		Elect Brian Niccol	For
		Elect Mary A. Winston	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Increase in Authorized Common Stock	For
		Amendments to Certificate of Incorporation Regarding The Board's Authority to Make Future Amendments	For
		Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety	For
		Shareholder Proposal Regarding Policy on Freedom of Association	For
		Shareholder Proposal Regarding Report on Workforce Impacts from AI and Automation Adoption	For
		Shareholder Proposal Regarding Report on Harassment and Discrimination	For
Choice Hotels International Inc.	US	Elect Brian B Bainum	Against
		Elect Stewart W. Bainum, Jr.	Against
		Elect William L. Jews	Against
		Elect Monte J. M. Koch	Against
		Elect Liza K. Landsman	Against
		Elect Patrick S. Pacious	Against
		Elect Ervin R. Shames	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Choice Hotels International Inc.	US	Elect Gordon A. Smith	Against
		Elect Maureen D. Sullivan	For
		Elect John P. Tague	Against
		Elect Donna F. Vieira	For
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Chong Hong Construction Co. Ltd.	TW	2023 Statements and Reports for Approval	For
		2023 Distribution of Earnings for Approval	For
		Extraordinary Motions	Against
Chongqing Rural Commercial Bank Co. Ltd.	CN	Directors' Report	For
		Supervisors' Report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Financial Budget	For
		Annual Report	For
		Appointment of Auditor and Authority to Set Fees	For
		Elect PENG Yulong	Against
		Related Party Transactions (Chongqing Yufu Capital Operation Group Company Limited)	Against
		Related Party Transactions (Chongqing City Construction Investment (Group) Company Limited)	Against
		Related Party Transactions (Chongqing Development Investment Co., Ltd.)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Chongqing Rural Commercial Bank Co. Ltd.	CN	Authority to Issue Financial Bonds	For
Chubb Ltd.	CH	Approval of the management report, stand-alone financial statements and consolidated financial statements of Chubb Limited for the year ending 31 December 2023	For
		Allocation of disposable profit	For
		Distribution of a dividend from legal reserves (by way of release and allocation to a dividend reserve)	For
		Discharge of the Board of Directors	Against
		Election of the statutory auditor	Against
		Ratification of the appointment of the independent registered public accounting firm for the purpose of U.S. securities law reporting	Against
		Election of the special audit firm	For
		Election of the Board of Directors: Evan G. Greenberg	Against
		Election of the Board of Directors: Michael P. Connors	Against
		Election of the Board of Directors: Michael G. Atieh	Against
		Election of the Board of Directors: Nancy K. Buese	Against
		Election of the Board of Directors: Sheila P. Burke	Against
		Election of the Board of Directors: Nelson J. Chai	Against
		Election of the Board of Directors: Michael L. Corbat	Against
		Election of the Board of Directors: Robert J. Hugin	Against
		Election of the Board of Directors: Robert W. Scully	Against
		Election of the Board of Directors: Theodore E. Shasta	Against
		Election of the Board of Directors: David H. Sidwell	Against
		Election of the Board of Directors: Olivier Steimer	Against
		Election of the Board of Directors: Frances F. Townsend	Against
		Election of the Chairman of the Board of Directors: Evan G. Greenberg	Against
		Election of the Remuneration Committee of the Board of Directors: Michael P. Connors	Against
		Election of the Remuneration Committee of the Board of Directors: David H. Sidwell	Against
		Election of the Remuneration Committee of the Board of Directors: Frances F. Townsend	Against
		Election of the independent proxy	For
		Cancellation of repurchased shares	For
		Approval of a capital band for authorised share capital increases and reductions	Against
		Approval of the amended and restated Chubb Limited Employee Stock Purchase Plan	For
		Approval of the maximum remuneration of the Board of Directors until the next general meeting	For
		Approval of the maximum remuneration of Executive Management for the 2025 calendar year	Against
		Approval of the Swiss remuneration report (Advisory vote)	Against
		Advisory vote to approve executive remuneration under US securities law requirements	Against
		Approval of the Sustainability Report of Chubb Limited for the year ended 31 December 2023	For
		Shareholder proposal on Scope 3 greenhouse gas emissions reporting, if properly presented	For
		Shareholder proposal on pay gap reporting, if properly presented	For
		Ad hoc	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Chugai Pharmaceutical Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Osamu Okuda	Against
		Elect Iwaaki Taniguchi	Against
		Elect Hitoshi Iikura	Against
		Elect Mariko Momoi	Against
		Elect Fumio Tateishi	Against
		Elect Hideo Teramoto	Against
		Elect Christoph Franz	Against
		Elect James H. Sabry	Against
		Elect Teresa A. Graham	For
		Elect Kenichi Masuda	For
		Elect Mami Yunoki @ Mami Kato	For
		Statutory Auditors' Fees	For
Chunghwa Telecom Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Amendments to Articles	For
		Non-Compete Restrictions for Directors	Against
		Extraordinary Motions	Against
Church & Dwight Co. Inc.	US	Elect Bradlen S. Cashaw	For
		Elect Matthew T. Farrell	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Church & Dwight Co. Inc.	US	Elect Bradley C. Irwin	Against
		Elect Penry W. Price	Against
		Elect Susan G. Saideman	For
		Elect Ravichandra K. Saligram	Against
		Elect Robert K. Shearer	Against
		Elect Janet S. Vergis	Against
		Elect Arthur B. Winkleblack	Against
		Elect Laurie J. Yoler	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the Certificate of Incorporation to Allow for Officer Exculpation	Against
		Shareholder Proposal Regarding Political Contributions and Expenditures Report	For
Cigna Group, The	US	Elect David M. Cordani	Against
		Elect William J. DeLaney	For
		Elect Eric J. Foss	For
		Elect Elder Granger	For
		Elect Neesha Hathi	For
		Elect George Kurian	For
		Elect Kathleen M. Mazzarella	For
		Elect Mark B. McClellan	For
		Elect Philip O. Ozuah	For
		Elect Kimberly A. Ross	For
		Elect Eric C. Wiseman	Against
		Elect Donna F. Zarcone	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
		Shareholder Proposal Regarding Diversity and Inclusion Report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Cintas Corporation	US	Elect Melanie W. Barstad	Against
		Elect Beverly K. Carmichael	For
		Elect Karen L. Carnahan	Against
		Elect Robert E. Coletti	Against
		Elect Scott D. Farmer	Against
		Elect Martin Mucci	Against
		Elect Joseph Scaminace	Against
		Elect Todd M. Schneider	Against
		Elect Ronald W. Tysoe	Against
		Advisory Vote on Executive Compensation	For
		Amendment to the 2016 Equity and Incentive Compensation Plan	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Diversity and Inclusion Report	For
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
		Shareholder Proposal Regarding Political Contributions and Expenditures Report	For
Cipher Mining Inc.	US	Elect Tyler Page	Withhold
		Elect Cary M. Grossman	Withhold
		Ratification of Auditor	For
		Amendment to Articles Regarding Officer Exculpation	Against
Cisco Systems Inc.	US	Elect Wesley G. Bush	
		Elect Michael D. Capellas	
		Elect Mark S. Garrett	
		Elect John D. Harris II	
		Elect Kristina M. Johnson	
		Elect Sarah Rae Murphy	
		Elect Charles H. Robbins	
		Elect Daniel H. Schulman	

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Cisco Systems Inc.	US	Elect Marianna Tessel	
		Advisory Vote on Executive Compensation	
		Ratification of Auditor	
Citigroup Inc.	US	Elect Ellen M. Costello	For
		Elect Grace E. Dailey	For
		Elect Barbara J. Desoer	For
		Elect John C. Dugan	For
		Elect Jane N. Fraser	For
		Elect Duncan P. Hennes	Against
		Elect Peter B. Henry	For
		Elect S. Leslie Ireland	For
		Elect Renée J. James	For
		Elect Gary M. Reiner	For
		Elect Diana L. Taylor	For
		Elect James S. Turley	Against
		Elect Casper W. von Koskull	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2019 Stock Incentive Plan	For
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	For
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	Not voted
		Shareholder Proposal Regarding Diversity and Inclusion Report	Against
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
		Shareholder Proposal Regarding Report on Oversight of Animal Welfare	For
Citizens Financial Group Inc.	US	Elect Bruce Van Saun	Against
		Elect Lee Alexander	For
		Elect Tracy A. Atkinson	For
		Elect Christine M. Cumming	For
		Elect Kevin Cummings	For
		Elect William P. Hankowsky	Against
		Elect Edward J. Kelly, III	For
		Elect Robert G. Leary	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Citizens Financial Group Inc.	US	Elect Terrance J. Lillis	For
		Elect Michele N. Siekerka	For
		Elect Christopher J. Swift	Against
		Elect Wendy A. Watson	Against
		Elect Marita Zuraitis	For
		Amendment to the 2014 Non-Employee Directors Compensation Plan	For
		ADVISORY VOTE ON EXECUTIVE COMPENSATION	Against
		Amendment to the 2014 Omnibus Incentive Plan	For
		Amendment to the 2014 Employee Stock Purchase Plan	For
		Ratification of Auditor	Against
Citizen Watch Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Toshihiko Sato	Against
		Elect Toshiyuki Furukawa	Against
		Elect Yoshitaka Oji	Against
		Elect Yoshiaki Miyamoto	Against
		Elect Hideo Ina	Against
		Elect Toshiko Kuboki	For
		Elect Yoshio Osawa	Against
		Elect Katsuhiko Yoshida	Against
		Shareholder Proposal Regarding Company Name Change	Against
		Shareholder Proposal Regarding Prior Approval to Purchase or Cancel Treasury Stock	For
		Shareholder Proposal Regarding Use of Treasury Shares in Performance-Linked Compensation	Against
		Shareholder Proposal Regarding Abolition of Advisor, Chair, Vice President, Executive Director, and Managing Director Roles	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Citizen Watch Co. Ltd.	JP	Shareholder Proposal Regarding Vote on Director Remuneration	For
		Shareholder Proposal Regarding Outside Chair	Against
		Shareholder Proposal Regarding Majority Outside Directors	Against
		Shareholder Proposal Regarding Multiple Board Service	Against
		Shareholder Proposal Regarding Dismissal of Katsuhiko Yoshida	Against
		Shareholder Proposal Regarding Dismissal of Noboru Akatsuka	Against
CK Hutchison Holdings Ltd.	KY	Accounts and Reports	For
		Joint Venture/Strategic Alliance (of Three UK with Vodafone UK)	For
		Allocation of Profits/Dividends	For
		Elect Victor LI Tzar Kuoi	Against
		Elect Dominic LAI Kai Ming	Against
		Elect Edmond IP Tak Chuen	Against
		Elect Andrew John Hunter	Against
		Elect Cynthia CHOW Ching Yee	Against
		Elect Susan CHOW WOO Mo Fong	Against
		Elect George C. Magnus	Against
		Elect Ruth TSIM Sin Ling	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
Clarkson Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Laurence Hollingworth	Against
		Elect Andi Case	For
		Elect Jeff Woyda	For
		Elect Martine Bond	Against
		Elect Sue Harris	For
		Elect Dr. Tim J. Miller	Against
		Elect Heike Truol	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Clarkson Plc.	GB	Authorisation of Political Donations	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Clas Ohlson AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Report of the Board of Directors	Not voted
		Questions	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Kenneth Bengtsson	Against
		Ratification of Mengmeng Du	Against
		Ratification of Mathias Haid	Against
		Ratification of Patrik Hofbauer	Against
		Ratification of Håkan Lundstedt	Against
		Ratification of Charlotte Strömberg	Against
		Ratification of Göran Sundström	Against
		Ratification of Anne Thorstvedt Sjöberg	Against
		Ratification of Caroline Östning	Against
		Ratification of Freja Drakesson	Against
		Ratification of Karin Lundin	Against
		Ratification of Christl Sjögren	Against
		Ratification of Emma Zetterqvist	Against
		Ratification of Kevin Ekvall	Against
		Ratification of Kristofer Tonström (CEO)	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Kenneth Bengtsson	Against
		Elect Mengmeng Du	For
		Elect Mathias Haid	Against
		Elect Patrik Hofbauer	Against
		Elect Håkan Lundstedt	Against
		Elect Charlotte Strömberg	For
		Elect Göran Sundström	Against
		Elect Stefan Sjöstrand	Against
		Elect Kenneth Bengtsson as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (LTI 2024)	Against
		Authority to Repurchase and Transfer Class B Shares (LTI 2024)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Clas Ohlson AB	SE	Approve Equity Swap Agreement	Against
		Authority to Repurchase and Reissue Shares	For
		Authority to Issue Shares w/o Preemptive Rights	For
Clean Harbors Inc.	US	Elect Alan S. McKim	Withhold
		Elect Karyn Polito	For
		Elect John T. Preston	Withhold
		Elect Marcy L. Reed	For
		Advisory Vote on Executive Compensation	Against
		Approval of the Employee Stock Purchase Plan	For
		Ratification of Auditor	Against
Cleanspark Inc.	US	Increase in Authorized Common Stock	Against
		Right to Adjourn Meeting	Against
Clicks Group Ltd.	ZA	Accounts and Reports	For
		Appointment of Auditor	For
		Re-elect Bertina D. Engelbrecht	For
		Elect Richard Inskip	For
		Re-elect Mfundiso Johnson N. (JJ) Njeke	For
		Elect Kandimathie (Christine) Ramon	For
		Election of Audit and Risk Committee Member (Richard Inskip)	For
		Election of Audit and Risk Committee Member (Nomgando Matyumza)	For
		Election of Audit and Risk Committee Member (Mfundiso Njeke)	For
		Election of Audit and Risk Committee Member (Sango Ntsaluba)	For
		Election of Audit and Risk Committee Member (Kandimathie Christine Ramon)	For
		Approve Remuneration Policy	For
		Approve Remuneration Implementation Report	For
		Authority to Repurchase Shares	For
		Approve NEDs' Fees	For
		Approve Financial Assistance	For
CME Group Inc.	US	Elect Terrence A. Duffy	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CME Group Inc.	US	Elect Kathryn Benesh	Against
		Elect Timothy S. Bitsberger	Against
		Elect Charles P. Carey	Against
		Elect Bryan T. Durkin	Against
		Elect Harold Ford, Jr.	Against
		Elect Martin J. Gepsman	Against
		Elect Larry G. Gerdes	Against
		Elect Daniel R. Glickman	Against
		Elect Daniel G. Kaye	Against
		Elect Phyllis M. Lockett	Against
		Elect Deborah J. Lucas	Against
		Elect Terry L. Savage	Against
		Elect Rahael Seifu	Against
		Elect William R. Shepard	Against
		Elect Howard J. Siegel	Against
		Elect Dennis A. Suskind	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
CMS Energy Corporation	US	Elect Jon E. Barfield	Against
		Elect Deborah H. Butler	For
		Elect Kurt L. Darrow	Against
		Elect Ralph Izzo	For
		Elect Garrick J. Rochow	For
		Elect John G. Russell	For
		Elect Suzanne F. Shank	For
		Elect Myrna M. Soto	For
		Elect John G. Sznewajs	For
		Elect Ronald J. Tanski	For
		Elect Laura H. Wright	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Elimination of Supermajority Requirement	Against
CNH Industrial NV	NL	Elect Suzanne Heywood to the Board of Directors	Against
		Elect Scott W. Wine to the Board of Directors	For
		Elect Elizabeth A. Bastoni to the Board of Directors	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CNH Industrial NV	NL	Elect Howard W. Buffett to the Board of Directors	For
		Elect Richard J. Kramer to the Board of Directors	For
		Elect Karen Linehan to the Board of Directors	For
		Elect Alessandro Nasi to the Board of Directors	For
		Elect Vagn Sørensen to the Board of Directors	Against
		Elect Åsa Tamsons to the Board of Directors	For
		Remuneration Policy	Against
		Non-Executive Remuneration Policy (Equity Grant)	For
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Board of Directors Acts	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
Coca-Cola Europacific Partners Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Elect Guillaume Bacuvier	For
		Elect Manolo Arroyo	For
		Elect John A. Bryant	For
		Elect José Ignacio Comenge	For
		Elect Damian P. Gammell	For
		Elect Nathalie Gaveau	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Coca-Cola Europacific Partners Plc.	GB	Elect Álvaro Gómez-Trénor Aguilar	For
		Elect Mary Harris	For
		Elect Thomas H. Johnson	For
		Elect Dagmar Kollmann	For
		Elect Alfonso Líbano Daurella	For
		Elect Nicolas Mirzayantz	For
		Elect Mark Price	For
		Elect Nancy W. Quan	For
		Elect Mario R. Solá	For
		Elect Dessislava Temperley	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Waiver of Mandatory Takeover Requirement	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase Shares (Off-Market)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Coca-Cola Europacific Partners Plc.	GB	Authority to Set General Meeting Notice Period at 14 Days	For
Coca-Cola HBC AG	CH	Election of the Board of Directors and the Remuneration Committee: Elizabeth Bastoni	Against
		Receipt of the 2023 Integrated Annual Report as well as approval of the annual management report, the stand-alone financial statements and the consolidated financial statements	For
		Ad hoc	Against
		Approval of the non-financial report under Swiss statutory law for the financial year ended on 31 December 2023	For
		Appropriation of available earnings	For
		Declaration of dividend from reserves	For
		Discharge of the members of the Board of Directors and the members of the Executive Leadership Team	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Anastassis G. David as a member and as the Chairman of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Zoran Bogdanovic as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Charlotte J. Boyle as a member of the Board of Directors and as a member of the Remuneration Committee	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Henrique Braun as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Anna Diamantopoulou as a member of the Board of Directors and as a member of the Remuneration Committee	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of William W. (Bill) Douglas III as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Reto Francioni as a member of the Board of Directors and as a member of the Remuneration Committee	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Anastasios I. Leventis as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Christodoulos (Christo) Leventis as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of George Pavlos Leventis as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Re-election of Evguenia Stoitchkova as a member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Election of Zulikat Wuraola Abiola as a new member of the Board of Directors	Against
		Election of the Board of Directors and of the Remuneration Committee: Election of Glykeria Tsernou as a new member of the Board of Directors	Against
		Election of the independent proxy	For
		Re-election of the statutory auditor	For
		Advisory vote on the re-appointment of the independent registered public accounting firm for UK purposes	For
		Advisory vote on the UK remuneration report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Coca-Cola HBC AG	CH	Advisory vote on the remuneration policy	Against
		Advisory vote on the Swiss remuneration report	Against
		Approval of the maximum aggregate amount of remuneration for the Board of Directors until the next general meeting	For
		Approval of the maximum aggregate amount of remuneration for the Executive Leadership Team for the next financial year	Against
		Approval of share buyback	For
		Approval of amendments to the Articles of Association: Alignment with mandatory provisions of the new Swiss corporate law (Articles 6, 11, 14, 15, 20, 25, 34, 36 and 37)	For
		Approval of amendments to the Articles of Association: Other voluntary changes (Articles 4, 10, 13, 16, 18, 19, 43 and 45)	For
		Ad hoc	Against
Cochlear Ltd.	AU	Accounts and Reports	For
		Remuneration Report	Against
		Re-elect Catriona (Alison) Deans	Against
		Re-elect Glen F. Boreham	Against
		Re-elect Christine F. McLoughlin	Against
		Elect Caroline Clarke	Against
		Equity Grant (MD/CEO & President Dig Howitt)	For
Coinbase Global Inc.	US	Elect Brian Armstrong	Withhold
		Elect Marc L. Andreessen	Withhold
		Elect Frederick Ernest Ehrsam III	Withhold
		Elect Kelly A. Kramer	Withhold
		Elect Tobias Lütke	Withhold
		Elect Gokul Rajaram	Withhold
		Elect Fred Wilson	Withhold
		Ratification of Auditor	For
Colgate-Palmolive Co.	US	Elect John P. Bilbrey	For
		Elect John T. Cahill	Against
		Elect Steve A. Cahillane	Against
		Elect Lisa M. Edwards	For
		Elect C. Martin Harris	For
		Elect Martina Hund-Mejean	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Colgate-Palmolive Co.	US	Elect Kimberly A. Nelson	For
		Elect Brian Newman	For
		Elect Lorrie M. Norrington	For
		Elect Noel R. Wallace	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Shareholder Proposal Regarding Independent Chair	Against
Coloplast AS	DK	Report of the Board of Directors	
		Accounts and Reports	
		Allocation of Profits/Dividends	
		Remuneration Report	
		Directors' Fees	
		Other Proposals by Board or Shareholders	
		Elect Lars Søren Rasmussen	
		Elect Niels Peter Louis-Hansen	
		Elect Annette Brüls	
		Elect Carsten Hellmann	
		Elect Jette Nygaard-Andersen	
		Elect Marianne Wiinholt	
		Appointment of Auditor	
		Authorization of Legal Formalities	
Colruyt Group NV	BE	Presentation of Board and Auditor Report	Not voted
		Presentation of Board Report on Employee Share Purchase Plan	Not voted
		Employee Stock Purchase Plan	For
		Remuneration Report	Against
		Approve Share Issuance Price (Employee Stock Purchase Plan)	For
		Remuneration Policy	Against
		Authority to Suppress Preemptive Rights (Employee Stock Purchase Plan)	For
		Severance Agreements	Against
		Accounts and Reports	For
		Authority to Issue Shares (Employee Share Purchase Plan)	For
		Approve Subscription Period (Employee Share Purchase Plan)	For
		Consolidated Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Colruyt Group NV	BE	Accounts and Reports (Finco NV)	For
		Authorization of Legal Formalities	For
		Accounts and Reports (Colruyt Group Services NV)	For
		Special Board Report on Authorised Capital	Not voted
		Allocation of Profits	For
		Increase in Authorised Capital	Against
		Allocation of Dividends	For
		Increase Authorised Capital as a Takeover Defense	Against
		Amendments to Articles Regarding Authorised Capital	Against
		Ratification of Board Acts	Against
		Authority to Repurchase Shares	Against
		Ratification of Board Acts (Finco NV)	Against
		Authorization of Legal Formalities	For
		Ratification of Board Acts (Colruyt Group Services NV)	Against
		Ratification of Auditor's Acts	For
		Ratification of Auditor's Acts (Finco NV)	For
		Ratification of Auditor's Acts (Colruyt Group Services NV)	For
		Elect Stefan Goethaert to the Board of Directors	Against
		Elect Jef Colruyt to the Board of Directors	Against
		Elect Griet Aerts to the Board of Directors	Against
		Appointment of Auditor for Sustainability Reporting	For
		Other Business	Not voted
Comcast Corporation	US	Elect Kenneth J. Bacon	Withhold
		Elect Thomas J. Baltimore, Jr.	Withhold
		Elect Madeline S. Bell	For
		Elect Louise F. Brady	For
		Elect Edward D. Breen	Withhold
		Elect Jeffrey A. Honickman	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Comcast Corporation	US	Elect Wonya Y. Lucas	For
		Elect Asuka Nakahara	For
		Elect David C. Novak	For
		Elect Brian L. Roberts	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For
Commercial Metals Co.	US	Elect Vicki L. Avril-Groves	Against
		Elect John R. McPherson	For
		Elect Barbara R. Smith	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Against
Commerzbank AG	DE	Presentation of the adopted annual financial statements and the management report (including the explanatory report on the information pursuant to Section 289a of the German Commercial Code (HGB)) for the 2023 financial year, presentation of the approved consolidated financial statements and the Group management report (including the explanatory report on the information pursuant to Section 315a of the German Commercial Code (HGB)) for the 2023 financial year and the Supervisory Board report	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board: Manfred Knof (Chairman)	For
		Resolution on the discharge of the members of the Management Board: Bettina Orlopp (Deputy Chairperson)	For
		Resolution on the discharge of the members of the Management Board: Marcus Chromik	For
		Resolution on the discharge of the members of the Management Board: Michael Kotzbauer	For
		Resolution on the discharge of the members of the Management Board: Sabine Minarsky	For
		Resolution on the discharge of the members of the Management Board: Jörg Oliveri del Castillo-Schulz	For
		Resolution on the discharge of the members of the Management Board: Thomas Schaufler	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Commerzbank AG	DE	Resolution on the discharge of the members of the Supervisory Board: Jens Weidmann (Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Uwe Tschäge (Deputy Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Heike Anscheit	For
		Resolution on the discharge of the members of the Supervisory Board: Alexander Boursanoff	For
		Resolution on the discharge of the members of the Supervisory Board: Gunnar de Buhr	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Burghardt	For
		Resolution on the discharge of the members of the Supervisory Board: Harald Christ	For
		Resolution on the discharge of the members of the Supervisory Board: Frank Czichowski	For
		Resolution on the discharge of the members of the Supervisory Board: Sabine U. Dietrich	For
		Resolution on the discharge of the members of the Supervisory Board: Jutta A. Dönges	For
		Resolution on the discharge of the members of the Supervisory Board: Monika Fink	For
		Resolution on the discharge of the members of the Supervisory Board: Helmut Gottschalk	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Jennes	For
		Resolution on the discharge of the members of the Supervisory Board: Kerstin Jerchel	For
		Resolution on the discharge of the members of the Supervisory Board: Burkhard Keese	For
		Resolution on the discharge of the members of the Supervisory Board: Alexandra Krieger	For
		Resolution on the discharge of the members of the Supervisory Board: Maxi Leuchters	For
		Resolution on the discharge of the members of the Supervisory Board: Daniela Mattheus	For
		Resolution on the discharge of the members of the Supervisory Board: Nina Olderdissen	For
		Resolution on the discharge of the members of the Supervisory Board: Sandra Persiehl	For
		Resolution on the discharge of the members of the Supervisory Board: Michael Schramm	For
		Resolution on the discharge of the members of the Supervisory Board: Caroline Seifert	For
		Resolution on the discharge of the members of the Supervisory Board: Robin John Stalker	For
		Resolution on the discharge of the members of the Supervisory Board: Gertrude Tumpel-Gugerell	For
		Resolution on the discharge of the members of the Supervisory Board: Sascha Uebel	For
		Resolution on the discharge of the members of the Supervisory Board: Frank Westhoff	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Wittmann	For
		Election of the auditor and the Group auditor for the 2024 financial year as well as of the auditor for the audit review (of any) interim financial information for the 2024 financial year	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Commerzbank AG	DE	Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the quarters of the 2025 financial year concluded before the annual general meeting 2025	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on authorisation to purchase and use treasury shares in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) with the option of excluding shareholders' subscription rights	Against
		Resolution on the authorisation to acquire treasury shares via multilateral trading facilities and the use of derivatives in connection with the acquisition of treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG)	Against
		Resolution on an amendment to Article 5(2) of the Articles of Association to adapt to the law on the financing of future-proof investments (Zukunftsfinanzierung Gesetz - ZuFinG)	For
Commonwealth Bank of Australia	AU	Re-elect Julie Galbo	For
		Re-elect Peter G. Harmer	For
		Elect Kate Howitt	Against
		Remuneration Report	Against
		Equity Grant (MD/CEO Matt Comyn)	Against
Compagnie de Saint-Gobain S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Jean-François Cirelli	For
		Elect Sophie Brochu	For
		Elect Hélène de Tissot	For
		Elect Geoffroy Roux de Bézieux	For
		2023 Remuneration of Pierre-André de Chalendar, Chair	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Compagnie de Saint-Gobain S.A.	FR	2023 Remuneration of Benoit Bazin, CEO	Against
		2023 Remuneration Report	Against
		2024 Remuneration Policy (Chair, until June 6, 2024)	For
		2024 Remuneration Policy (CEO, until June 6, 2024)	Against
		2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		Appointment of Auditor (KPMG)	Against
		Appointment of Auditor for Sustainability Reporting (Deloitte)	For
		Authority to Repurchase and Reissue Shares	Against
		Amendments to Article Regarding the Lead Independent Director	For
		Authorisation of Legal Formalities	For
Compagnie Financière Richemont SA	CH	Approval of the consolidated financial statements, financial statements and directors' report	For
		Approval of the non-financial report	For
		Appropriation of income	For
		Discharge of the members of the Board of Directors and Senior Executive Committee	Against
		Designation of the representative of the "A" shareholders for the election to the Board of Directors: Wendy Luhabe	For
		Election of the Board of Directors: Johann Rupert (as a member and Chairman)	Against
		Election of the Board of Directors: Josua Malherbe	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Compagnie Financière Richemont SA	CH	Election of the Board of Directors: Nikesh Arora	For
		Election of the Board of Directors: Clay Brendish	For
		Election of the Board of Directors: Fiona Druckenmiller	For
		Election of the Board of Directors: Burkhart Grund	For
		Election of the Board of Directors: Keyu Jin	For
		Election of the Board of Directors: Jérôme Lambert	For
		Election of the Board of Directors: Wendy Luhabe	For
		Election of the Board of Directors: Jeff Moss	For
		Election of the Board of Directors: Vesna Nevistic	For
		Election of the Board of Directors: Maria Ramos	For
		Election of the Board of Directors: Anton Rupert	For
		Election of the Board of Directors: Bram Schot	Against
		Election of the Board of Directors: Patrick Thomas	Against
		Election of the Board of Directors: Jasmine Whitbread	For
		Election of the Board of Directors: Gary Saage	Against
		Election of the Board of Directors: Nicolas Bos	For
		Election of the Remuneration Committee: Clay Brendish	For
		Election of the Remuneration Committee: Fiona Druckenmiller	For
		Election of the Remuneration Committee: Keyu Jin	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Compagnie Financière Richemont SA	CH	Election of the Remuneration Committee: Maria Ramos	For
		Election of the Remuneration Committee: Jasmine Whitbread	For
		Election of the Remuneration Committee: Bram Schot	Against
		Re-election of the auditor	Against
		Re-election of the independent representative	For
		Approval of the maximum aggregate amount of remuneration of the members of the Board of Directors	For
		Approval of the maximum aggregate amount of fixed remuneration of the members of the Senior Executive Committee	Against
		Approval of the aggregate amount of variable remuneration of the members of the Senior Executive Committee	Against
		Ad hoc	Against
Compass Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Petros Parras	For
		Elect Leanne Wood	For
		Elect Ian K. Meakins	For
		Elect Dominic Blakemore	For
		Elect Palmer Brown	For
		Elect Stefan Bomhard	For
		Elect John A. Bryant	For
		Elect Arlene Isaacs-Lowe	For
		Elect Anne-Francoise Nesmes	For
		Elect Sundar Raman	For
		Elect Nelson Luíz Costa Silva	For
		Elect Ireena Vittal	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Compass Group Plc.	GB	Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
CompuGroup Medical SE & Co.KgaA	DE	Resolution on the adoption of the annual financial statements of CompuGroup Medical SE & Co. KGaA for the 2023 financial year	For
		Resolution on the appropriation of net income for the 2023 financial year	Against
		Resolution on the discharge of the personally liable partner of CompuGroup Medical SE & Co. KGaA for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board of CompuGroup Medical SE & Co. KGaA for the 2023 financial year	Against
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the appointment of the auditor of the sustainability report for the 2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of a profit transfer agreement between CompuGroup Medical SE & Co. KGaA and CGM LAB International GmbH	For
		Resolution on the cancellation of the Authorised Capital 2020, the creation of Authorised Capital 2024-I with the option to exclude subscription rights of the shareholders and a corresponding amendment to Section 4 of the Articles of Association	Against
		Resolution on the creation of Authorised Capital 2024-II with the option to exclude shareholders' subscription rights, and a corresponding amendment to Section 4 of the Articles of Association	Against
		Resolution on the authorisation to issue convertible bonds, warrant bonds, profit participation rights and/or income bonds (or combinations of these instruments) as well as the creation of Conditional Capital 2024-I and a corresponding amendment to Section 4 of the Articles of Association	Against
		Resolution on the authorisation to issue stock options as well as the creation of Conditional Capital 2024-II and corresponding amendment to Section 4 of the Articles of Association	Against
		Resolution on the renewal of the authorisation to acquire and use treasury shares, including the exclusion of any right to tender or the exclusion of subscription rights	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CompuGroup Medical SE & Co.KgaA	DE	Resolution on the authorisation to use derivatives in the acquisition of treasury shares	Against
Computacenter Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Pauline Campbell	Against
		Elect René Carayol	For
		Elect Philip W. Hulme	Against
		Elect Chris Jehle	For
		Elect Ljiljana Mitic	For
		Elect Mike J. Norris	For
		Elect Peter J. Ogden	Against
		Elect Rosalind C. Rivaz	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Concordia Financial Group Ltd.	JP	Elect Tatsuya Kataoka	Against
		Elect Nobuo Onodera	Against
		Elect Yoshiyuki Oishi	Against
		Elect Tomoki Arai	Against
		Elect Toshihiko Onuki	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Concordia Financial Group Ltd.	JP	Elect Mitsuru Akiyoshi	Against
		Elect Yoshinobu Yamada	Against
		Elect Mami Yoda @ Mami Fukasawa	For
		Elect Keiichiro Hashimoto	For
		Elect Seiichi Fusamura	For
ConocoPhillips	US	Elect Dennis Victor Arriola	Against
		Elect Gay Huey Evans	Against
		Elect Jeffrey A. Joerres	Against
		Elect Ryan M. Lance	Against
		Elect Timothy A. Leach	Against
		Elect William H. McRaven	Against
		Elect Sharmila Mulligan	Against
		Elect Eric D. Mullins	Against
		Elect Arjun N. Murti	Against
		Elect Robert A. Niblock	Against
		Elect David T. Seaton	Against
		Elect R. A. Walker	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
		Shareholder Proposal Regarding Revisiting Pay Incentives for GHG Emissions Reductions	Against
Consolidated Edison Inc.	US	Elect Timothy P. Cawley	Against
		Elect Ellen V. Futter	Against
		Elect John F. Killian	Against
		Elect Karol V. Mason	For
		Elect Dwight A. McBride	For
		Elect William J. Mulrow	For
		Elect Armando J. Olivera	Against
		Elect Michael W. Ranger	Against
		Elect Linda S. Sanford	For
		Elect Deirdre Stanley	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Consolidated Edison Inc.	US	Elect L. Frederick Sutherland	Against
		Elect Catherine Zoi	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the Stock Purchase Plan	For
Constellation Brands Inc.	US	Elect Christopher J. Baldwin	Against
		Elect Christy Clark	For
		Elect Jennifer M. Daniels	For
		Elect Nicholas I. Fink	Against
		Elect William T. Giles	Against
		Elect Ernesto M. Hernández	Against
		Elect José Manuel Madero Garza	Against
		Elect Daniel J. McCarthy	Against
		Elect William A. Newlands	Against
		Elect Richard Sands	Against
		Elect Robert Sands	Against
		Elect Judy A. Schmeling	Against
		Elect Luca Zaramella	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Report on Water Risk Exposure	For
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
		Shareholder Proposal Regarding Report on Circular Economy for Packaging	For
Constellation Software Inc.	CA	Elect Jeff Bender	Withhold
		Elect John Billowits	Withhold
		Elect Lawrence Cunningham	Withhold
		Elect Susan S. Gayner	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Constellation Software Inc.	CA	Elect Claire Kennedy	Withhold
		Elect Robert Kittel	Withhold
		Elect Mark Leonard	Withhold
		Elect Mark Miller	Withhold
		Elect Lori O'Neill	Withhold
		Elect Donna Parr	Withhold
		Elect Andrew Pastor	Withhold
		Elect Dexter Salna	Withhold
		Elect Laurie Schultz	Withhold
		Elect Barry Symons	Withhold
		Elect Robin Van Poelje	Withhold
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Consun Pharmaceutical Group Ltd.	KY	Accounts and Reports	For
		Amendments to Articles	
		Approval of 2024 Share Option Scheme	Against
		Approval of Scheme Mandate Limit	Against
		Elect AN Meng	Against
		Approval of Service Provider Sublimit	Against
		Elect XU Hanxing	Against
		Amendments to Articles	For
		Directors' Fees	For
		Allocation of Profits/Dividends	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Consun Pharmaceutical Group Ltd.	KY	Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Contemporary Amperex Technology Co. Ltd.	CN	2023 ANNUAL REPORT AND ITS SUMMARY	For
		Elect ZENG Yuqun	
		2023 Directors' Report	For
		Elect LI Ping	
		2023 Supervisors' Report	For
		Elect ZHOU Jia	
		2023 Profit Distribution Plan	For
		Elect PAN Jian	
		Confirmation of 2023 Remuneration for Directors and Determination of 2024 Remuneration Plan	For
		Elect OUYANG Chuying	
		Confirmation of 2023 Remuneration for Supervisors and Determination of 2024 Remuneration Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Contemporary Amperex Technology Co. Ltd.	CN	Elect ZHAO Fenggang	
		Elect WU Yuhui	
		Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For
		Elect LIN Xiaoxiong	
		REAPPOINTMENT OF 2024 AUDIT FIRM	Against
		2024 APPLICATION FOR COMPREHENSIVE CREDIT LINE TO FINANCIAL INSTITUTIONS	For
		Elect ZHAO Bei	
		2024 ESTIMATED GUARANTEE QUOTA	Against
		Elect WU Yingming	
		2024 HEDGING BUSINESS PLAN	For
		Elect FENG Chunyan	
		2024 Special Dividend Plan	
		Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 23rd Meeting of the Board of Directors	For
		Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 27th Meeting of the Board of Directors	For
		Repurchase and Cancellation of Some Restricted Stocks and Adjustment of the Repurchase Volume and Price	

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Contemporary Amperex Technology Co. Ltd.	CN	Amendments to Articles	For
		Amendments to Articles	
		Amendments to Procedural Rules: Shareholder Meetings	Against
		Amendments to Management System for Connected Transaction	Against
		Amendments to Management System for Entrusted Wealth Management	Against
		Amendments to Management System for Raised Funds	Against
Continental AG	DE	Submissions to the annual general meeting	Not voted
		Resolution on the appropriation of revenue	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Nikolai Setzer	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Katja Garcia Vila (nee Dürrfeld)	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Philip von Hirschheydt	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Christian Kötz	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Philip Nelles	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Ariane Reinhart	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Olaf Schick	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Wolfgang Reitzle	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Hasan Allak	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Christiane Benner	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Dorothea von Boxberg	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Stefan Buchner	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Gunter Dunkel	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Francesco Grioli	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Michael Iglhaut	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Continental AG	DE	Resolution on the discharge of the Supervisory Board for the 2023 financial year: Satish Khatu	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Isabel Corinna Knauf	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Carmen Löffler	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Sabine Neuß	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Rolf Nonnenmacher	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Dirk Nordmann	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Lorenz Pfau	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Klaus Rosenfeld	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Georg F. W. Schaeffler	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Jörg Schönfelder	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Stefan Scholz	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Elke Volkmann	Against
		Resolution on the appointment of the auditor and Group auditor	For
		Resolution on the appointment of the auditor for the audit review of interim financial reports for the 2024 financial year	For
		Resolution on the approval of the remuneration report	For
		Resolution on the Approval of the Remuneration System for the Members of the Management Board	Against
		Resolution on the Remuneration of Supervisory Board Members	For
		Election to the Supervisory Board: Gunter Dunkel	Against
		Election to the Supervisory Board: Satish Khatu	For
		Election to the Supervisory Board: Sabine Neuß	Against
		Election to the Supervisory Board: Wolfgang Reitzle	Against
		Election to the Supervisory Board: Georg F. W. Schaeffler	Against
		Election to the Supervisory Board: Dorothea von Boxberg	For
		Election to the Supervisory Board: Stefan E. Buchner	For
		Election to the Supervisory Board: Isabel Corinna Knauf	For
		Election to the Supervisory Board: Rolf Nonnenmacher	Against
		Election to the Supervisory Board: Klaus Rosenfeld	Against
		Resolution on the amendment of section 11 of the Articles of Association to adapt the guidelines for the election of the Chairman of the Supervisory Board and his deputy	For
		Resolution on the amendment of section 18 of the Articles of Association to adapt to the amended wording of section 123(4) sentence 2 of the German Stock Corporation Act (AktG)	For
ConvaTec Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ConvaTec Group Plc.	GB	Elect John D. G. McAdam	For
		Elect Karim Bitar	Against
		Elect Jonny Mason	For
		Elect Margaret Ewing	For
		Elect Brian May	For
		Elect Constantin Coussios	For
		Elect Heather L. Mason	For
		Elect Kim Lody	For
		Elect Sharon O'Keefe	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Amendment to Long-Term Incentive Plan	Against
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Copart Inc.	US	Elect Willis J. Johnson	
		Elect A. Jayson Adair	
		Elect Matt Blunt	
		Elect Steven D. Cohan	
		Elect Daniel J. Englander	
		Elect James E. Meeks	
		Elect Thomas N. Tryforos	
		Elect Diane M. Morefield	
		Elect Stephen Fisher	
		Elect Cherylyn Harley LeBon	
		Elect Carl D. Sparks	
		Elect Jeffrey Liaw	
		Advisory Vote on Executive Compensation	
		Ratification of Auditor	
Core & Main Inc.	US	Elect Robert M. Buck	For
		Elect James G. Castellano	For

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Name of security	Country	Agenda items	Voting
Core & Main Inc.	US	Elect Kathleen M. Mazzarella	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
COSCO SHIPPING Holdings Co. Ltd.	CN	Elect ZHU Tao	Against
		COSCO MERCURY Shipbuilding Contracts	For
		Supplemental Loan Agreement	For
		Appointment of Auditor and Authority to Set Fees	For
		Purpose of Share Repurchase	Against
		Type of Shares	Against
		Method of Share Repurchase	Against
		Implementation Period	Against
		Amount of Shares to be Repurchased	Against
		Pricing	Against
		Source of Funds	Against
		Board Authorization	Against
Cosmo Pharmaceuticals N.V.	NL	Opening	Not voted
		Appointment of Auditor	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Cosmo Pharmaceuticals N.V.	NL	Update on Financial Statements	Not voted
		Closing of Meeting	Not voted
		Elect Giovanni Di Napoli to the Board of Directors	Against
		Elect Niall Donnelly to the Board of Directors	Against
		Elect Alessandro Della Chà to the Board of Directors	Against
		Elect Mauro S. Ajani to the Board of Directors	Against
		Elect Maria Grazia Roncarolo to the Board of Directors	Against
		Elect Silvana Perretta to the Board of Directors	For
		Elect John O'Dea to the Board of Directors	Against
		Authority to Issue Shares w/ Preemptive Rights (10% for General Purposes; 10% forM&A Purposes)	Against
		Authority to Issue Shares w/ Preemptive Rights (Employee Stock Ownership Plan)	Against
		Authority to Issue Shares w/ Preemptive Rights (Preferred Shares)	Against
		Authority to Suppress Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Closing of Meeting	Not voted
CoStar Group Inc.	US	Elect Michael R. Klein	Against
		Elect Andrew C. Florance	For
		Elect Angelique G. Brunner	For
		Elect John W. Hill	Against
		Elect Laura Cox Kaplan	For
		Elect Robert W. Musslewhite	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CoStar Group Inc.	US	Elect Christopher J. Nassetta	Against
		Elect Louise S. Sams	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Costco Wholesale Corporation	US	Elect Susan L. Decker	Against
		Elect Kenneth D. Denman	For
		Elect Helena B. Foulkes	For
		Elect Richard A. Galanti	Against
		Elect Hamilton E. James	Against
		Elect W. Craig Jelinek	Against
		Elect Sally Jewell	For
		Elect Jeffrey S. Raikes	Against
		Elect John W. Stanton	For
		Elect Ron M. Vachris	Against
		Elect Mary Agnes Wilderotter	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	For
Coty Inc.	US	Elect Beatrice Ballini	Withhold
		Elect Joachim Creus	Withhold
		Elect Olivier Goudet	Withhold
		Elect Peter Harf	Withhold
		Elect Johannes P. Huth	For
		Elect María Asunción Aramburuzabala Larregui	Withhold

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Name of security	Country	Agenda items	Voting
Coty Inc.	US	Elect Anna Adeola Makanju	For
		Elect Sue Y. Nabi	Withhold
		Elect Isabelle Parize	For
		Elect Lubomira Rochet	Withhold
		Elect Robert S. Singer	Withhold
		Elect Gordon von Bretten	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Covestro AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report, the Supervisory Board report, as well as the Management Board's explanatory report on the acquisition-related information, in each case for the financial year ending 31 December 2023	Not voted
		Discharge of the members of the Management Board	For
		Discharge of the members of the Supervisory Board	For
		Approval of the remuneration report	For
		Election of the auditor and of the auditor for any audit review	For
		Resolution on granting a new authorisation to acquire and use treasury shares with possible exclusion of the subscription right and any right to offer as well as the possibility to cancel treasury shares; authorisation to use derivatives as part of the acquisition of treasury shares with the possible exclusion of subscription and any tender rights	Against
		Approval of the domination and profit transfer agreement between Covestro AG and Covestro First Real Estate GmbH	For
Covivio S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Dividends	Against
		Scrip Dividend	Against
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Luc Biamonti, Chair	For
		2023 Remuneration of Christophe Kullmann, CEO	Against
		2023 Remuneration of Olivier Estève, Deputy CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Deputy CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Elect Christophe Kullmann	Against
		Elect Catherine Soubie	For
		Elect Patricia Savin	For
		Appointment of Auditor (KPMG)	For
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights w/ Priority Subscription	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against

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Name of security	Country	Agenda items	Voting
Covivio S.A.	FR	Authority to Increase Capital in Case of Exchange Offers (Covivio Hotels Shares)	Against
		Employee Stock Purchase Plan	For
		Amendments to Articles Regarding Company Purpose and Mission	For
		Authorisation of Legal Formalities	For
Cowell E Holdings Inc.	KY	Revision of Annual Caps for Purchase Framework Agreement	For
		Revision of Annual Caps for ST Supply Framework Agreement	For
		Revision of Annual Caps for Material Procurement Framework Agreement	For
Crédit Agricole S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Related Party Transaction (ASU GTVA Crédit Agricole)	For
		Related Party Transaction (Worldline)	For
		Related Party Transaction (Crédit Agricole CIB)	For
		Related Party Transaction (Multiple Parties)	For
		Elect SAS Rue la Boétie (Raphaël Appert)	Against
		Elect Olivier Auffray	Against
		Elect Nicole Gourmelon	Against
		Elect Marianne Laigneau	For
		Elect Louis Tercinier	Against
		Ratification of Co-Option of Christine Gandon	Against
		Elect Christophe Lesur (Employee Shareholder Representative)	For
		Appointment of Auditor (PricewaterhouseCoopers)	Against
		Appointment of Auditor (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Olivier Gavalda, Deputy CEO)	Against
		2024 Remuneration Policy (Jérôme Grivet, Deputy CEO)	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Crédit Agricole S.A.	FR	2024 Remuneration Policy (Xavier Musca, Deputy CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration of Dominique Lefebvre, Chair	For
		2023 Remuneration of Philippe Brassac, CEO	Against
		2023 Remuneration of Olivier Gavalda, Deputy CEO	Against
		2023 Remuneration of Jérôme Grivet, Deputy CEO	Against
		2023 Remuneration of Xavier Musca, Deputy CEO	Against
		2023 Remuneration Report	Against
		Remuneration of Identified Staff	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares Through Private Placement	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Set Offering Price of Shares	Against
		Global Ceiling on Capital Increases	Against
		Authority to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Credito Emiliano S.p.A.	IT	Amendments to Articles	
CRH Plc.	IE	Elect Richard Boucher	For
		Elect Caroline Dowling	For
		Elect Richard H. Fearon	For
		Elect Johan Karlström	For
		Elect Shaun Kelly	For
		Elect Badar Khan	For
		Elect H. Lamar McKay	For
		Elect Albert Manifold	For

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Name of security	Country	Agenda items	Voting
CRH Plc.	IE	Elect Jim Mintern	For
		Elect Gillian L. Platt	For
		Elect Mary K. Rhinehart	For
		Elect Siobhán Talbot	For
		Elect Christina Verchere	For
		Advisory Vote on Executive Compensation	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set Price Range for Reissuance of Treasury Shares	For
Croda International Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Chris Good	For
		Elect Danuta Gray	For
		Elect Louisa Burdett	For
		Elect Roberto Cirillo	For
		Elect Jacqui Ferguson	For
		Elect Steve E. Foots	For
		Elect Julie Kim	For
		Elect Keith Layden	For
		Elect Nawal Ouzren	For
		Elect John Ramsay	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Croda International Plc.	GB	Amendment to Performance Share Plan	For
Crowdstrike Holdings Inc.	US	Elect Roxanne S. Austin	Withhold
		Elect Sameer K. Gandhi	Withhold
		Elect Gerhard Watzinger	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
Crown Castle Inc.	US	Elect Management Nominee P. Robert Bartolo (WHITE CARD)	Not voted
		Elect Management Nominee Cindy Christy (WHITE CARD)	Not voted
		Elect Management Nominee Ari Q. Fitzgerald (WHITE CARD)	Not voted
		Elect Management Nominee Jason Genrich (WHITE CARD)	Not voted
		Elect Management Nominee Andrea J. Goldsmith (WHITE CARD)	Not voted
		Elect Management Nominee Tammy K. Jones (WHITE CARD)	Not voted
		Elect Management Nominee Kevin T. Kabat (WHITE CARD)	Not voted
		Elect Management Nominee Anthony J. Melone (WHITE CARD)	Not voted
		Elect Management Nominee Sunit S. Patel (WHITE CARD)	Not voted
		Elect Management Nominee Bradley E. Singer (WHITE CARD)	Not voted
		Elect Management Nominee Kevin A. Stephens (WHITE CARD)	Not voted
		Elect Management Nominee Matthew Thornton III (WHITE CARD)	Not voted
		Elect Dissident Nominee Charles C. Green III (WHITE CARD)	Not voted
		Elect Dissident Nominee Theodore B. Miller, Jr. (WHITE CARD)	Not voted
		Elect Dissident Nominee Tripp H. Rice (WHITE CARD)	Not voted
		Elect Dissident Nominee David P. Wheeler (WHITE CARD)	Not voted
		Ratification of Auditor (WHITE CARD)	Not voted
		Advisory Vote on Executive Compensation (WHITE CARD)	Not voted
		Shareholder Proposal Regarding Repeal of Bylaw Amendments (WHITE CARD)	Not voted
		Elect Dissident Nominee Charles C. Green III (GOLD CARD)	Withhold
		Elect Dissident Nominee Theodore B. Miller, Jr. (GOLD CARD)	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Crown Castle Inc.	US	Elect Dissident Nominee Tripp H. Rice (GOLD CARD)	Withhold
		Elect Dissident Nominee David P. Wheeler (GOLD CARD)	Withhold
		Elect Management Nominee P. Robert Bartolo (GOLD CARD)	Withhold
		Elect Management Nominee Cindy Christy (GOLD CARD)	Withhold
		Elect Management Nominee Ari Q. Fitzgerald (GOLD CARD)	Withhold
		Elect Management Nominee Kevin T. Kabat (GOLD CARD)	Withhold
		Elect Management Nominee Jason Genrich (GOLD CARD)	Withhold
		Elect Management Nominee Andrea J. Goldsmith (GOLD CARD)	For
		Elect Management Nominee Tammy K. Jones (GOLD CARD)	For
		Elect Management Nominee Anthony J. Melone (GOLD CARD)	Withhold
		Elect Management Nominee Sunit S. Patel (GOLD CARD)	Withhold
		Elect Management Nominee Bradley E. Singer (GOLD CARD)	Withhold
		Elect Management Nominee Kevin A. Stephens (GOLD CARD)	Withhold
		Elect Management Nominee Matthew Thornton III (GOLD CARD)	Withhold
		Ratification of Auditor (GOLD CARD)	Against
		Advisory Vote on Executive Compensation (GOLD CARD)	Against
		Shareholder Proposal Regarding Repeal of Bylaw Amendments (GOLD CARD)	For
CSL Ltd.	AU	Accounts and Reports	Not voted
		Re-elect Brian McNamee	For
		Re-elect Andrew Cuthbertson	For
		Re-elect Alison Watkins	For
		Elect Samantha Lewis	For
		Elect Elaine Sorg	Against
		Remuneration Report	For
		Equity Grant (MD/CEO Paul McKenzie)	For
		Renew Proportional Takeover Provisions	For
		Approve Termination Benefits	For
		Approve Increase in NEDs' Fee Cap	For
CSPC Pharmaceutical Group Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect CAI Dongchen	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CSPC Pharmaceutical Group Ltd.	HK	Elect LI Chunlei	Against
		Elect Stephen LAW Cheuk Kin	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Grant Options Under share Option Scheme	Against
CSX Corporation	US	Elect Donna M. Alvarado	Against
		Elect Thomas P. Bostick	For
		Elect Anne H. Chow	For
		Elect Steven T. Halverson	Against
		Elect Paul C. Hilal	For
		Elect Joseph R. Hinrichs	For
		Elect David M. Moffett	For
		Elect Linda H. Riefler	For
		Elect Suzanne M. Vautrinot	For
		Elect James L. Wainscott	For
		Elect J. Steven Whisler	Against
		Elect John J. Zillmer	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Formation of Railroad Safety Committee	Against
CTBC Financial Holding Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		Amendments to Articles	Against
		2023 Allocation of Profits/Dividends	For
		Issuance of 2024 Restricted Stocks	For
		Extraordinary Motions	Against
CTCI Corporation	TW	To Ratify 2023 Business Report and Financial Statements.	For
		To Ratify the Company's Distribution of 2023 Earnings. Proposed Cash Dividend: TWD 2.06 per Share	For
		Extraordinary Motions	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CTT - Correios de Portugal S.A.	PT	Accounts and Reports; Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Appointment of Auditor	For
		Remuneration Policy	Against
		Authority to Repurchase and Reissue Shares	For
		Cancellation of Shares	For
Cummins Inc.	US	Elect Jennifer W. Rumsey	Against
		Elect Gary L. Belske	For
		Elect Robert J. Bernhard	Against
		Elect Bruno V. Di Leo Allen	For
		Elect Daniel W. Fisher	Against
		Elect Carla A. Harris	For
		Elect Thomas J. Lynch	For
		Elect William I. Miller	Against
		Elect Kimberly A. Nelson	For
		Elect Karen H. Quintos	Against
		Elect John H. Stone	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Plan to Link Executive Compensation to 1.5°C Aligned GHG Reductions	For
CVS Health Corporation	US	Elect Fernando Aguirre	For
		Elect Jeffrey R. Balser	For
		Elect C. David Brown II	Against
		Elect Alecia A. DeCoudreaux	For
		Elect Nancy-Ann DeParle	For
		Elect Roger N. Farah	For
		Elect Anne M. Finucane	For
		Elect J. Scott Kirby	For
		Elect Karen S. Lynch	For
		Elect Michael F. Mahoney	Against
		Elect Jean-Pierre Millon	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
CVS Health Corporation	US	Elect Mary L. Schapiro	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2017 Incentive Compensation Plan	For
		Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
		Shareholder Proposal Regarding Severance Approval Policy	For
		Shareholder Proposal Regarding Disclosure of Allocation of Hours For All Formal Director Commitments	Against
CyberArk Software Ltd.	IL	Elect Matthew Cohen	Against
		Elect François Auque	Against
		Elect Mary Yang	Against
		Equity Grant of Executive Chair	Against
		Amend Indemnification Terms of Officers	For
		Amendments to Articles	For
		Appointment of Auditor and Authority to Set Fees	Against
Daifuku Co. Ltd.	JP	Amendments to Articles	For
		Elect Hiroshi Geshiro	Against
		Elect Seiji Sato	Against
		Elect Hiroshi Nobuta	Against
		Elect Hideaki Takubo	Against
		Elect Tomoaki Terai	Against
		Elect Yoshiaki Ozawa	Against
		Elect Mineo Sakai	Against
		Elect Kaku Kato	Against
		Elect Keiko Kaneko	For
		Elect Gideon Franklin	Against
		Elect Eiko Hakoda as Statutory Auditor	For
Dai-Ichi Life Holdings Inc.	JP	Allocation of Profits/Dividends	For
		Elect Seiji Inagaki	Against
		Elect Tetsuya Kikuta	Against
		Elect Hitoshi Yamaguchi	Against
		Elect Hidehiko Sogano	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dai-Ichi Life Holdings Inc.	JP	Elect Toshiaki Sumino	Against
		Elect Takako Kitahori @ Takako Koga	For
		Elect Yuriko Inoue	For
		Elect Yasushi Shingai	Against
		Elect Bruce Miller	Against
		Elect Ichiro Ishii	Against
		Elect Takahiro Shibagaki	Against
		Elect Kenji Yamakoshi	Against
		Elect Rieko Sato @ Rieko Kamata	For
		Elect Koichi Masuda	Against
		Elect Satoshi Nagase	Against
		Elect Katsura Sakurada as Alternate Audit Committee Director	For
Daiichi Sankyo Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Sunao Manabe	Against
		Elect Hiroyuki Okuzawa	Against
		Elect Shoji Hirashima	Against
		Elect Takashi Fukuoka	Against
		Elect Kazuaki Kama	Against
		Elect Sawako Nohara	For
		Elect Yasuhiro Komatsu	Against
		Elect Takaaki Nishii	Against
		Elect Takashi Matsumoto	Against
		Elect Yo Honma	Against
Daikin Industries Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Masanori Togawa	Against
		Elect Naofumi Takenaka	Against
		Elect Tatsuo Kawada	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Daikin Industries Ltd.	JP	Elect Akiji Makino	Against
		Elect Shingo Torii	Against
		Elect Yuko Arai	For
		Elect Takashi Matsuzaki	Against
		Elect Kanwal Jeet Jawa	Against
		Elect Koichi Takahashi	Against
		Elect Keiko Mori	For
		Elect Fumi Takatsuki as Statutory Auditor	For
		Elect Ichiro Ono as Alternate Statutory Auditor	For
		Special Merit Award for Noriyuki Inoue	Against
Daimler Truck Holding AG	DE	Presentation of the adopted annual financial statements of Daimler Truck Holding AG, the approved consolidated financial statements, the combined management report for Daimler Truck Holding AG and the group and the report of the Supervisory Board for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Martin Daum	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jochen Goetz	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Karl Deppen	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Andreas Gorbach	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jürgen Hartwig	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: John O'Leary	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Karin Rådström	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Stephan Unger	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Joe Kaeser	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Michael Brecht	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Michael Brosnan	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Bruno Buschbacher	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Raymond Curry	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jacques Esculier	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Akihiro Eto	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Daimler Truck Holding AG	DE	Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Laura Ipsen	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Renata Jungo Brüngger	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Carmen Klitzsch-Müller	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jörg Köhlinger	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: John Krafcik	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jörg Lorz	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Andrea Reith	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Martin H. Richenhagen	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Andrea Seidel	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Shintaro Suzuki	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Marie Wieck	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Harald Wilhelm	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Roman Zitzelsberger	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Thomas Zwick	For
		Resolution on the appointment of the auditor and Group auditor	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	For
		Resolution on the authorisation to acquire and use treasury shares, and exclude subscription and tender rights, and to cancel acquired treasury shares, and repeal of the corresponding existing authorisation	Against
		Resolution on authorisation to use derivatives in the context of acquiring treasury shares and on the exclusion of subscription and tender rights	Against
Daiwa House Industry Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Keiichi Yoshii	Against
		Elect Takeshi Kosokabe	Against
		Elect Yoshiyuki Murata	Against
		Elect Keisuke Shimonishi	Against
		Elect Hirotsugu Otomo	Against
		Elect Kazuhito Dekura	Against
		Elect Yoshinori Ariyoshi	Against
		Elect Toshiya Nagase	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Daiwa House Industry Co. Ltd.	JP	Elect Yukinori Kuwano	Against
		Elect Miwa Seki	For
		Elect Kazuhiro Yoshizawa	Against
		Elect Yujiro Ito	Against
		Elect Toshikazu Nambu	Against
		Elect Tomomi Fukumoto	For
		Elect Akihisa Watanabe as Statutory Auditor	For
		Bonus	Against
		Setting Amount of Directors' Bonus	Against
Dampskibsselskabet Norden A/S	DK	Amendments to Articles	For
		Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Klaus Nyborg	Abstain
		Elect Johanne Riegels Østergård	Abstain
		Elect Karsten Knudsen	Abstain
		Elect Robert Hvide Macleod	For
		Elect Vibeke Bak Solok	For
		Elect Ian McIntosh	For
		Appointment of Auditor	For
		Remuneration Report	Against
		Authority to Repurchase Shares	Against
		Amendments to Articles	For
		Remuneration Policy	Against
		Directors' Fees	For
Dana Gas	AE	Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dana Gas	AE	Directors' Fees	Against
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Ratify Appointment of Ahmed Abdulhamid Al Ahmadi	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Amendments to Article 20 (Board Composition)	Against
		Election of Directors	Against
Danaher Corporation	US	Elect Rainer M. Blair	Against
		Elect Feroz Dewan	For
		Elect Linda P. Hefner Filler	Against
		Elect Teri L. List	Against
		Elect Jessica L. Mega	For
		Elect Mitchell P. Rales	Against
		Elect Steven M. Rales	Against
		Elect Pardis C. Sabeti	Against
		Elect A. Shane Sanders	For
		Elect John T. Schwieters	Against
		Elect Alan G. Spoon	Against
		Elect Raymond C. Stevens	For
		Elect Elias A. Zerhouni	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
		Shareholder Proposal Regarding Diversity and Inclusion Report	For
Danone S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Elect Gilbert Ghostine	For
		Elect Lise Kingo	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Antoine Saint-Affrique, CEO	Against
		2023 Remuneration of Gilles Schnepp, Chair	For
		2024 Remuneration Policy (Executives)	Against
		2024 Remuneration Policy (Chair)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Danone S.A.	FR	2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Stock Purchase Plan for Overseas Employees	For
		Amendment to Articles Regarding the Removal of Voting Rights Cap	For
		Authorisation of Legal Formalities	For
Darden Restaurants Inc.	US	Elect Margaret Shân Atkins	Withhold
		Elect Ricardo Cardenas	Withhold
		Elect Juliana L. Chugg	Withhold
		Elect James P. Fogarty	Withhold
		Elect Cynthia T. Jamison	Withhold
		Elect Nana Mensah	Withhold
		Elect William S. Simon	Withhold
		Elect Charles M. Sonsteby	Withhold
		Elect Timothy J. Wilmott	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2015 Omnibus Incentive Plan	For
		Shareholder Proposal Regarding Disclosure of Broiler Chicken Key Welfare Indicators	Not voted
		Shareholder Proposal Regarding Gestation Crates	For
		Shareholder Proposal Regarding Policy on Use of Medically Important Antimicrobials in the Supply Chain	For
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
Darling Ingredients Inc.	US	Elect Randall C. Stuewe	Against
		Elect Charles Adair	For
		Elect Beth Albright	For
		Elect Larry A. Barden	For
		Elect Celeste A. Clark	For
		Elect Linda A. Goodspeed	For
		Elect Enderson Guimaraes	For
		Elect Gary W. Mize	For

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Name of security	Country	Agenda items	Voting
Darling Ingredients Inc.	US	Elect Michael Rescoe	For
		Elect Kurt Stoffel	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles Regarding Officer Exculpation	Against
		Technical Amendments to Charter	For
Dassault Systemes SE	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (PwC)	Against
		2024 Remuneration Policy (Corporate officers)	Against
		2023 Remuneration of Charles Edelstenne, Former Chair (until January 8, 2023)	For
		2023 Remuneration of Bernard Charlès, Chair and CEO	Against
		2023 Remuneration of Pascal Daloz, Deputy CEO	Against
		2023 Remuneration Report	Against
		Elect Groupe Industriel Marcel Dassault SAS (Marie-Hélène Habert-Dassault)	Against
		Elect Laurence Daures	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Decide on Mergers by Absorption	Against
		Authority to Increase Capital in Case of Mergers by Absorption	Against
		Authority to Decide on Spin-Offs	Against
		Authority to Increase Capital in Case of Spin-offs	Against
		Authority to Decide on Partial Transfer of Assets	Against
		Authority to Increase Capital in Case of Partial Transfer of Assets	Against

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Name of security	Country	Agenda items	Voting
Dassault Systemes SE	FR	Authorisation of Legal Formalities	For
Datadog Inc.	US	Elect Alexis Lê-Quôc	Withhold
		Elect Michael Callahan	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Datalogic S.P.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Board Size	For
		Board Term Length	For
		List presented by Hydra S.p.A.	Not voted
		List presented by Group of Institutional Investors representing 2.65% Share Capital	For
		Elect Romano Volta as Chair of Board	For
		Directors' Fees	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
		Amendments to Articles	For
		Directors' liability action	For
DATA MODUL AG	DE	Presentation of the adopted annual financial statements of Data Modul AG and the approved consolidated financial statements as well as the management report for Data Modul AG and the group including the Management Board's explanatory reports on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB) and the key features of the internal control and risk management system with regard to the accounting process, the Management Board's proposal for the appropriation of net income and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the member of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year	Against
		Resolution on the approval of the remuneration report	Against
Davide Campari-Milano NV	NL	Opening	Not voted
		Presentation of Board Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For

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Name of security	Country	Agenda items	Voting
Davide Campari-Milano NV	NL	Ratification of Executive Directors Acts	For
		Ratification of Non-Executives' Acts	Against
		Elect Matteo Fantacchiotti to the Board of Directors	Against
		Elect Robert Kunze-Concewitz to the Board of Directors	Against
		Remuneration Policy	Against
		Approval of the Long-Term Incentive Plan (Leadership Members)	For
		Approval of the Long-Term Incentive Plan (Selected Beneficiaries)	For
		Approval of the CFOO Last Mile Incentive plan	Against
		Authority to Repurchase Shares	Against
		Closing of Meeting	Not voted
Deckers Outdoor Corporation	US	Elect Michael F. Devine, III	Against
		Elect David A. Burwick	For
		Elect Stefano Caroti	Against
		Elect Nelson C. Chan	Against
		Elect Cynthia L. Davis	For
		Elect Juan R. Figuereo	For
		Elect Maha S. Ibrahim	For
		Elect Victor Luis	For
		Elect David Powers	Against
		Elect Lauri M. Shanahan	Against
		Elect Bonita C. Stewart	Against
		Ratification of Auditor	Against

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Name of security	Country	Agenda items	Voting
Deckers Outdoor Corporation	US	Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Employee Stock Purchase Plan	For
		Approval of the 2024 Stock Incentive Plan	For
		Stock Split	For
Deere & Co.	US	Elect Leanne G. Caret	For
		Elect Tamra A. Erwin	For
		Elect Alan C. Heuberger	For
		Elect L. Neil Hunn	For
		Elect Michael O. Johanns	For
		Elect Clayton M. Jones	Against
		Elect John C. May	Against
		Elect Gregory R. Page	Against
		Elect Sherry M. Smith	Against
		Elect Dmitri L. Stockton	For
		Elect Sheila G. Talton	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Sustainability Congruency Report	Against
		Shareholder Proposal Regarding Civil Rights Audit	Against
		Shareholder Proposal Regarding Severance Approval Policy	For
Dell Technologies Inc.	US	Elect Michael Dell	Withhold
		Elect David W. Dorman	Withhold
		Elect Egon P. Durban	Withhold
		Elect David J. Grain	Withhold
		Elect William D. Green	Withhold
		Elect Steven M. Mollenkopf	Withhold
		Elect Lynn M. Vojvodich Radakovich	For
		Elect Ellen J. Kullman	Withhold

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Name of security	Country	Agenda items	Voting
Dell Technologies Inc.	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Charitable Contributions Disclosure	Against
		Shareholder Proposal Regarding Diversity and Inclusion Report	For
De' Longhi S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024-2026 Performance Shares Plan	Against
		Authority to Repurchase and Reissue Shares	For
		Amendments to Articles	Against
		Authority to Issue Shares to Service 2024-2026 Performance Shares Plan	Against
		Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For
Delta Electronics Inc.	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Amendments to the Company's Operating Procedures of Acquisition or Disposal of Assets, Operating Procedures of Fund Lending, and Operating Procedures of Endorsement and Guarantee	For
		Elect Yancey HAI	Against
		Elect Bruce C.H. CHENG	Against
		Elect CHENG Ping	For
		Elect Mark KO	Against
		Elect Simon CHANG	For
		Elect Victor CHENG	Against
		Elect GUO Shan-Shan	For
		Elect Audrey TSENG	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Delta Electronics Inc.	TW	Elect LU Shyue-Ching	For
		Elect Jack J.T. HUANG	For
		Elect Rose TSOU	For
		Elect Doris HSU	Against
		Release from Non-competition Restrictions on the Company's Directors	For
		Extraordinary Motions	Against
Demant AS	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Directors' Fees	For
		Elect Niels Bjørn Christiansen	Abstain
		Elect Niels Jacobsen	Abstain
		Elect Sisse Fjelsted Rasmussen	Abstain
		Elect Kristian Villumsen	Abstain
		Appointment of Auditor	For
		Amendments to Articles (Director Age Limit)	Against
		Cancellation of Shares	For
		Authority to Repurchase Shares	For
		Authorization of Legal Formalities	For
DEME Group NV	BE	Presentation of Board Report	Not voted
		Presentation of Consolidated Board Report	Not voted
		Presentation of Auditor's Reports	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Ratification of Luc Bertrand's Acts	Against
		Ratification of John-Eric Bertrand's Acts	Against
		Ratification of Luc Vandenbulcke's Acts	Against
		Ratification of Tom Bamelis' Acts	Against
		Ratification of Piet Dejonghe's Acts	Against
		Ratification of Koen Janssen's Acts	Against
		Ratification of Christian Labeyrie's Acts	Against
		Ratification of Leen Geirnaerdt's Acts	Against
		Ratification of Kerstin Konradsson's Acts	Against
		Ratification of Karena Cancilleri's Acts	Against
		Ratification of Auditor's Acts	For
		Elect Marieke A.H. Schöningh to the Board of Directors	For
		Elect Gaëlle Hotellier to the Board of Directors	For
		Appointment of Auditor for Sustainability Reporting; Authority to Set Fees	For
		Remuneration Report	Against
Derichebourg S.A.	FR	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	Against
		Consolidated Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Derichebourg S.A.	FR	Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2024 Remuneration Policy (Chair)	Against
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Deputy CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Daniel Derichebourg, Chair (Since April 18, 2023)	For
		2023 Remuneration of Abderrahmane El Aoufir, CEO (Since April 18, 2023)	Against
		2023 Remuneration of Thomas Derichebourg, Deputy CEO (Since April 18, 2023)	Against
		Elect CFER (Catherine Ottaway)	Against
		Appointment of Auditor (BM&A)	For
		Non-Renewal of Alternate Auditor (Pascal de Rocquigny du Fayel)	For
		2024 Directors' Fees	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Global Ceiling on Capital Increases and Debt Issuances	Against
		Employee Stock Purchase Plan	For
		Authorisation of Legal Formalities	For
Deutsche Bank AG	DE	Presentation of the approved annual financial statements and the management report for the 2023 financial year, the approved consolidated financial statements and the group management report for the 2023 financial year and the Supervisory Board report	Not voted
		Appropriation of 2023 net income	For
		Discharge of the Management Board members for the 2023 financial year: Christian Sewing (Chairman of the Management Board)	Against
		Discharge of the Management Board members for the 2023 financial year: James von Moltke (Deputy Chairman of the Board of Directors)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Deutsche Bank AG	DE	Discharge of the Management Board members for the 2023 financial year: Karl von Rohr	Against
		Discharge of the Management Board members for the 2023 financial year: Fabrizio Campelli	Against
		Discharge of the Management Board members for the 2023 financial year: Bernd Leukert	Against
		Discharge of the Management Board members for the 2023 financial year: Alexander von zur Mühlen	Against
		Discharge of the Management Board members for the 2023 financial year: Christiana Riley	Against
		Discharge of the Management Board members for the 2023 financial year: Claudio de Sanctis	Against
		Discharge of the Management Board members for the 2023 financial year: Rebecca Short	Against
		Discharge of the Management Board members for the 2023 financial year: Stefan Simon	Against
		Discharge of the Management Board members for the 2023 financial year: Olivier Vigneron	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Alexander Wynaendts (Chairman of the Supervisory Board)	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Detlef Polaschek (Deputy Chairman of the Supervisory Board until 17 May 2023)	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Frank Schulze (Deputy Chairman of the Supervisory Board since 17 May 2023)	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Norbert Winkeljohann (Deputy Chairman of the Supervisory Board)	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Susanne Bleidt	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Ludwig Blomeyer-Bartenstein	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Mayree Clark	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Jan Duscheck	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Manja Eifert	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Claudia Fieber	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Sigmar Gabriel	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Timo Heider	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Martina Klee	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Birgit Laumen	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Gabriele Platscher	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Bernd Rose	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Gerlinde M. Siebert	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Yngve Slyngstad	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Stephan Szukalski	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Deutsche Bank AG	DE	Discharge of the Supervisory Board members for the 2023 financial year: John Alexander Thain	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Jürgen Tögel	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Michele Trogni	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Dagmar Valcárcel	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Stefan Viertel	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Theodor Weimer	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Frank Werneke	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Frank Witter	Against
		Election of the auditor for the 2024 financial year, interim financial statements	For
		Election of the 2024 sustainability reporting auditor	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Resolution on the approval of the remuneration system for the Management Board members	For
		Authorisation to acquire treasury shares pursuant to section 71(1)(8) of the German Stock Corporation Act (AktG) and to use them with the possible exclusion of subscription rights	For
		Authorisation to use derivatives as part of the acquisition of treasury shares pursuant to section 71(1)(8) of the German Stock Corporation Act (AktG)	For
Deutsche Wohnen SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for Deutsche Wohnen SE and the group as at 31 December 2023, and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year by Deutsche Wohnen SE	For
		Discharge of the members of the Management Board for the 2023 financial year:	Against
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements as well as the auditor for the audit review of the half-year report and any interim financial reports up to and including for the first quarter of the 2025 financial year	For
		Approval of the remuneration report for the 2023 financial year	Against
		Approval of the remuneration system for the Management Board members	Against
		Election of members of the Supervisory Board: Fabian Heß	Against
		Election of members of the Supervisory Board: Simone Schumacher	For
		Election of members of the Supervisory Board: Florian Stetter	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
DEUTZ AG	DE	Presentation of the adopted annual financial statements of DEUTZ AG, the approved consolidated financial statements and the combined management report for DEUTZ AG and the group for the 2023 financial year, the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report on the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year	For
		Discharge of the Management Board for the 2023 financial year	For
		Discharge of the Supervisory Board for the 2023 financial year	For
		Appointment of the auditor for the 2024 financial year	For
		Resolution on an amendment to Section 9(2) and (5) of the Articles of Association regarding the term of office of Supervisory Board members	For
		Resolution on an amendment to Section 16(1) of the Articles of Association regarding the location of the general meeting	For
		Resolution on an amendment to Section 17 of the Articles of Association concerning participation in the general meeting and the exercise of voting rights	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of the remuneration system for the Management Board members	For
DexCom Inc.	US	Elect Kevin Sayer	Against
		Elect Steven R. Altman	For
		Elect Nicholas Augustinos	Against
		Elect Richard A. Collins	For
		Elect Karen M. Dahut	For
		Elect Rimma Driscoll	For
		Elect Mark G. Foletta	Against
		Elect Bridgette P. Heller	For
		Elect Kyle Malady	For
		Elect Eric J. Topol	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Political Contributions and Expenditures Report	For
Diageo Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Julie Brown	For
		Elect Nik Jhangiani	For
		Elect Melissa Bethell	For
		Elect Karen Blackett	For
		Elect Valérie Chapoulaud-Floquet	For
		Elect Debra A. Crew	For
		Elect Javier Ferrán	For
		Elect Susan Kilsby	For
		Elect Sir John A. Manzoni	For
		Elect Ireena Vittal	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Diageo Plc.	GB	Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Dick's Sporting Goods Inc.	US	Elect Mark J. Barrenechea	Withhold
		Elect Emanuel Chirico	Withhold
		Elect William J. Colombo	Withhold
		Elect Robert W. Eddy	Withhold
		Elect Anne Fink	Withhold
		Elect Larry Fitzgerald, Jr.	Withhold
		Elect Lauren R. Hobart	Withhold
		Elect Sandeep Lakhmi Mathrani	Withhold
		Elect Desiree Ralls-Morrison	For
		Elect Lawrence J. Schorr	Withhold
		Elect Edward W. Stack	Withhold
		Elect Larry D. Stone	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding EEO-1 Reporting	For
		Shareholder Proposal Regarding Removal of Business Judgment Rule	Against
DigitalBridge Group Inc.	US	Elect James Keith Brown	For
		Elect Nancy A. Curtin	Against
		Elect Jeannie H. Diefenderfer	For
		Elect Jon A. Fosheim	For
		Elect Marc C. Ganzi	For
		Elect Gregory J. McCray	For
		Elect Shaka Rasheed	For
		Elect Dale Anne Reiss	For
		Elect David M. Tolley	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
DigitalBridge Group Inc.	US	Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Omnibus Stock Incentive Plan	For
		Ratification of Auditor	Against
Digital Realty Trust Inc.	US	Elect VeraLinn Jamieson	For
		Elect Kevin J. Kennedy	Against
		Elect William G. LaPerch	For
		Elect Jean F.H.P. Mandeville	For
		Elect Afshin Mohebbi	For
		Elect Mark R. Patterson	For
		Elect Mary Hogan Preusse	For
		Elect Andrew P. Power	For
		Elect Susan Swanezy	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Dino Polska S.A.	PL	Opening of Meeting	For
		Election of Presiding Chair	For
		Compliance with Rules of Convocation	For
		Agenda	For
		Compliance with Rules of Convocation	For
		Agenda	For
		Presentation of Management Board Activity Report	For
		Changes to Supervisory Board Composition	Against
		Presentation of Financial Statements	For
		Presentation of Financial Statements (Consolidated)	For
		Supervisory Board Member's Fees	For
		Presentation of Allocation of Profits Proposal	For
		Closing of Meeting	For
		Presentation of Supervisory Board Activity Report	For
		Presentation of Supervisory Board Report (Company'sActivity; Financial Statements; Allocation of Profits)	For
		Supervisory Board Report on its Activities	For
		Presentation of Motion to Approve Management BoardReport	For
		Presentation of Motion to Approve Financial Statements	For
		Presentation of Motion to Approve Financial Statements (Consolidated)	For
		Presentation of Motion to Approve Allocation of Profits	For
		Presentation of Motion to Ratify Management and Supervisory BoardActs	For
		Management Board Report	For
		Financial Statements	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dino Polska S.A.	PL	Financial Statements (Consolidated)	For
		Allocation of Dividends	For
		Ratify Michal Krauze	For
		Ratify Izabela Biadala	For
		Ratify Piotr Scigala	For
		Ratify Tomasz Biernacki	Against
		Ratify Maciej Polanowski	Against
		Ratify Eryk Bajer	Against
		Ratify Piotr Nowjalis	Against
		Ratify Slawomir Jakszuk	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Board Size	For
		Elect Maciej Polanowski	Against
		Elect Eryk Bajer	Against
		Elect Slawomir Jakszuk	Against
		Elect Piotr Borowski	Against
		Supervisory Board Fees (Maciej Polanowski)	Against
		Supervisory Board Fees (Eryk Bajer)	Against
		Supervisory Board Fees (Slawomir Jakszuk)	Against
		Supervisory Board Fees (Piotr Borowski)	Against
		Supervisory Board Fees (Vice Chair)	Against
		Supervisory Board Fees (Audit Committee Member)	Against
		Closing of Meeting	For
Direct Line Insurance Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect David Neave	For
		Elect Adam Winslow	For
		Elect Carol Hagh	For
		Elect Tracy Corrigan	Against
		Elect Danuta Gray	For
		Elect Mark Gregory	For
		Elect Adrian Joseph	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Direct Line Insurance Group Plc.	GB	Elect Mark Lewis	For
		Elect Neil Manser	For
		Elect Fiona McBain	For
		Elect Gregor Stewart	For
		Elect Richard C. Ward	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authority to Issue Restricted Tier 1 Capital Instruments w/ Preemptive Rights	Against
		Authority to Issue Restricted Tier 1 Capital Instruments w/o Preemptive Rights	Against
Disco Corporation	JP	Allocation of Profits/Dividends	For
		Elect Kazuma Sekiya	Against
		Elect Noboru Yoshinaga	For
		Elect Takao Tamura	For
		Elect Ichiro Inasaki	Against
		Elect Shinichi Tamura	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Disco Corporation	JP	Elect Yusei Yamaguchi	For
		Elect Kazuyoshi Tokimaru	For
		Elect Noriko Oki	For
		Elect Akiko Matsuo	For
		Elect Etsuko Kobayashi @ Etsuko Masamune	For
		Elect Miki Mogi	For
Discover Financial Services	US	Elect Candace H. Duncan	Against
		Elect Joseph F. Eazor	For
		Elect Kathy L. Lonowski	For
		Elect Thomas G. Maheras	Against
		Elect Daniela O'Leary-Gill	For
		Elect John B. Owen	For
		Elect David L. Rawlinson II	Against
		Elect Michael G. Rhodes	Not voted
		Elect J. Michael Shepherd	For
		Elect Beverley A. Sibblies	For
		Elect Jennifer L. Wong	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
DMG MORI AG	DE	Presentation of the adopted annual financial statements of DMG MORI AKTIENGESELLSCHAFT and the approved consolidated financial statements as at 31 December 2023 with the management reports for DMG MORI AKTIENGESELLSCHAFT and the Group, the Management Board's explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB) and Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the discharge of members of the Management Board	Against
		Resolution on the discharge of members of the Supervisory Board	Against
		Amendment to the Articles of Association to cancel the existing authorised capital and create a new one	Against
		Resolution on the approval of the remuneration system for the Management Board members	Against
		Resolution on the approval of the remuneration report	Against
		Resolution on the election of the auditor of the financial statements	Against
		Resolution on the election of the auditor of the Sustainability Report	Against
DNB Bank ASA	NO	Opening of Meeting; Election of Presiding Chair	For
		Notice of Meeting; Agenda	For
		Minutes	For
		Accounts and Reports; Allocation of Profits and Dividends	For
		Cancellation of Shares	For
		Authority to Repurchase Shares (Cancellation)	Against
		Authority to Repurchase Shares (Hedging)	Against
		Authority to Issue Debt Instruments	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Corporate Governance Report	For
		Election of Directors	For
		Election of Nomination Committee Members	For
		Directors' and Nomination Committee Fees	For
		Authority to Set Auditor's Fees	For
		Shareholder Proposal Regarding Share Program, Monthly Payouts, Wind and EV Investments, and Bitcoin Use	Against
Do & Co AG	AT	Presentation of the annual financial statements including the management report and corporate governance report, the consolidated financial statements including the group management report, the proposal for the appropriation of income, and the report submitted by the Supervisory Board for the 2023/2024 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of Management Board members for the 2023/2024 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023/2024 financial year	Against
		Resolution on the remuneration of the Supervisory Board for the 2023/2024 financial year	Against
		Election of the auditor and Group auditor and the auditor of the sustainability report for the 2024/ 2025 financial year	Against
		Election of a person to the Supervisory Board: Daniela Neuberger	Against
		Resolution on the remuneration report	Against
		Resolution on the remuneration policy	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dollarama Inc.	CA	Elect Joshua Bekenstein	Against
		Elect Gregory David	Against
		Elect Elisa D. Garcia	Against
		Elect Stephen K. Gunn	Against
		Elect Kristin Mugford	Against
		Elect Nicholas Nomicos	Against
		Elect Neil Rossy	Against
		Elect Samira Sakhia	Against
		Elect Thecla Sweeney	Against
		Elect Huw Thomas	Against
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Dollar General Corporation	US	Elect Warren F. Bryant	Against
		Elect Michael M. Calbert	Against
		Elect Ana M. Chadwick	Against
		Elect Patricia D. Fili-Krushel	Against
		Elect Timothy I. McGuire	Against
		Elect David P. Rowland	Against
		Elect Debra A. Sandler	Against
		Elect Ralph E. Santana	Against
		Elect Todd J. Vasos	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Amendment to Clawback Policy	Against
Dometic Group AB	SE	Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dometic Group AB	SE	Allocation of Profits/Dividends	For
		Ratify Fredrik Cappelen	Against
		Ratify Erik Olsson	Against
		Ratify Heléne Vibbleus	Against
		Ratify Jacqueline Hoogerbrugge	Against
		Ratify Magnus Yngen	Against
		Ratify Patrik Frisk	Against
		Ratify Mengmeng Du	Against
		Ratify Peter Sjölander	Against
		Ratify Rainer E. Schmückle	Against
		Ratify Juan Vargues	For
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Fredrik Cappelen	Against
		Elect Erik Olsson	For
		Elect Heléne Vibbléus	For
		Elect Jacqueline Hoogerbrugge	For
		Elect Mengmeng Du	For
		Elect Peter Sjölander	For
		Elect Rainer Schmückle	Against
		Elect Patrik Frisk	For
		Election of Fredrik Cappelen as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Dominion Energy Inc.	US	Elect James A. Bennett	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dominion Energy Inc.	US	Elect Robert M. Blue	Against
		Elect Paul Dabbar	For
		Elect D. Maybank Hagood	For
		Elect Mark J. Kington	Against
		Elect Kristin G. Lovejoy	For
		Elect Joseph M. Rigby	For
		Elect Pamela J. Royal	For
		Elect Robert H. Spilman, Jr.	Against
		Elect Susan N. Story	For
		Elect Vanessa L. Allen Sutherland	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Approval of the 2024 Incentive Compensation Plan	For
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Becoming a Public Benefit Corporation	Against
Doosan Bobcat Inc.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect CHO Duk Je	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: LEE Doo Hee	Against
		Directors' Fees	For
DoubleVerify Holdings Inc.	US	Elect Sundeep Jain	For
		Elect Kelli Turner	For
		Elect Scott W. Wagner	Withhold
		Elect Mark Zagorski	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Dow Inc.	US	Elect Samuel R. Allen	For
		Elect Gaurdie E. Banister Jr.	For
		Elect Wesley G. Bush	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dow Inc.	US	Elect Richard K. Davis	For
		Elect Jerri L. DeVard	For
		Elect Debra L. Dial	For
		Elect Jeff M. Fettig	Against
		Elect James R. Fitterling	Against
		Elect Jacqueline C. Hinman	For
		Elect Luis Alberto Moreno	For
		Elect Jill S. Wyant	For
		Elect Daniel W. Yohannes	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Right to Act by Written Consent	Against
		Shareholder Proposal Regarding Virgin Plastic Demand	For
D.R.Horton Inc.	US	Elect Donald R. Horton	Against
		Elect Barbara K. Allen	Against
		Elect Brad S. Anderson	Against
		Elect David V. Auld	Against
		Elect Michael R. Buchanan	Against
		Elect Benjamin S. Carson, Sr.	Against
		Elect Maribess L. Miller	For
		Elect Paul J. Romanowski	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Against
		Approval of the 2024 Stock Incentive Plan	For
		Ratification of Auditor	For
DSM-Firmenich AG	CH	Approval of the Management Report, consolidated financial statements and stand-alone financial statements of DSM-Firmenich AG	For
		Approval of the Sustainability Report 2023	For
		Discharge of the members of the Board of Directors and Executive Committee	Against
		Appropriation of available earnings and dividend / distribution of capital contribution reserves	For
		Re-Elections to the Board of Directors: Thomas Leysen (as member and Chairman)	Against
		Re-Elections to the Board of Directors: Patrick Firmenich	For
		Re-Elections to the Board of Directors: Sze Cotte-Tan	For
		Re-Elections to the Board of Directors: Antoine Firmenich	Against
		Re-Elections to the Board of Directors: Erica Mann	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
DSM-Firmenich AG	CH	Re-Elections to the Board of Directors: Carla Mahieu	For
		Re-Elections to the Board of Directors: Frits van Paasschen	Against
		Re-Elections to the Board of Directors: André Pometta	For
		Re-Elections to the Board of Directors: John Ramsay	For
		Re-Elections to the Board of Directors: Richard Ridinger	Against
		Re-Elections to the Board of Directors: Corien Wortmann	For
		Re-Elections to the Remuneration Committee: Carla Mahieu	For
		Re-Elections to the Remuneration Committee: Thomas Leysen	Against
		Re-Elections to the Remuneration Committee: Frits van Paasschen	Against
		Re-Elections to the Remuneration Committee: André Pometta	For
		Remuneration of the Board of Directors	For
		Remuneration of the Executive Committee	Against
		Consultative vote on the Remuneration Report 2023	Against
		Re-Election of the auditors for 2024	For
		Re-Election of the Independent Proxy	For
		Ad hoc	Against
DSV A/S	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Directors' Fees	For
		Remuneration Report	Against
		Elect Thomas Plenborg	For
		Elect Jørgen Møller	For
		Elect Marie-Louise Aamund	For
		Elect Beat Walti	For
		Elect Niels Smedegaard	For
		Elect Tarek Sultan Al-Essa	For
		Elect Benedikte Leroy	For
		Elect Helle Østergaard Kristiansen	For
		Appointment of Auditor	Abstain
		Authority to Reduce Share Capital	For
		Authority to Repurchase Shares	Against
		Indemnification of Directors	For
		Amendments to Articles	For
		Shareholder Proposal Regarding Reporting on Human Rights	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dte. Börse AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements and the combined management report for Deutsche Börse Aktiengesellschaft and the group as at 31 December 2023, the Supervisory Board report, the proposal on the appropriation of net income and the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	For
		Resolution on the cancellation of Conditional Capital 2019, on granting a new authorisation to issue convertible/warrant bonds, on excluding subscription rights and on the creation of new conditional capital and the corresponding amendment to the Articles of Association	Against
		Resolution on the granting of a new authorisation to acquire and use treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG) and to exclude subscription and tender rights	Against
		Resolution on the authorisation to use derivatives in connection with the acquisition of treasury shares in accordance with Section 71(1)(8) AktG and to exclude subscription and tender rights	Against
		Resolution on new elections to the Supervisory Board: Andreas Gottschling	For
		Resolution on new elections to the Supervisory Board: Martin Jetter	For
		Resolution on new elections to the Supervisory Board: Shannon Johnston	For
		Resolution on new elections to the Supervisory Board: Sigrid Kozmiensky	For
		Resolution on new elections to the Supervisory Board: Barbara Lambert	For
		Resolution on new elections to the Supervisory Board: Charles Stonehill	For
		Resolution on new elections to the Supervisory Board: Clara-Christina Streit	For
		Resolution on new elections to the Supervisory Board: Chong Lee Tan	For
		Resolution on the remuneration of Supervisory Board members and amendments to the Articles of Association regarding the amount of the remuneration	For
		Resolution on the approval of the remuneration report	For
		Resolution on the election of the auditor and the group auditor for the 2024 financial year and the auditor for the audit review of the condensed financial statements and the interim management report for the first half of the 2024 financial year	For
		Resolution on the election of the auditor of the sustainability reporting and group sustainability report for the 2024 financial year	For
Dte. Lufthansa AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for the Company and the group and the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), in each case for the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year	For
		Discharge of the members of the Management Board for the 2023 financial year:	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	For
		Approval of the remuneration report	Against
		Election of Supervisory Board members: Britta Seeger	For
		Election of Supervisory Board members: Sara Hennicken	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dte. Lufthansa AG	DE	Election of Supervisory Board members: Thomas Enders	For
		Election of Supervisory Board members: Harald Krüger	For
		Cancellation of the previously Authorised Capital A, creation of a new Authorised Capital A with the option of excluding shareholders' subscription rights and the corresponding amendment to the Articles of Association	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and of the auditor for any audit review of the half-year report for the first half of the 2024 financial year and other financial information during the year	For
Dte. Pfandbriefbank AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as well as the combined management report for Deutsche Pfandbriefbank AG and the Deutsche Pfandbriefbank AG Group for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Discharge of the members of the Management Board	For
		Discharge of the members of the Supervisory Board	For
		Election to the Supervisory Board: Karim Bohn	For
		Appointment of the auditor of the annual financial statements, the auditor of the consolidated financial statements and the auditor for any audit review of financial information during the year	For
		Approval of the remuneration report	Against
		Amendment to the Articles of Association to adapt to the Future Financing Act	For
		Amendment to the Articles of Association regarding the location of the general meeting at virtual general meetings	For
		Approval of the profit transfer and control agreement between the company and pbb Beteiligungs GmbH	For
Dte. Post AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report for the company and the group together with the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board	For
		Discharge of the members of the Supervisory Board	For
		Election of the auditor and the auditor of the sustainability report	For
		Election to the Supervisory Board: Ann-Kristin Achleitner	For
		Election to the Supervisory Board: Hans-Ulrich Engel	For
		Election to the Supervisory Board: Heinrich Hiesinger	For
		Approval of the remuneration report	For
Dte. Telekom AG	DE	Submissions to the General Meeting in accordance with Section 176(1)(1) of the German Stock Corporation Act (AktG)	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dte. Telekom AG	DE	Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the appointment of an auditor and Group auditor:	For
		Election to the Supervisory Board: Lars Hinrichs	For
		Election to the Supervisory Board: Karl-Heinz Streibich	Against
		Resolution on the granting of a new authorisation to issue option bonds, bonds with warrants, participation rights and/or income bonds (or combinations of these instruments) with the option to exclude subscription rights, the cancellation of Conditional Capital 2018, and the creation of Conditional Capital 2024	Against
		Resolution on the amendment to Section 13 of the Articles of Association and the remuneration paid to the Supervisory Board	For
		Resolution on the approval of the remuneration report	Against
Dubai Investments PJSC	AE	Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Board Transactions	For
		Appointment of Auditor and Authority to Set Fees	Against
		Charitable Donatons	For
Dubai Islamic Bank	AE	Directors' Report	For
		Auditor's Report	For
		Sharia Supervisory Committee Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dubai Islamic Bank	AE	Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Election of Sharia Supervisory Committee	Against
		Appointment of Auditor and Authority to Set Fees	For
		Appoint Shareholder Representatives	For
		Authority to Issue Senior Sukuk and/or Other Instruments	For
		Authority to Issue Tier 2 Sukuk	For
		Authority to Issue Additional Tier 1 Sukuk	For
		Amendments to Article 42 (Shareholders' Meetings Invitation)	For
		Authorisation of Legal Formalities	For
Duke Energy Corporation	US	Elect Derrick Burks	For
		Elect Annette K. Clayton	For
		Elect Theodore F. Craver, Jr.	Against
		Elect Robert M. Davis	Against
		Elect Caroline D. Dorsa	For
		Elect W. Roy Dunbar	For
		Elect Nicholas C. Fanandakis	For
		Elect Lynn J. Good	Against
		Elect John T. Herron	For
		Elect Idalene F. Kesner	For
		Elect E. Marie McKee	Against
		Elect Michael J. Pacilio	For
		Elect Thomas E. Skains	For
		Elect William E. Webster, Jr.	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Elimination of Supermajority Requirement	Against
		Shareholder Proposal Regarding Retention of Shares	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Duke Energy Corporation	US	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Against
Dundee Precious Metals Inc. [New]	CA	Elect Nicole Adshead-Bell	Withhold
		Elect Robert M. Bosshard	Withhold
		Elect Jaimie Donovan	Withhold
		Elect R. Peter Gillin	Withhold
		Elect Kalidas V. Madhavpeddi	Withhold
		Elect Juanita Montalvo	Withhold
		Elect David Rae	Withhold
		Elect Marie-Anne Tawil	Withhold
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Dürr AG	DE	Presentation of the adopted annual financial statements of Dürr Aktiengesellschaft, the consolidated financial statements approved by the Supervisory Board and the combined management report of Dürr Aktiengesellschaft and the Dürr Group as well as the Supervisory Board report, in each case for the 2023 financial year, the proposal of the Management Board for the appropriation of net income as well as the explanatory report of the Management Board on the information pursuant to Sections 289a, 315a of the German Commercial Code for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board for the 2023 financial year:	Against
		Discharge of the members of the Supervisory Board for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and, in the case of an audit review, of the auditor for the interim financial reports for the 2024 financial year and the first quarter of the 2025 financial year	For
		Approval of the audited 2023 remuneration report	For
DWS Group GmbH & Co. KGaA	DE	Resolution on the approval of the annual financial statements of DWS Group GmbH & Co. KGaA for the 2023 financial year	For
		Appropriation of 2023 net income	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
DWS Group GmbH & Co. KGaA	DE	Discharge of the general partner for the 2023 financial year	Against
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the statements auditor of the consolidated financial statements and the Group, interim financial statements	For
		Election of the auditor for sustainability reporting	For
		Resolution on the approval of the remuneration report	For
		Election to the Supervisory Board: Oliver Behrens	For
		Cancellation of the authorised capital pursuant to Article 4(4) of the Articles of Association, creation of new authorised capital for the cash capital increase and/or non-cash capital increase (with the option to exclude subscription rights, inter alia, pursuant to Article 186(3)(4) AktG) and a corresponding amendment to the Articles of Association	Against
		Cancellation of the authorised capital pursuant to Article 4(5) of the Articles of Association, creation of new authorised capital for the cash capital increase (with the possibility of excluding subscription rights for fractional amounts) and a corresponding amendment to the Articles of Association	Against
		Cancellation of an existing and creation of a new authorisation to issue profit participation certificates and other hybrid debt instruments that meet the requirements for regulatory recognition as Additional Tier 1 Capital (AT1 Capital)	For
		Resolution on an amendment to Sections 15 (composition of the Joint Committee) and 22 (participation in the general meeting) of the Articles of Association	For
Dynapack International Technology Corporation	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	Against
		Amendments to Procedures for Acquisition and Disposal of Assets	For
		Extraordinary Motions	Against
Dynavox Group AB	SE	Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Dynavox Group AB	SE	Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Carl Bandhold	Against
		Ratify Maarten Barmentlo	Against
		Ratify Henrik Eskilsson	Against
		Ratify Charlotta Falvin	Against
		Ratify Åsa Hedin	Against
		Ratify Caroline Ingre	Against
		Ratify Fredrik Ruben	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Carl Bandhold	For
		Elect Maarten Barmentlo	For
		Elect Henrik Eskilsson	For
		Elect Charlotta Falvin	For
		Elect Caroline Ingre	For
		Elect Gitte Pugholm Aabo	For
		Election of Chair	For
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For
		Remuneration Report	Against
		Adoption of Share-Based Incentives (LTI 2024)	Against
		Approve Equity Swap Agreement	Against
		Adoption of Share-Based Incentives (LTI 2024)	Against

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Name of security	Country	Agenda items	Voting
Dynavox Group AB	SE	Approve Equity Swap Agreement	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendments to Articles	For
East Japan Railway Co.	JP	Allocation of Profits/Dividends	For
		Elect Yuji Fukasawa	Against
		Elect Yoichi Kise	For
		Elect Katsumi Ise	For
		Elect Chiharu Watari	For
		Elect Atsuko Ito	For
		Elect Harumi Nakagawa	For
		Elect Hideji Uchida	For
		Elect Hiroko Kawamoto	For
		Elect Toshio Iwamoto	For
		Elect Yumiko Noda	For
		Elect Hiroshi Ohashi	For
		Elect Tomoko Amaya as Audit Committee Director	For
Easy Software Ag	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements with the combined management report of EASY SOFTWARE AG and EASY Group for the 2023 financial year	Not voted
		Resolution on the discharge of the Management Board members for the 2023 financial year	Against
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
Eaton Corporation Plc.	IE	Elect Craig Arnold	Against
		Elect Silvio Napoli	Against
		Elect Gregory R. Page	Against
		Elect Sandra Pianalto	For
		Elect Robert V. Pragada	For
		Elect Lori J. Ryerkerk	Against

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Name of security	Country	Agenda items	Voting
Eaton Corporation Plc.	IE	Elect Gerald B. Smith	Against
		Elect Dorothy C. Thompson	For
		Elect Darryl L. Wilson	For
		Appointment of Auditor and Authority to Set Fees	Against
		Advisory Vote on Executive Compensation	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
eBay Inc.	US	Elect Adriane M. Brown	For
		Elect Aparna Chennapragda	For
		Elect Logan D. Green	For
		Elect E. Carol Hayles	For
		Elect Jamie Iannone	For
		Elect Shripriya Mahesh	For
		Elect Paul S. Pressler	For
		Elect Zane Rowe	For
		Elect Mohak Shroff	For
		Elect Perry M. Traquina	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Ecoener S.A.	ES	Individual Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Set General Meeting Notice Period at 15 days	Against
		Authorisation of Legal Formalities	For
Ecolab Inc.	US	Elect Judson Althoff	For
		Elect Shari L Ballard	For
		Elect Christophe Beck	Against
		Elect Eric M. Green	Against
		Elect Arthur J. Higgins	For
		Elect Michael Larson	For
		Elect David W. MacLennan	For
		Elect Tracy B. McKibben	For
		Elect Lionel L. Nowell, III	For
		Elect Victoria J. Reich	For
		Elect Suzanne M. Vautrinot	For
		Elect John J. Zillmer	Against
		Advisory Vote on Executive Compensation	Against

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Name of security	Country	Agenda items	Voting
Ecolab Inc.	US	Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	For
Edenred SE	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Elect Dominique D'Hinnin	For
		Ratification of Co-Option of Nathalie Balla	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		2023 Remuneration Report	Against
		2023 Remuneration of Bertrand Dumazy, Chair and CEO	Against
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/oPreemptive Rights and to Increase Capital in Case ofExchange Offers	Against
		Authority to Issue Shares and Convertible Debt ThroughPrivate Placement	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Authorisation of Legal Formalities	For
EDP - Energias de Portugal S.A.	PT	Accounts and Reports	For
		Remuneration Report	For
		Assessment of Progress Report on 2030 Climate Change Commitment	Against
		Allocation of Profits	For
		Allocation of Dividends	For
		Ratification of Executive Board Acts	For
		Ratification of General and Supervisory Board Acts	Against
		Ratification of Auditor Acts	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Trade in Company Debt Instruments	For
		Amendments to Articles	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
EDP - Energias de Portugal S.A.	PT	Remuneration Policy	Against
		Corporate Bodies' Fees	For
		Election of General and Supervisory Board	Against
		Election of Executive Board	For
		Appointment of Auditor	Against
		Election of Board of the General Shareholders' Meeting	For
		Election of Remuneration Committee	Against
		Remuneration Committee Fees	For
EDP Renováveis S.A.	ES	Accounts and Reports	For
		Allocation of Losses	For
		Capitalisation of Reserves for Scrip Dividend	For
		Management Report; Corporate Governance Report; Remuneration Report	Against
		Report on Non Financial Information	For
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Resignation of Director (Vera Pinto Pereira)	For
		Resignation of Director (Ana Paula Marques)	For
		Resignation of Director (Acácio Piloto)	For
		Board Size	For
		Elect Miguel Stilwell de Andrade	For
		Elect Rui Manuel Rodrigues Lopes Teixeira	For
		Elect Manuel Menéndez Menéndez	Against
		Elect António Sarmento Gomes Mota	For
		Elect Rosa María García García	For
		Elect José Manuel Félix Morgado	For
		Elect Allan J Katz	Against
		Elect Cynthia Kay McCall	For
		Elect Ana Paula de Sousa Freitas Madureira Serra	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
EDP Renováveis S.A.	ES	Amendment to Remuneration Policy	Against
		Authorisation of Legal Formalities	For
Edwards Lifesciences Corporation	US	Elect Leslie C. Davis	For
		Elect Kieran T. Gallahue	For
		Elect Leslie Stone Heisz	For
		Elect Paul A. LaViolette	Against
		Elect Steven R. Loranger	For
		Elect Ramona Sequeira	For
		Elect Nicholas J. Valeriani	For
		Elect Bernard J. Zovighian	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the Long-Term Stock Incentive Compensation Plan	For
Eiffage S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Elect Méka Brunel	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Benoît de Ruffray, Chair and CEO	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/oPreemptive Rights and to Increase Capital in Case ofExchange Offer	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Eiffage S.A.	FR	Authority to Issue Shares and/or Convertible DebtThrough Private Placement	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Global Ceiling on Capital Increases and Debt Issuances	For
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
Eisai Co. Ltd.	JP	Elect Haruo Naito	Against
		Elect Yumiko Miwa @ Yumiko Shibata	For
		Elect Fumihiko Ike	Against
		Elect Yoshiteru Kato	Against
		Elect Ryota Miura	Against
		Elect Hiroyuki Kato	Against
		Elect Richard Thornley	Against
		Elect Toru Moriyama	Against
		Elect Yuko Yasuda	For
		Elect Takuji Kanai	Against
		Elect Kenta Takahashi	Against
Eldorado Gold Corporation Ltd.	CA	Elect Carissa Browning	For
		Elect George Burns	For
		Elect Teresa Conway	For
		Elect Catharine Farrow	For
		Elect Judith Mosely	For
		Elect Steven Reid	For
		Elect Stephen Walker	For
		Elect John Webster	For
		Appointment of Auditor	Withhold
		Authority to Set Auditor's Fees	For
		Advisory Vote on Executive Compensation	Against
Electronic Arts Inc.	US	Elect Kofi A. Bruce	Against
		Elect Rachel A. Gonzalez	Against
		Elect Jeffrey T. Huber	Against
		Elect Talbott Roche	Against
		Elect Richard A. Simonson	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Electronic Arts Inc.	US	Elect Luis A. Ubiñas	Against
		Elect Heidi J. Ueberroth	Against
		Elect Andrew Wilson	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2019 Equity Incentive Plan	For
Elekta AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Laurent Leksell	Against
		Ratification of Caroline Leksell Cooke	Against
		Ratification of Tomas Eliasson	Against
		Ratification of Volker Wetekam	Against
		Ratification of Wolfgang Reim	Against
		Ratification of Jan Secher	Against
		Ratification of Birgitta Stymne Göransson	Against
		Ratification of Cecilia Wikström	Against
		Ratification of Kelly Londy	Against
		Ratification of CEO Gustaf Salford	For
		Number of Directors	For
		Number of Deputy Directors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Laurent Leksell	Against
		Elect Tomas Eliasson	For
		Elect Caroline Leksell Cooke	Against
		Elect Wolfgang Reim	Against
		Elect Jan Secher	Against
		Elect Volker Wetekam	For
		Elect Cecilia Wikström	For
		Elect Ann Costello	For
		Elect Jan Kimpen	For
		Elect Laurent Leksell as Chair	Against
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		2024 Performance Share Plan	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Elekta AB	SE	Share Transfer Pursuant to Performance Share Plan 2023	For
		Share Transfer Pursuant to Performance Share Plans 2022, 2023 and 2024	Against
		Authority to Repurchase Series B Shares	Against
		Issuance of Treasury Shares	For
		Charitable Donations	For
Elevance Health Inc.	US	Elect Lewis Hay III	Against
		Elect Antonio F. Neri	Against
		Elect Ramiro G. Peru	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	For
E.L.F. Beauty Inc.	US	Elect Tiffany F. Daniele	For
		Elect Maria Ferreras	For
		Elect Lauren Cooks Levitan	For
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Elia Group	BE	Presentation of Board Report	Not voted
		Presentation of Special Board Report Regarding Articles Amendements	Not voted
		Presentation of Special Board Report Regarding Capital Increase	Not voted
		Amendments to Articles	For
		Increase in Authorised Capital	Against
		Presentation of Auditor Report	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Presentation of Special Board Report Regarding Capital Increase	Not voted
		Increase in Authorised Capital	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Presentation of Board Report (Consolidated Accounts)	Not voted
		Presentation of Auditor Report (Consolidated Accounts)	Not voted
		Discussion of the Annual Consolidated Accounts	Not voted
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor for Sustainability Reporting	For
		Other Business	Not voted
Eli Lilly and Company	US	Elect Katherine Baicker	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Eli Lilly and Company	US	Elect J. Erik Fyrwald	Against
		Elect Jamere Jackson	Against
		Elect Gabrielle Sulzberger	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Repeal of Classified Board	Against
		Elimination of Supermajority Requirement	Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Diversity and Inclusion Report	For
		Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	For
		Shareholder Proposal Regarding Human Rights Policy	For
Elisa Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Forfeiture of Unclaimed Merger Consideration (Kymen Puhelin Oy)	For
		Forfeiture of Unclaimed Merger Consideration (Telekarelia Oy)	For
Elis S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Amy Flikerski	For
		Elect Fabrice Barthélémy	For
		Elect BW Gestão de Investimentos Ltda (Cécile Helme-Guizon)	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Elis S.A.	FR	2024 Remuneration Policy (Supervisory Board Chair)	For
		2024 Remuneration Policy (Supervisory Board Members)	For
		2024 Remuneration Policy (Management Board Chair)	Against
		2024 Remuneration Policy (Management Board Members)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Thierry Morin, Supervisory Board Chair	For
		2023 Remuneration of Xavier Martiré, Management Board Chair	Against
		2023 Remuneration of Louis Guyot, Management Board member	Against
		2023 Remuneration of Matthieu Lecharny, Management Board Member	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case ofExchange Offer	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Global Ceiling on Capital Increases	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Elmera Group ASA	NO	Opening of Meeting	Not voted
		Election of Presiding Chair; Minutes	For
		Agenda	For
		Accounts and Reports; Allocation of Profits and Dividends	Against
		Corporate Governance Report	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Board Fees	For
		Audit Committee Fees	For
		Remuneration Committee Fees	For
		Nomination Committee Fees	For
		Elect Atle Kvamme to Nomination Committee	For
		Elect Steinar Sønsteby	For
		Elect Live Bertha Haukvik	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights (Acquisitions)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Elmera Group ASA	NO	Capital Proposal to Implement Equity Compensation Plan	Against
		Authority to Repurchase Shares	Against
Elmos Semiconductor SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as of 31 December 2023, the combined management report of the Management Board for Elmos Semiconductor SE and for the group and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Dirk Hoheisel	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Thomas Lehner	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Sven-Olaf Schellenberg	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Volkmar Tanneberger	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Klaus Weyer (Chairman)	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Günter Zimmer (Deputy Chairman)	Against
		Election of the auditor and the group auditor for the 2024 financial year and of the auditor for the audit review of the interim financial report for the first half of the 2024 financial year	Against
		Election of the auditor of the sustainability report for the 2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the remuneration paid to the Supervisory Board	For
Emerson Electric Co.	US	Elect Mark A. Blinn	Against
		Elect Leticia Gonçalves Lourenco	For
		Elect James M. McKelvey	Against
		Elect James S. Turley	Against
		Advisory Vote on Executive Compensation	Against
		Repeal of Classified Board	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Emerson Electric Co.	US	Approval of the 2024 Equity Incentive Plan	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Emirates NBD Bank PJSC	AE	Directors' Report	For
		Auditor's Report	For
		Internal Sharia Supervisory Committee Report	For
		Financial Statements	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Securities (Euro Medium Term Note Programme)	Against
		Authority to Issue Securities (AUD Programme and Existing Programmes)	Against
		Authority to Issue Securities (New Programmes)	Against
		Authority to Issue Securities (All Programmes)	Against
		Authority to Issue Debt Instruments	Against
		Undertake any Liability Management Exercise	Against
		Prepare and Enter into Finance Agreements and Related Documents	Against
		Establish Special Purpose Vehicles Acting as Issuers	Against
		Enter into Any Document as May be Necessary	Against
		Authorisation of Legal Formalities	For
Enagas S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Dividends	Against
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Elect Sociedad Estatal de Participaciones Industriales - SEPI (Bartolomé Lora Toro)	Against
		Elect José Blanco López	For
		Elect José Montilla Aguilera	For
		Elect Cristóbal José Gallego Castillo	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Enagas S.A.	ES	Board Size	For
		Remuneration Policy	For
		Remuneration Report	For
		Authorisation of Legal Formalities	For
ENCAVIS AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for Encavis AG and the group for the 2023 financial year, including the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Rolf Martin Schmitz	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Manfred Krüper	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Albert Büll	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Fritz Vahrenholt	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christine Scheel	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Henning Kreke	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Marcus Schenck	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Thorsten Testorp	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Isabella Pfaller	Against
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year as well as of the auditor for the audit review of any interim financial information	Against
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Resolution on the approval of the amended remuneration system for Management Board members	Against
		Election to the Supervisory Board: Marcus Schenck	Against
		Election to the Supervisory Board: Ayleen Oehmen-Görisch	Against
		Resolution on amendments to the Articles of Association (corporate purpose and virtual general meeting): Revised version of Section 2(1) of the Articles of Association (corporate purpose)	For
		Resolution on amendments to the Articles of Association (corporate purpose and virtual general meeting): Revised version of Section 17a of the Articles of Association (virtual general meeting)	Against
		Resolution on the cancellation of the authorisation granted by the general meeting of 13 May 2020 to issue bonds with warrants/convertible bonds, profit participation rights and/or income bonds (or a combination of these instruments)	For
		Resolution on the cancellation of existing capital and the creation of new approved capital with the authorisation to exclude subscription rights and the corresponding amendment to the Articles of Association	Against
Encore Wire Corporation	US	Merger/Acquisition	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Encore Wire Corporation	US	Advisory Vote on Golden Parachutes	Against
		Right to Adjourn Meeting	For
Endeavour Mining Plc.	GB	Accounts and Reports	For
		Elect Alison Baker	For
		Elect Patrick Bouisset	For
		Elect Ian D. Cockerill	Against
		Elect Livia Mahler	For
		Elect Sakhila Mirza	For
		Elect Naguib S. Sawiris	For
		Elect Srinivasan Venkatakrishnan	For
		Elect Cathia Lawson-Hall	For
		Elect John Munro	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	For
		Incentive Plans Renewal	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Endesa S.A.	ES	Accounts	For
		Management Reports	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	For
		Allocation of Profits/Dividends	Against
		Board Size	For
		Ratify Co-Option and Elect Flavio Cattaneo	For
		Ratify Co-Option and Elect Stefano de Angelis	For
		Ratify Co-Option and Elect Gianni Vittorio Armani	For
		Elect Eugenia Bieto Caubet	For
		Elect Pilar González de Frutos	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Endesa S.A.	ES	Elect Guillermo Alonso Olarra	For
		Elect Elisabetta Colacchia	For
		Elect Michela Mossini	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Approval of the 2024-2026 Strategic Incentive Plan	For
		Authority to Repurchase Shares	Against
		Authorisation of Legal Formalities	For
ENEL S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	Against
		Authority to Repurchase and Reissue Shares	For
		2024 Long-Term Incentive Plan	For
		Remuneration Policy	For
		Remuneration Report	For
		Directors' liability action	For
Energiekontor AG	DE	Presentation of the adopted annual financial statements of Energiekontor AG as at 31 December 2023, the approved consolidated financial statements as at 31 December 2023, the combined management report of Energiekontor AG and the group for the 2023 financial year, the Supervisory Board report for the 2023 financial year and the Management Board's explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Bodo Wilkens	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Günter Lammers	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Darius Oliver Kianzad	Against
		Resolution on the election of the auditor and group auditor as well as the auditor of the interim financial statements for the 2024 financial year	For
		Resolution on the payment of remuneration to the Supervisory Board members for the 2023 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Resolution on the cancellation of the existing authorisation to issue subscription rights to shares of Energiekontor AG to Management Board members of the company, creation of a new authorisation to issue subscription rights to Management Board members (stock option plan 2024), the amendment of Conditional Capital 2018/I and the creation of a new conditional capital and a corresponding amendment to the Articles of Association	Against
		Resolution on amending Section 18(2)(2) of the Articles of Association	For
		Resolution on amending Section 19(1) of the Articles of Association	For
Energy Recovery Inc.	US	Elect Alexander J. Buehler	For
		Elect Joan K. Chow	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Energy Recovery Inc.	US	Elect Arve Hanstveit	Withhold
		Elect David W. Moon	For
		Elect Colin R. Sabol	For
		Elect Pamela Tondreau	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Engie S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Special Auditors Report on Regulated Agreements	For
		Authority to Repurchase and Reissue Shares	Against
		Elect Fabrice Brégier	For
		Elect Michel Giannuzzi	For
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Pierre Clamadieu, Chair	For
		2023 Remuneration of Catherine MacGregor, CEO	Against
		2024 Directors' Fees	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
		Authority to Issue Shares and Convertible Debt Through Private Placement	For
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	For
		Global Ceiling on Capital Increases	For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Cancel Shares and Reduce Capital	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Restricted Shares	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
ENI S.p.A.	IT	Accounts and Reports	Against
		Allocation of Dividends	For
		2024-2026 Employee Stock Ownership Plan	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		Use of Reserves (FY2024 Interim Dividend)	For
		Cancellation of Shares (2024 AGM Authority)	For
		Directors' liability action	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Entegris Inc.	US	Elect James R. Anderson	Against
		Elect Rodney Clark	Against
		Elect James F. Gentilcore	Against
		Elect Yvette Kanouff	For
		Elect James P. Lederer	Against
		Elect Bertrand Loy	Against
		Elect David W. Reeder	Against
		Elect Azita Saleki-Gerhardt	For
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Employee Stock Purchase Plan	For
		Ratification of Auditor	Against
EOG Resources Inc.	US	Elect Janet F. Clark	Against
		Elect Charles R. Crisp	Against
		Elect Robert P. Daniels	Against
		Elect Lynn A. Dugle	Against
		Elect C. Christopher Gaut	Against
		Elect Michael T. Kerr	Against
		Elect Julie J. Robertson	Against
		Elect Donald F. Textor	Against
		Elect Ezra Y. Yacob	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
E.ON SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements for the 2023 financial year with the combined management report for E.ON SE and the E.ON Group and the Supervisory Board report as well as the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Appropriation of net income for the 2023 financial year	For
		Discharge of the Management Board for the 2023 financial year	For
		Discharge of the Supervisory Board for the 2023 financial year	For
		Election of auditors for the 2024 financial year and the auditor for an audit review for the 2024 financial year and the first quarter of the 2025 financial year	For
		Election of the auditor of sustainability reporting for the 2024 financial year	For
		Approval of the remuneration report for the 2023 financial year	For
		Amendment to Section 10(3) of the Articles of Association concerning the catalogue of transactions requiring approval	For
		Cancellation of the existing authorised capital and the creation of new authorised capital with the option of excluding subscription rights and an amendment to Section 3(5) of the Articles of Association	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
E.ON SE	DE	Cancellation of the existing authorisation and creation of a new authorisation to issue warrant or convertible bonds or income bonds and/or combinations of these instruments with the option of excluding subscription rights, cancellation of the existing and creation of a new conditional capital and amendment of Section 3(4) of the Articles of Association	Against
		Cancellation of the existing authorisation and creation of a new authorisation to acquire and use treasury shares and to exclude subscription rights	Against
		Resolution on the authorisation to use derivatives in connection with the acquisition of treasury shares in accordance with Section 71(1)(8) AktG and to exclude subscription and tender rights	Against
Epiroc AB	SE	Opening of Meeting; Election of Presiding Chair	For
		Minutes	Not voted
		Voting List	Not voted
		Agenda	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Ratification of Anthea Bath	Against
		Ratification of Lennart Evrell	Against
		Ratification of Johan Forssell	Against
		Ratification of Helena Hedblom	Against
		Ratification of Jeane Hull	Against
		Ratification of Ronnie Leten	Against
		Ratification of Ulla Litzén	Against
		Ratification of Sigurd Mareels	Against
		Ratification of Astrid Skarheim Onsum	Against
		Ratification of Kristina Kanestad	Against
		Ratification of Daniel Rundgren	Against
		Ratification of Helena Hedblom (as CEO)	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Board Size	For
		Number of Auditors	For
		Elect Anthea Bath	For
		Elect Lennart Evrell	For
		Elect Johan Forssell	For
		Elect Helena Hedblom	For
		Elect Jeane Hull	For
		Elect Ronnie Leten	Against
		Elect Ulla Litzén	For
		Elect Sigurd Mareels	For
		Elect Astrid Skarheim Onsum	For
		Elect Ronnie Leten as Chair	Against
		Appointment of Auditor	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (Personnel Option Plan 2024)	Against
		Authority to Repurchase Shares (Personnel Option Plan 2024)	Against
		Authority to Repurchase Shares (Directors' Fees)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Epiroc AB	SE	Authority to Transfer Treasury Shares (Personnel Option Plan 2024)	Against
		Authority to Issue Treasury Shares (Directors' Fees)	For
		Authority to Issue Treasury Shares (Option Plans 2018-2021)	Against
EQT AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Conni Jonsson	Against
		Ratification of Brooks Entwistle	Against
		Ratification of Diony Lebot	Against
		Ratification of Gordon Orr	Against
		Ratification of Johan Forssell	Against
		Ratification of Marcus Wallenberg	Against
		Ratification of Margo Cook	Against
		Ratification of Nicola Kimm	Against
		Ratification of Christian Sinding (CEO)	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Issuance of Treasury Shares	For
		Authority to Set Auditor's Fees	For
		Elect Conni Jonsson	Against
		Elect Brooks Entwistle	For
		Elect Diony Lebot	For
		Elect Gordon Robert Halyburton Orr	For
		Elect Marcus Wallenberg	For
		Elect Margo L. Cook	For
		Elect Richa Goswami	For
		Election of Conni Jonsson as Chair	Against
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares; Bonus Issue	For
Equifax Inc.	US	Elect Mark W. Begor	For
		Elect Mark L. Feidler	Against
		Elect Karen Fichuk	For
		Elect G. Thomas Hough	For
		Elect Robert D. Marcus	Against
		Elect Scott A. McGregor	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Equifax Inc.	US	Elect John A. McKinley	Against
		Elect Melissa D. Smith	Against
		Elect Audrey Boone Tillman	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Equinix Inc.	US	Elect Nanci E. Caldwell	Against
		Elect Adaire Fox-Martin	For
		Elect Gary F. Hromadko	Against
		Elect Charles Meyers	For
		Elect Thomas S. Olinger	For
		Elect Christopher B. Paisley	Against
		Elect Jeetendra I. Patel	For
		Elect Sandra Rivera	For
		Elect Fidelma Russo	For
		Elect Peter F. Van Camp	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2004 Employee Stock Purchase Plan	For
		Ratification of Auditor	Against
Equinor ASA	NO	Opening of Meeting	Not voted
		Voting List	Not voted
		Election of Presiding Chair	For
		Notice of Meeting; Agenda	For
		Minutes	For
		Accounts and Reports; Allocation of Profits and Dividends	For
		Authority to Distribute Interim Dividends	For
		Shareholder Proposal Regarding Bundled Issues	Against
		Shareholder Proposal Regarding Divestment of All International Operations	Against
		Shareholder Proposal Regarding Appointment of New Board of Directors with Sustainability Expertise	Against
		Shareholder Proposal Regarding Implementation of Energy Transition Plan	Against
		Shareholder Proposal Regarding Becoming A Renewable Energy Producer	For
		Shareholder Proposal Regarding Dismantling Corporate Assembly and Autonomizing the Renewable Energy Business	Against
		Shareholder Proposal Regarding Future Appointments by the Nomination Committee	For
		Shareholder Proposal Regarding CapEx Alignment with Paris Agreement	For
		Corporate Governance Report	For
		Remuneration Report	Against
		Authority to Set Auditor's Fees	For
		Election of Nils Morten Huseby	Against
		Election of Nils Bastiansen	Against
		Election of Finn Kinserdal	Against
		Election of Kari Skeidsvoll Moe	Against
		Election of Kjerstin Fyllingen	Against
		Election of Kjerstin Rasmussen Braathen	Against
		Election of Mari Rege	Against
		Election of Trond Straume	Against
		Election of Martin Wien Fjell	Against
		Election of Merete Hverven	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Equinor ASA	NO	Election of Helge Aasen	Against
		Election of Liv B. Ulriksen	Against
		Election of Deputy Corporate Assembly Member Per Axel Koch	Against
		Election of Deputy Corporate Assembly Member Cathrine Kristiseter Marti	Against
		Election of Deputy Corporate Assembly Member Bjørn Tore Markussen	For
		Election of Deputy Corporate Assembly Member Elisabeth Maråk Støle	For
		Corporate Assembly Fees	For
		Elect Nils Morten Huseby as Member of the Nomination Committee	For
		Elect Berit L. Henriksen as Member of the Nomination Committee	For
		Elect Merete Hverven as Member of the Nomination Committee	For
		Elect Jan Tore Føsund as Member of the Nomination Committee	For
		Nomination Committee Fees	For
		Authority to Repurchase Shares (Incentive Plans)	For
		Cancellation of Shares	For
		Authority to Repurchase Shares	Against
Equity Lifestyle Properties Inc.	US	Elect Andrew Berkenfield	Withhold
		Elect Derrick Burks	Withhold
		Elect Philip C. Calian	Withhold
		Elect David J. Contis	Withhold
		Elect Constance Freedman	Withhold
		Elect Thomas P. Heneghan	Withhold
		Elect Marguerite Nader	Withhold
		Elect Radhika Papandreou	Withhold
		Elect Scott R. Peppet	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Equity Incentive Plan	For
ERG S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Board Size	For
		List presented by SQ Renewables S.p.A.	Not voted
		List presented by Group of Institutional Investors representing 1.93% of Share Capital	For
		Elect Edoardo Garrone as Chair of Board	Against
		Directors' fees	For
		Committees' Fees	For
		Authority to Repurchase and Reissue Shares	Against
		2024-2026 Long-Term Incentive Plan	Against
		Remuneration Policy	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ERG S.p.A.	IT	Remuneration Report	Against
		Amendments to Articles	Against
		Directors' liabillity action	For
Erste Group Bank AG	AT	Presentation of the adopted annual financial statements, the management report, the (consolidated) corporate governance report of the Management Board, the (consolidated) non-financial report, the proposal on the appropriation of income and the report of the Supervisory Board for the 2023 financial year and the presentation of the consolidated financial statements and the group management report for the 2023 financial year	Not voted
		Resolution on the appropriation of the 2023 net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	For
		Election of auditors for the (consolidated) sustainability reporting for the 2024 financial year	Against
		Election of an additional auditor for the audit of the annual financial statements and the management report as well as of the consolidated financial statements and group management report for the 2025 financial year	Against
		Resolution on fixing of the remuneration for Supervisory Board members	For
		Resolution on the remuneration report for the remuneration of Management Board and Supervisory Board members for the 2023 financial year	Against
		Elections to the Supervisory Board: Reduction of the number of members elected by the general meeting from fourteen to twelve	For
		Elections to the Supervisory Board: Caroline Kuhnert	For
		Elections to the Supervisory Board: Elisabeth Krainer Senger-Weiss	Against
		Elections to the Supervisory Board: Michael Schuster	For
		Elections to the Supervisory Board: Walter Schuster	For
		Resolution on the amendment to clauses 19 and 25 of the Articles of Association	Against
		Resolution on the authorisation of the Management Board, with the consent of the Supervisory Board, (i) to acquire treasury shares pursuant to Section 65(1)(8) of the Stock Corporation Act, also by means other than via the stock exchange or by means of a public offer, (ii) to exclude the shareholders' quota-based tender right ("reverse subscription right") and (iii) to collect the treasury shares	Against
		Resolution on the authorisation of the Management Board, with the consent of the Supervisory Board, to sell treasury shares also in a way other than via the stock exchange or by means of a public offer and to exclude the shareholders' subscription rights in this context	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Essential Utilities Inc.	US	Elect Elizabeth B. Amato	For
		Elect Christopher L. Bruner	Withhold
		Elect David A. Ciesinski	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Essential Utilities Inc.	US	Elect Christopher H. Franklin	Withhold
		Elect Daniel J. Hilferty	For
		Elect Edwina Kelly	For
		Elect W. Bryan Lewis	For
		Elect Tamara L. Linde	For
		Elect Roderick K. West	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to By-Laws Regarding Universal Proxy Rules	For
Essex Property Trust Inc.	US	Elect John V. Arabia	For
		Elect Keith R. Guericke	Against
		Elect Anne B. Gust	For
		Elect Maria R. Hawthorne	For
		Elect Amal M. Johnson	For
		Elect Mary Kasaris	For
		Elect Angela L. Kleiman	For
		Elect Irving F. Lyons, III	Against
		Elect George M. Marcus	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
EssilorLuxottica S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Francesco Milleri, Chair and CEO	Against
		2023 Remuneration of Paul du Saillant, Deputy CEO	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
EssilorLuxottica S.A.	FR	2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Deputy CEO)	Against
		Elect Francesco Milleri	Against
		Elect Paul du Saillant	For
		Elect Romolo Bardin	Against
		Elect Jean-Luc Biamonti	Against
		Elect Marie-Christine Coisne-Roquette	For
		Elect José Gonzalo	For
		Elect Virginie Mercier Pitre	For
		Elect Mario Notari	For
		Elect Swati A. Piramal	Against
		Elect Cristina Scocchia	For
		Elect Nathalie von Siemens	For
		Elect Andrea Zappia	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
		Authority to Issue Shares and Convertible Debt Through Private Placement	For
		Greenshoe	For
		Authority to Increase Capital in Consideration for Contributions in Kind	For
		Authority to Increase Capital in Case of Exchange Offer	For
		Global Ceiling on Capital Increases and Debt Issuances	For
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
Essity AB	SE	Election of Presiding Chair	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Essity AB	SE	Voting List	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Agenda	For
		Presentation of Accounts and Reports	Not voted
		Chairman's Address; President's Address; Auditor's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Ewa Björling	For
		Ratification of Pär Boman	For
		Ratification of Maria Carell	For
		Ratification of Annemarie Gardshol	For
		Ratification of Magnus Groth	For
		Ratification of Bjørn Gulden	For
		Ratification of Jan Gurander	For
		Ratification of Torbjörn Lööf	For
		Ratification of Barbara Milian Thoralfsson	For
		Ratification of Bert Nordberg	For
		Ratification of Lars Rebien Sørensen	For
		Ratification of Louise Svanberg	For
		Ratification of Susanna Lind	For
		Ratification of Örjan Svensson	For
		Ratification of Niclas Thulin	For
		Ratification of Magnus Groth (as President)	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Ewa Björling	For
		Elect Maria Carell	For
		Elect Annemarie Gardshol	For
		Elect Magnus Groth	For
		Elect Jan Gurander	For
		Elect Torbjörn Lööf	For
		Elect Bert Nordberg	For
		Elect Barbara Milian Thoralfsson	For
		Elect Karl Åberg	For
		Election of Jan Gurander as Chair of the Board	For
		Appointment of Auditor	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Approval of Long-Term Incentive Plan	For
		Authority to Repurchase Shares	For
		Issuance of Treasury Shares	For
Estun Automation Co. Ltd.	CN	2023 Annual Report and Its Summary	For
		Amendments to Articles	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Estun Automation Co. Ltd.	CN	Termination of the 2nd Phase Long-Term Incentive Plan and 2023 Stock Option Incentive Plan and Cancellation of the Stock Options	For
		2023 Work Report of the Board of Directors	For
		Amendments to Work System for Independent Directors	For
		2023 Work Report of the Supervisory Committee	For
		Amendments to Procedural Rules: General Meeting of Shareholders	For
		2023 Annual Accounts Report	For
		Amendments to Procedural Rules: Board Meetings	For
		2023 Profit Distribution Plan	For
		Amendments to Management System for Raised Funds Management System	For
		Amendments to Decision-Making System for Major Transactions	For
		Reappointment of Audit Firm	Against
		2024 Application for Comprehensive Credit Line by the Company and Subsidiaries and Estimated Guarantee	For
		Amendments to Procedural Rules: Supervisory Board Meetings	For
		Cash Management with Some Idle Raised Funds and Proprietary Funds by the Company and Subsidiaries	For
		Confirmation of 2023 Remuneration for Directors and Determination of 2024 Remuneration Plan	For
		Confirmation of 2023 Remuneration for Supervisors and Determination of 2024 Remuneration Plan	For
		Connected Transactions Regarding Capital Decrease in an Industrial Fund	For
		Formulation of the System for Audit Firm Appointment	For
E. Sun Financial Holding Co. Ltd.	TW	Business Reports and Financial Statements for Fiscal Year 2023	For
		Proposal of Profit Distribution for Fiscal Year 2023	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
E. Sun Financial Holding Co. Ltd.	TW	Proposal of Capital Increase from Retained Earnings and Employees Remuneration	For
		Amendment to the Company's Procedure of Acquiring or Disposing Assets	For
		Extraordinary Motions	Against
Eurazeo SE	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Allocation of Profits/Dividends	For
		Consolidated Accounts and Reports	For
		Special Auditors Report on Regulated Agreements	Against
		Related Party Transactions (JCDecaux Holding SAS)	For
		Elect Isabelle Ealet	For
		Elect Cathia Lawson-Hall	For
		Elect Louis Stern	For
		Elect Jean-Charles Decaux	For
		2024 Remuneration Policy (Supervisory Board)	For
		2024 Remuneration Policy (Management Board Members)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Charles Decaux, Supervisory Board Chair	For
		2023 Remuneration of Christophe Bavière, Management Board Member	Against
		2023 Remuneration of William Kadouch-Chassaing, Management Board Member	Against
		2023 Remuneration of Sophie Flak, Management Board Member	Against
		2023 Remuneration of Olivier Millet, Management Board Member	Against
		2023 Remuneration of Virginie Morgon, Former Management Board Chair (until February 5, 2023)	Against
		2023 Remuneration of Marc Frappier, Former Management Board Member (until February 5, 2023)	Against
		2023 Remuneration of Nicolas Huet, Former Management Board Member (until February 5, 2023)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Global Ceiling on Capital Increases and Debt Issuances	Against
		Authorisation of Legal Formalities	For
EuroAPI SAS	FR	Accounts and Reports; Ratification of Acts; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Losses	For
		Ratification of Co-Option of Géraldine Leveau	For
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	For
		Amendment to 2023 Remuneration Policy (Interim CEO)	For
		Related Party Transactions (Cécile Dussart)	For
		Related Party Transactions (Euroapi France, Sanofi Winthrop Industries and Francopia)	For
		2024 Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
EuroAPI SAS	FR	2023 Remuneration Report	Against
		2023 Remuneration of Viviane Monges, Chair	For
		2023 Remuneration of Karl Rotthier, CEO (until October 30,2023)	Against
		2023 Remuneration of Viviane Monges, CEO	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Interim CEO) (until March 1, 2024)	For
		2024 Remuneration Policy (CEO)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Eurobank Ergasias Services and Holdings S.A.	GR	Accounts and Reports	For
		Ratification of Board and Auditor's Acts	Against
		Appointment of Auditor and Authority to Set Fees	For
		Allocation of Dividends	Against
		Amendments to Articles	For
		Amendments to Article 11 (NEDs Participation to Profit Distribution)	For
		Use of Reserves for Profit Distribution	Against
		Cancellation of Shares	For
		Maximum Variable Pay Ratio	Against
		Remuneration Policy	Against
		Directors' Fees (FY2023 and FY2024)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Eurobank Ergasias Services and Holdings S.A.	GR	Remuneration Report	Against
		Amendments to Suitability Policy	For
		Elect Konstantinos Vassiliou	Against
		Elect Burkhard Eckes	Against
		Elect Alice Gregoriadi	For
		Elect John Hallows	Against
		Elect Georgios Zanias	Against
		Elect Stavros Ioannou	Against
		Elect Fokion C. Karavias	Against
		Elect Evangelos Kotsovinos	Against
		Elect Irene Rouvitha Panou	For
		Elect Cinzia Basile	For
		Elect Rajeev Kakar	Against
		Elect Bradley P. Martin	Against
		Elect Jawaid Mirza	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Eurobank Ergasias Services and Holdings S.A.	GR	Approval of Audit Committee Guidelines	For
		Presentation of Audit Committee's Report	Not voted
		Presentation of Independent Non-Executive Directors' Report	Not voted
Eurofins Scientific S.E.	LU	Board Report	For
		Special Board Report on Authorised Share Capital	For
		Auditor Report	For
		Consolidated Accounts and Reports	For
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Elect Gilles G. Martin to the Board of Directors	Against
		Elect Yves-Loïc Martin to the Board of Directors	Against
		Elect Valérie Hanote to the Board of Directors	For
		Elect Pascal Rakovsky to the Board of Directors	For
		Elect Patrizia Luchettato the Board of Directors	For
		Elect Evie Roos to the Board of Directors	For
		Elect Erica Monfardini to the Board of Directors	For
		Appointment of Auditor	Against
		Directors' Fees	For
		Report on Share Buy-Back Programme	For
		Authority to Repurchase and Reissue Shares	Against
		Authorization of Legal Formalities	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Eurofins Scientific S.E.	LU	Cancellation of Shares	Against
		Increase in Authorised Capital	Against
		Authorization of Legal Formalities	For
Eurogroup Laminations S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Ratify Co-option of Axel Volker Dill	Against
		Amendments to Meeting Regulations (Closed-Door Meetings)	For
		Directors' liability action	For
Euronext NV	NL	Opening of Meeting	Not voted
		Presentation of Chief Executive Officer	Not voted
		Corporate Governance Report	Not voted
		Dividend Policy	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Elect Dick Sluimers	For
		Elect Fedra Ribeiro	For
		Elect Muriel de Lathouwer	For
		Elect Koen van Loo	For
		Elect Øivind Amundsen	For
		Elect Simone Huis in 't Veld	For
		Elect Simon Gallagher	For
		Appointment of Auditor	For
		Cancellation of Shares	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Other Business	Not voted
		Closing of Meeting	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
EUWAX AG	DE	Presentation of the adopted annual financial statements and the management report of EUWAX Aktiengesellschaft for the 2023 financial year with the report of the Supervisory Board and the explanatory report on the information pursuant to Section 289a of the German Commercial Code (HGB)	Not voted
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year	Against
		Resolution on the approval of the remuneration report	Against
Everlight Electronics Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Cash Distribution from Capital Surplus	For
		Amendments to Articles	For
		Amendments to Procedural Rules: Shareholder Meetings	For
		Elect YEH Yin-Fu	Against
		Elect ZHOU Bo-Wen	Against
		Elect LIU Bang-Yan	Against
		Elect YEH Ting-Wei	Against
		Elect FU Huei-Chen	For
		Elect LIN Rong-Chun	Against
		Elect CHEN Liang-Gee	Against
		Elect OU Chin-Der	Against
		Elect CHI Kuo-Chung	Against
		Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Eversource Energy	US	Elect Cotton M. Cleveland	Against
		Elect Linda D. Forry	For
		Elect Gregory M. Jones	For
		Elect Loretta D. Keane	For
		Elect John Y. Kim	For
		Elect David H. Long	For
		Elect Joseph R. Nolan, Jr.	Against
		Elect Daniel J. Nova	For
		Elect Frederica M. Williams	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Evolent Health Inc.	US	Elect Toyin Ajayi	For
		Elect Craig A. Barbarosh	For
		Elect Seth Blackley	For
		Elect Bridget Duffy	Against
		Elect Russell Glass	For
		Elect Peter J. Grua	For
		Elect Diane Holder	For
		Elect Richard Jelinek	For
		Elect Kim Keck	For
		Elect Cheryl Scott	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	For
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 2 years	Against
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 3 years	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Evolent Health Inc.	US	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve abstain	Against
Evolution AB [publ]	SE	Opening of Meeting	Not voted
		Elect Fredrik Palm as Presiding Chair	For
		Voting List	For
		Agenda	For
		Elect Erik Sprinchorn as Minutes Taker	For
		Compliance with the Rules of Convocation	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Jens Von Bahr	Against
		Ratify Fredrik Österberg	Against
		Ratify Ian Livingstone	Against
		Ratify Joel Citron	Against
		Ratify Jonas Engwall	Against
		Ratify Mimi Drake	Against
		Ratify Sandra Urie	Against
		Ratify Martin Carlesund (CEO)	For
		Board Size	For
		Directors' Fees	For
		Elect Jens von Bahr	Against
		Elect Joel Citron	Against
		Elect Mimi Drake	For
		Elect Ian Livingstone	For
		Elect Sandra Ann Urie	For
		Elect Fredrik Österberg	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Evolution AB [publ]	SE	Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase Shares	For
		Issuance of Treasury Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Cancellation of Shares	For
		Bonus Issue	For
		Issuance of Treasury Shares to Sellers (BTG)	For
Evonik Industries AG	DE	Submissions to the general meeting in accordance with Section 176(1)(1) of the German Stock Corporation Act (AktG)	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the appointment of the auditor for financial reporting (annual, semi-annual and any financial information during the year)	For
		Resolution on the appointment of the auditor for any necessary sustainability reporting	For
		Resolution on the approval of the 2023 remuneration report	Against
		Resolution on the authorisation to acquire treasury shares and their use with the possible exclusion of subscription and possible tender rights	Against
		Resolution on the confirmation of the remuneration and the remuneration system for Supervisory Board members subject to the amendment of Section 15(1)(3)(c) of the Articles of Association regarding the designation of a Supervisory Board committee	For
Evotec SE	DE	Presentation of the adopted annual financial statements and the consolidated financial statements of Evotec SE as at 31 December 2023 approved by the Supervisory Board, the management reports for Evotec AG and the group for the 2023 financial year, the Supervisory Board report and the Management Board's explanatory report on the information pursuant to sections 289a and 315a of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Werner Lanthaler	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Matthias Evers	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Laetitia Rouxel	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Cord Dohrmann	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Craig Johnstone	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Evotec SE	DE	Resolution on the appointment of the auditor, the Group auditor for the 2024 financial year and the auditor for the audit review of any additional financial information during the year	For
		Resolution on the approval of the 2023 remuneration report	Against
		Resolution on the creation of new authorised capital with the option to exclude subscription rights, and amendment to Section 5(5) of the Articles of Association (Authorised Capital 2024)	Against
		Resolution on the amendment to the Articles of Association to adjust the term of Supervisory Board members	For
		Resolution on the amendment to the Articles of Association to adapt the guidelines for the election of the Chairman of the Supervisory Board and his deputy	For
		Resolution on the amendment to the Articles of Association and the remuneration paid to the Supervisory Board	For
		Resolution on new elections to the Supervisory Board: Iris Löw-Friedrich	For
		Resolution on new elections to the Supervisory Board: Roland Sackers	For
		Resolution on new elections to the Supervisory Board: Camilla Macapili Languille	For
		Resolution on new elections to the Supervisory Board: Constanze Ulmer-Eilfort	For
		Resolution on new elections to the Supervisory Board: Duncan McHale	For
		Resolution on new elections to the Supervisory Board: Wesley Wheeler	Against
		Resolution on amending of Section 15(4)(6) of the Articles of Association(proof	For
		Ad hoc (from shareholders)	Against
Exelon Corporation	US	Elect W. Paul Bowers	For
		Elect Calvin G. Butler, Jr.	For
		Elect Marjorie Rodgers Cheshire	For
		Elect Linda P. Jojo	For
		Elect Charisse Lillie	For
		Elect Anna S. Richo	For
		Elect Matthew Rogers	For
		Elect Bryan Segedi	For
		Elect John F. Young	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Adoption of Right to Call a Special Meeting	For
		Shareholder Proposal Regarding Right to Call Special Meeting	Against
Expand Energy Corporation	US	Acquisition of Southwestern Energy Company	For
		Elect Domenic J. Dell'Osso, Jr.	Against
		Advisory Vote on Golden Parachutes	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Expand Energy Corporation	US	Elect Timothy S. Duncan	Against
		Elect Benjamin C. Duster, IV	Against
		Right to Adjourn Meeting	For
		Elect Sarah A. Emerson	Against
		Elect Matthew Gallagher	Against
		Elect Brian Steck	Against
		Elect Michael A. Wichterich	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2021 Long-Term Incentive Plan	For
		Ratification of Auditor	Against
Experian Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Elect Craig Boundy	For
		Elect Alison Brittain	For
		Elect Brian Cassin	For
		Elect Kathleen DeRose	For
		Elect Caroline F. Donahue	For
		Elect Luiz Fernando Vendramini Fleury	For
		Elect Jonathan Howell	For
		Elect Esther S. Lee	For
		Elect Louise Pentland	For
		Elect Lloyd Pitchford	Against
		Elect Mike Rogers	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
Exxon Mobil Corporation	US	Elect Michael J. Angelakis	Against
		Elect Angela F. Braly	Against
		Elect Gregory J. Goff	Against
		Elect John D. Harris II	Against
		Elect Kaisa Hietala	Against
		Elect Joseph L. Hooley	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Exxon Mobil Corporation	US	Elect Steven A. Kandarian	Against
		Elect Alexander A. Karsner	Against
		Elect Lawrence W. Kellner	Against
		Elect Dina Powell McCormick	Against
		Elect Jeffrey W. Ubben	Against
		Elect Darren W. Woods	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Revisiting Pay Incentives for GHG Emissions Reductions	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Virgin Plastic Demand	For
		Shareholder Proposal Regarding Just Transition Reporting	For
FactSet Research Systems Inc.	US	Elect Siew Kai Choy	
		Elect Laurie G. Hylton	
		Elect Lee M. Shavel	
		Elect Elisha Wiesel	
		Ratification of Auditor	
		Advisory Vote on Executive Compensation	
		Shareholder Proposal Regarding Right to Call Special Meeting	
Faes Farma S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Board Size	For
		Elect Eduardo Recoder de la Cuadra	Against
		Remuneration Policy	Against
		Amendment to the Long-Term Incentive Plan	Against
		Remuneration Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Faes Farma S.A.	ES	Authority to Issue Shares w/ Preemptive Rights	Against
		Authorisation of Legal Formalities	For
Fancl Corporation	JP	Elect Kazuyuki Shimada	Against
		Elect Tomochika Yamaguchi	Against
		Elect Yasushi Sumida	Against
		Elect Shinro Fujita	Against
		Elect Mitsuaki Nakakubo	Against
		Elect Keiichiro Hashimoto	Against
		Elect Akira Matsumoto	Against
		Elect Junko Tsuboi	For
		Elect Mika Takaoka	For
		Elect Seiichiro Takahashi	For
		Elect Naoya Maruo	For
Fanuc Corporation	JP	Allocation of Profits/Dividends	For
		Elect Yoshiharu Inaba	Against
		Elect Kenji Yamaguchi	Against
		Elect Ryuji Sasuga	Against
		Elect Michael J Cicco	Against
		Elect Naoko Yamazaki	For
		Elect Hiroto Uozumi	Against
		Elect Yoko Takeda	For
Far East Horizon Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect KONG Fanxing	Against
		Elect WANG Mingzhe	Against
		Elect David LIU Haifeng	Against
		Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Far East Horizon Ltd.	HK	Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Adoption of New Share Option Scheme	Against
		Special Dividend By Way of Distribution in Specie of HCD Shares	For
Far Eastone Telecommunication Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Allocation of Dividends from Capital Reserve	For
		Amendments to Articles	For
		Non-Compete Restrictions for Directors	For
		Elect Douglas Tong HSU	Against
		Elect Peter HSU Hsu-Ping	Against
		Elect Jan Nilsson	Against
		Elect Champion LEE Kuan-Chun	Against
		Elect Jeff HSU Kuo-An	Against
		Elect WANG Jiann-Chyuan	Against
		Elect Bonnie PENG Yun	For
		Elect SHYU Jyuo-Min	Against
		Elect LEE Ta-Sung	Against
		Elect CHEN Tain-Jy	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Far Eastone Telecommunication Co. Ltd.	TW	Elect HUANG Chung-Huey	Against
		Extraordinary Motions	Against
Fastighets AB Balder	SE	Opening of Meeting	For
		Election of Presiding Chair	For
		Voting List	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Agenda	For
		Presentation of Accounts and Reports	For
		Presentation of Auditor's report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Board Size	For
		Directors and Auditors' Fees	For
		Elect Sten Dunér	Against
		Elect Erik Selin	Against
		Elect Fredrik Svensson	Against
		Elect Anders Wennergren	Against
		Elect Carin Kindbom	For
		Nomination Committee Guidelines	Against
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
Fast Retailing Co. Ltd.	JP	Amendment to Articles	For
		Elect Tadashi Yanai	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fast Retailing Co. Ltd.	JP	Elect Nobumichi Hattori	Against
		Elect Masaaki Shintaku	Against
		Elect Naotake Ono	Against
		Elect Kathy Matsui (Kathy Mitsuko Koll)	For
		Elect Joji Kurumado	Against
		Elect Yutaka Kyoya	Against
		Elect Takeshi Okazaki	Against
		Elect Kazumi Yanai	Against
		Elect Koji Yanai	Against
		Elect Keiko Kaneko	For
		Elect Masakatsu Mori	For
Fedex Corporation	US	Elect Silvia Davila	For
		Elect Marvin R. Ellison	Against
		Elect Stephen E. Gorman	For
		Elect Susan Patricia Griffith	For
		Elect Amy B. Lane	For
		Elect R. Brad Martin	Against
		Elect Nancy A. Norton	For
		Elect Frederick P. Perpall	For
		Elect Joshua Cooper Ramo	Against
		Elect Susan C. Schwab	Against
		Elect Frederick W. Smith	Against
		Elect David P. Steiner	Against
		Elect Rajesh Subramaniam	Against
		Elect Paul S. Walsh	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fedex Corporation	US	Amendment to Certificate of Incorporation to Remove Pass-Through Voting Provision	For
		Shareholder Proposal Regarding Just Transition Reporting	For
		Shareholder Proposal Regarding Shareholder Approval of Bylaw Amendments	Against
		Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	For
Ferguson Enterprises Inc.	US	Elect Rekha Agrawal	For
		Elect Kelly Baker	For
		Elect Rick Beckwitt	For
		Elect Bill Brundage	For
		Elect Geoff Drabble	Against
		Elect Catherine Halligan	For
		Elect Brian May	For
		Elect James S. Metcalf	For
		Elect Kevin Murphy	For
		Elect Alan J. Murray	Against
		Elect Suzanne H. Wood	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	For
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 2 years	Against
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 3 years	Against
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve abstain	Against
Ferrari NV	NL	Opening	Not voted
		Presentation of Board Report	Not voted
		Dividend Policy	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Board Acts	Against
		Elect John Elkann to the Board of Directors	Against
		Elect Benedetto Vigna to the Board of Directors	Against
		Elect Piero Ferrari to the Board of Directors	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ferrari NV	NL	Elect Delphine Arnault to the Board of Directors	For
		Elect Francesca Bellettini to the Board of Directors	For
		Elect Eduardo H. Cue to the Board of Directors	Against
		Elect Sergio Duca to the Board of Directors	Against
		Elect John Galantic to the Board of Directors	Against
		Elect Maria Patrizia Grieco to the Board of Directors	For
		Elect Adam P.C. Keswick to the Board of Directors	Against
		Elect Michelangelo Volpi to the Board of Directors	Against
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Remuneration Policy	Against
		Authority to Repurchase Shares	For
		Appointment of Auditor	For
		Equity Grant	For
		Closing of Meeting	Not voted
Ferrovial SE	NL	Opening of Meeting	Not voted
		Presentation of Board Report	Not voted
		Dividend Policy	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Advisory Vote on Climate Strategy Report	Against
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Additional Authority to Issue Shares w/ Preemptive Rights (Scrip Dividends)	Against
		Authority to Suppress Preemptive Rights	Against
		Additional Authority to Suppress Preemptive Rights (Scrip Dividends)	Against
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Closing of Meeting	Not voted
Fiera Milano S.p.A.	IT	Amendment to Remuneration Policy	Against
		Approval of the 2024-2027 Employee Share Plan	Against
First Financial Corporation Indiana	US	Elect Thomas T. Dinkel	Withhold
		Elect Susan M. Jensen	For
		Elect Norman L. Lowery	Withhold
		Elect James O. McDonald	Withhold
		Elect Thomas C. Martin	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
First Financial Corporation Indiana	US	Elect William J. Voges	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
First Financial Holding Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Issuance of New Shares from Earnings Capitalization	For
		Elect CHIOU Ye-Chin	Against
		Elect CHEN Fen-Len	Against
		Elect HSU Chuan-Sheng	Not voted
		Elect LO Shing-Rong	Against
		Elect CHANG Hsin-Lu	Against
		Elect LEE Ming-Chi	Against
		Elect CHEN Chih-Chuan	Against
		Elect WANG Shu-Yi	Against
		Elect TAI Shih-Yuan	Against
		Elect TIEN Chen-Ching	Against
		Elect CHEN An-Fu	Against
		Elect Rachel HUANG J.	For
		Elect LIN Chun-Hung	For
		Elect HUNG Wen-Ling	For
		Elect LIN Hung-Yu	For
		Elect YU Chi-Chang	For
		Non-Competition Restrictions for Directors	For
		Extraordinary Motions	Against
Firstrand Ltd.	ZA	Re-elect Louis Leon von Zeuner	For
		Re-elect Sibusiso P. Sibisi	For
		Election of Paballo Joel Makosholo	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Firstrand Ltd.	ZA	Appointment of KPMG (FY2026)	For
		Re-appointment of PricewaterhouseCoopers Inc. (FY2025)	Against
		Re-appointment of Ernst & Young (FY2025)	Against
		Elect Audit Committee Member (Zelda Roscherr)	For
		Elect Audit Committee Member (Tamara Carol Isaacs)	For
		Re-elect Audit Committee Member (Louis Leon von Zeuner)	For
		Re-elect Audit Committee Member (Thomas Winterboer)	For
		Authority to Issue Shares for Cash	For
		Authorisation of Legal Formalities	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		Authority to Repurchase Shares	For
		Approve Financial Assistance (Employee Share Scheme Beneficiaries)	For
		Approve Financial Assistance (Related and Inter-related Entities)	For
		Approve NEDs' Fees	For
First Sensor AG	DE	Presentation of the adopted annual financial statements of First Sensor AG and the approved consolidated financial statements, in each case as at 30 September 2023 (2023 financial year), the combined management report of First Sensor AG and the group for the 2023 financial year (including the Management Board's explanatory report in accordance with Section 176(1)(1) of the German Stock Corporation Act (AktG) on the information required under takeover law in accordance with Section 289a, Section 315a of the German Commercial Code (HGB) and the Management Board's explanatory report on the key features of the internal control and risk management system with regard to the accounting process in accordance with Section 289(4), Section 315(4) of the German Commercial Code (HGB) as well as the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the discharge of the members of the Management Board for the 2023 financial year (01.10.2022 - 30.09.2023)	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year (01.10.2022 - 30.09.2023)	Against
		Resolution on the election of the auditor of the annual financial statements and the auditor of the consolidated financial statements and the auditor for the review of the consolidated semi-annual financial report and additional interim financial information for the 2024 financial year (01.10.2023 - 30.09.2024)	For
		Resolution on the approval of the remuneration report	Against
		Resolution on the amendment of the Articles of Association regarding the right to participate in the general meeting	For
First Solar Inc.	US	Elect Michael J. Ahearn	Against
		Elect Anita Marangoly George	Against
		Elect Molly E. Joseph	For
		Elect Lisa A. Kro	For
		Elect William J. Post	Against
		Elect Venkata Renduchintala	For
		Elect Paul H. Stebbins	Against
		Elect Michael T. Sweeney	Against
		Elect Mark Widmar	Against
		Elect Norman L. Wright	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Adoption of Right to Call a Special Meeting	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fisher & Paykel Healthcare Corporation Ltd.	NZ	Re-elect Michael Daniell	Against
		Elect Graham McLean	Against
		Authorise Board to Set Auditor's Fees	For
		Equity Grant (MD/CEO Lewis Gradon - PSRs)	Against
		Equity Grant (MD/CEO Lewis Gradon - Options)	Against
flatexDEGIRO AG	DE	Presentation of the adopted annual financial statements and the management report for the 2023 financial year, the approved consolidated financial statements and the group management report for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Frank Niehage (Chairman)	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Benon Janos	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Stephan Simmang	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Muhamad Said Chahrour	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Martin Korbmacher (Chairman)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Stefan Müller (Deputy Chairman)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Herbert Seuling	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Aygül Özkan	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Britta Lehfeldt	Against
		Resolution on the election of the auditor and group auditor for the 2024 financial year, the auditor for an audit review of the half-year financial report for the first half of 2024 as well as the auditor for an audit review of interim financial information	For
		Resolution on the election of the auditor of the sustainability report for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Resolution on the approval of the remuneration system for the Management Board members	Against
		Resolution on the authorisation to grant subscription rights for company shares (stock option plan 2024), the creation of Conditional Capital 2024 and on the related amendment to the Articles of Association	Against
		Resolutions on the authorisation to acquire treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG) and their further use without the possibility to exclude any subscription and tender rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
flatexDEGIRO AG	DE	Resolutions on the authorisation to acquire treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG) and their further use with the possible exclusion of subscription and tender rights	Against
		Resolution on the authorisation to acquire treasury shares via multilateral trading facilities and the use of derivatives in connection with the acquisition of treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG)	Against
		Supplementary request: Resolution on the dismissal of a Supervisory Board member pursuant to Section 103 of the German Stock Corporation Act (AktG): Martin Korbmacher (also Chairman of the Supervisory Board)	For
		Supplementary request: Resolution on the election to the Supervisory Board: Axel Hörger (subject to the dismissal of Martin Korbmacher pursuant to agenda item 13)	For
		Supplementary request: Resolution on the election to the Supervisory Board: Bernd Förtsch	For
		Ad hoc (from shareholders)	Against
Flex LNG Ltd.	BM	Board Size	For
		Authority to Fill Board Vancancies	For
		Elect Ola Lorentzon	Against
		Elect Nikolai Grigoriev	Against
		Elect Steen Jakobsen	Against
		Elect Susan Sakmar	Against
		Appointment of Auditor	Against
		Directors' Fees	For
		Reduction in Share Premium Account	For
		Capital adjustment	For
Flowers Foods Inc.	US	Elect A. Ryals McMullian	Against
		Elect Edward J. Casey, Jr.	For
		Elect Thomas C. Chubb	Against
		Elect George E. Deese	Against
		Elect Rhonda Gass	For
		Elect Brigitte H. King	For
		Elect Margaret G. Lewis	Against
		Elect W. Jameson McFadden	For
		Elect Joanne D. Smith	For
		Elect James T. Spear	For
		Elect Melvin T. Stith	Against
		Elect C. Martin Wood, III	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Flowserve Corporation	US	Elect R. Scott Rowe	For
		Elect Sujeet Chand	For
		Elect Ruby R. Chandy	For
		Elect Gayla J. Delly	Against
		Elect John L. Garrison Jr.	For
		Elect Cheryl H. Johnson	For
		Elect Michael C. McMurray	For
		Elect Thomas B. Okray	For
		Elect David E. Roberts	For
		Elect Kenneth I. Siegel	Against
		Elect Carlyn R. Taylor	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Approval of the Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Political Contributions and Expenditures Report	For
FLSmidth & Co. AS	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Directors' Fees (2023)	For
		Directors' Fees (2024)	For
		Allocation of Profits/Dividends	For
		Remuneration Report	For
		Elect Tom Knutzen	Abstain
		Elect Mads Nipper	For
		Elect Anne Louise Eberhard	For
		Elect Thrasyvoulos Moraitis	For
		Elect Daniel Reimann	For
		Elect Anna Kristiina Hyvönen	Abstain

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
FLSmidth & Co. AS	DK	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Abstain
		Remuneration Policy	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
Fluence Energy Inc.	US	Elect Cynthia A. Arnold	For
		Elect Herman E. Bulls	For
		Elect Emma Falck	Withhold
		Elect Ricardo Falu	Withhold
		Elect Elizabeth A. Fessenden	For
		Elect Harald von Heynitz	For
		Elect Barbara W. Humpton	Withhold
		Elect Axel Meier	Withhold
		Elect Tish Mendoza	Withhold
		Elect Julian Jose Nebreda Marquez	Withhold
		Elect John Christopher Shelton	Withhold
		Elect Simon James Smith	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		To approve, on an advisory, non-binding basis, the compensation of the Company's named executive officers: please vote on this resolution to approve 1 year	For
		To approve, on an advisory, non-binding basis, the compensation of the Company's named executive officers: please vote on this resolution to approve 2 years	Against
		To approve, on an advisory, non-binding basis, the compensation of the Company's named executive officers: please vote on this resolution to approve 3 years	Against
		To approve, on an advisory, non-binding basis, the compensation of the Company's named executive officers: please vote on this resolution to approve abstain	Against
Formosa Taffeta Co. Ltd.	TW	To Ratify the Business Report and Financial Statements for 2023	For
		To Ratify the Proposal for the Distribution of 2023 Profits	For
		To Distribute Cash from Capital Surplus	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Formosa Taffeta Co. Ltd.	TW	To Amend the Articles of Incorporation of the Company	For
		To Release the Director from Non-Competition Restrictions	For
		Extraordinary Motions	Against
Fortescue Ltd.	AU	Remuneration Report	For
		Re-elect Sebastian Coe	Against
		Re-elect Jean Baderschneider	Against
		Elect Usha Rao Monari	Against
		Elect Noel Pearson	Against
		Approval of the Performance Rights Plan	For
		Equity Grant (CEO Metals Dino Otranto)	For
		Equity Grant (CEO Energy Mark Hutchinson)	For
		Board Spill (Conditional Resolution)	Against
Fortis Inc.	CA	Elect Tracey C. Ball	Withhold
		Elect Pierre Blouin	Withhold
		Elect Lawrence T. Borgard	Withhold
		Elect Maura J. Clark	Withhold
		Elect Lisa Crutchfield	Withhold
		Elect Margarita K. Dilley	Withhold
		Elect Julie A. Dobson	Withhold
		Elect Lisa L. Durocher	Withhold
		Elect David G. Hutchens	Withhold
		Elect Gianna M. Manes	Withhold
		Elect Donald R. Marchand	Withhold
		Elect Jo Mark Zurel	Withhold
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
		Approval of the Omnibus Equity Plan	For
Fortive Corporation	US	Elect Eric Branderiz	For
		Elect Daniel L. Comas	For
		Elect Sharmistha Dubey	For
		Elect Rejji P. Hayes	For
		Elect Wright L. Lassiter III	For
		Elect James A. Lico	For
		Elect Kate D. Mitchell	For
		Elect Jeannine P. Sargent	Against
		Elect Alan G. Spoon	For
		Advisory Vote on Executive Compensation	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fortive Corporation	US	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Ratification of Auditor	For
		Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Against
Fortnox AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Olof Hallrup	Against
		Ratification of Anna Frick	Against
		Ratification of Lena Glader	Against
		Ratification of Magnus Gudéhn	Against
		Ratification of Per Bertland	Against
		Ratification of Tommy Eklund (CEO)	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Anna Frick	For
		Elect Magnus Gudéhn	For
		Elect Olof Hallrup	Against
		Elect Olof Hallrup as Chair	Against
		Elect Lena Glader	For
		Elect Per Bertland	For
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For
		Remuneration Report	Against
		Adoption of Share-Based Incentives (ESSP 2024)	Against
		Authority to Repurchase Shares (ESSP 2023 and ESSP 2024)	Against
		Authority to Transfer Shares (ESSP 2024)	Against
		Authority to Transfer Treasury Shares in Relation to Social Security Contributions	Against
		Approve Equity Swap Agreement	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Fortum Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fortum Oyj	FI	Ratification of Board and CEO Acts	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Authority to Set Sustainability Reporting Auditor's Fees	For
		Appointment of Auditor for Sustainability Reporting	Against
		Amendments to Articles	For
		Authority to Repurchase Shares	For
		Authority to Issue Treasury Shares	For
		Charitable Donations	For
		Approval of Nomination Committee Guidelines	For
Forvia SE	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Elect Michel de Rosen	For
		Elect Jean-Bernard Lévy	For
		Elect Judith M. Curran	For
		Elect Christel Bories	Against
		Ratification of the Co-option of Nicolas Peter	For
		2024 Directors' Fees	For
		2023 Remuneration Report	Against
		2023 Remuneration of Michel de Rosen, Chair	For
		2023 Remuneration of Patrick Koller, CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Fosun International Ltd.	HK	Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fosun International Ltd.	HK	Allocation of Profits/Dividends	For
		Elect WANG Qunbin	Against
		Elect XU Xiaoliang	Against
		Elect GONG Ping	Against
		Elect HUANG Zhen	Against
		Elect ZHANG Huaqiao	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Authority to Grant Options and Issue Shares under the Share Option Scheme	Against
		Authority to Issue Shares under the Share Award Scheme	Against
Foxconn Technology Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Elect Chun-Fu LU	For
		Elect Kuo-Bao CHEN	For
		Elect Ching-Heng WU	For
		Elect Hsin-Yi CHIU	For
		Elect Mei-Jun WANG	For
		Non-Compete Restrictions for Directors	Against
		Extraordinary Motions	Against
Fox Corporation	US	Elect Lachlan K. Murdoch	Against
		Elect Tony Abbott	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fox Corporation	US	Elect William A. Burck	Against
		Elect Chase Carey	Against
		Elect Roland A. Hernandez	Against
		Elect Margaret L. Johnson	For
		Elect Paul D. Ryan	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
Franco-Nevada Corporation	CA	Elect David Harquail	Against
		Elect Paul Brink	For
		Elect Tom Albanese	For
		Elect Hugo Dryland	For
		Elect Derek W. Evans	Against
		Elect Catharine Farrow	For
		Elect Maureen Jensen	For
		Elect Jennifer Maki	For
		Elect Jacques Perron	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Fraport AG Frankfurt Airport Services Worldwide	DE	Presentation of the approved annual financial statements, the approved consolidated financial statements, the combined management report of the company and the group for the 2023 financial year together with the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Stefan Schulte (Chairman)	Against
		Resolution on the discharge of the Management Board for the 2023 financial year: Anke Giesen	Against
		Resolution on the discharge of the Management Board for the 2023 financial year: Julia Kranenberg	Against
		Resolution on the discharge of the Management Board for the 2023 financial year: Pierre Dominique Prümm	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fraport AG Frankfurt Airport Services Worldwide	DE	Resolution on the discharge of the Management Board for the 2023 financial year: Matthias Zieschang	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Michael Boddenberg (Chairman)	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Mathias Venema (Deputy Chairman)	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Devrim Arslan	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Karina Becker-Lienemann	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Bastian Bergerhoff	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Hakan Bölükmese	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ines Born	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Hakan Cicek	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Kathrin Dahnke	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Peter Feldmann	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Peter Gerber	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Margarete Haase	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Harry Hohmeister	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Mike Josef	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fraport AG Frankfurt Airport Services Worldwide	DE	Resolution on the discharge of the Supervisory Board for the 2023 financial year: Frank-Peter Kaufmann	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Sidar Kaya	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ulrich Kipper	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Lothar Klemm	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Karin Knappe	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Felix Kreutel	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ramona Lindner	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Michael Odenwald	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Matthias Pöschko	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Qadeer Rana	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Sonja Wärntges	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Katja Windt	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ozgür Yalcinkaya	Against
		Appointing the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the approval of the remuneration system for the Management Board members	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fraport AG Frankfurt Airport Services Worldwide	DE	Resolution on the approval of the remuneration report for the 2023 financial year	For
		Resolution on amending of Section 15(2)(4) of the Articles of Association	For
freenet AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the management reports for freenet AG and the group, the Management Board proposal for the appropriation of net income, the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Company's Management Board for the 2023 financial year: Christoph Vilanek (Chairman)	For
		Resolution on the discharge of the members of the Company's Management Board for the 2023 financial year: Ingo Arnold (Deputy Chairman)	For
		Resolution on the discharge of the members of the Company's Management Board for the 2023 financial year: Nicole Engenhardt-Gillé	Against
		Resolution on the discharge of the members of the Company's Management Board for the 2023 financial year: Stephan Esch	For
		Resolution on the discharge of the members of the Company's Management Board for the 2023 financial year: Antonius Fromme	For
		Resolution on the discharge of the members of the Company's Management Board for the 2023 financial year: Rickmann von Platen	For
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Marc Tüngler (Chairman)	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Claudia Anderleit	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Theo-Benneke Bretsch	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Sabine Christiansen	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Thomas Karlovits	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Kerstin Lopatta	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Knut Mackeprang	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Tobias Marx	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Frank Suwald	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Robert Weidinger	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Petra Winter	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Miriam Wohlfarth	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Bente Brandt	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Gerhard Huck	Against
		Resolution on the discharge of the members of the company's Supervisory Board for the 2023 financial year: Thomas Reimann	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
freenet AG	DE	Resolution on the appointment of the auditor and group auditor for the 2024 financial year and the auditor for any audit review of interim financial reports (semi-annual and quarterly reports) of the 2024 financial year and of the 2025 financial year before the 2025 ordinary annual general meeting	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
Freeport-McMoRan Inc.	US	Elect David P. Abney	For
		Elect Richard C. Adkerson	Against
		Elect Marcela E. Donadio	For
		Elect Robert W. Dudley	For
		Elect Hugh Grant	For
		Elect Lydia H. Kennard	For
		Elect Ryan M. Lance	Against
		Elect Sara Grootwassink Lewis	For
		Elect Dustan E. McCoy	Against
		Elect Kathleen L. Quirk	For
		Elect John J. Stephens	For
		Elect Frances Fragos Townsend	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment Regarding Officer Exculpation	Against
Fresenius Medical Care AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the management reports for Fresenius Medical Care AG and the group, the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the report of the Supervisory Board of Fresenius Medical Care AG for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of Fresenius Medical Care Management AG's former personally liable partner for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board of Fresenius Medical Care AG for the 2023 financial year	For
		Resolution on the discharge of Supervisory Board members of Fresenius Medical Care AG & Co. KGaA for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board of Fresenius Medical Care AG for the 2023 financial year	For
		Election of the auditor and the group auditor for the 2024 financial year, the auditor of sustainability reporting for the 2024 financial year and the auditor for any audit review of the semi-annual financial report for the 2024 financial year and other financial information over the course of the year	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fresenius Medical Care AG	DE	Resolution on the approval of the remuneration report for the 2023 financial year	For
		Resolution on the approval of the remuneration system for the members of the Management Board	For
		Resolution on the remuneration of Supervisory Board members and a corresponding amendment to Section 14 of the company's Articles of Association	For
		Resolution on an amendment to Section 16(1) of the company's Articles of Association (participation in the general meeting and voting rights) due to an amendment to the German Stock Corporation Act	For
Fresenius SE & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of Fresenius SE & Co. KGaA for the 2023 financial year	For
		Resolution on the discharge of the general partner for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year, the auditor of sustainability reporting for the 2024 financial year as well as of the auditor for any audit review of interim financial information	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
Freshpet Inc.	US	Elect David B. Biegger	For
		Elect Daryl G. Brewster	Against
		Elect Jacki S. Kelley	Against
		Elect Timothy R. McLevish	For
		Approval of the 2024 Equity Incentive Plan	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Fubon Financial Holding Co. Ltd.	TW	The 2023 Business Report and Financial Statements	For
		The 2023 Earnings Distribution Plan	For
		Issuance of New Shares from Capitalization of the Company's Capital Reserve	For
		The Company's Plan to Raise Long-Term Capital	Against
		Amendment to the Company's Rules Governing the Procedures for Shareholders Meetings	For
		Elect WANG Li-Chuan	Against
		Release the Company's Directors for the Board of Directors of the 9th Term from Non-Competition Restrictions (Richard M. Tsai).	For
		Extraordinary Motions	Against
FUCHS SE	DE	Presentation of the adopted annual financial statements of FUCHS SE and the approved consolidated financial statements, the combined management report for FUCHS SE and the group, the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB), each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
FUCHS SE	DE	Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the appointment of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and of the auditor for any review of financial information during the year	For
		Resolution on the election of the auditor of the sustainability report for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG)	Against
		Resolution on the approval of the adjusted remuneration system for the members of the Management Board	Against
Fuji Electric Co. Ltd.	JP	Elect Michihiro Kitazawa	Against
		Elect Shiro Kondo	Against
		Elect Junichi Arai	Against
		Elect Toru Hosen	Against
		Elect Hiroshi Tetsutani	Against
		Elect Masashi Kawano	Against
		Elect Toshihito Tamba	Against
		Elect Yukari Tominaga	For
		Elect Yukihiro Tachifuji	Against
		Elect Tomonari Yashiro	Against
		Elect Junichi Matsumoto	For
		Elect Jun Ohashi	For
		Elect Hirohiko Takaoka	For
		Elect Yuko Katsuta	For
		Elect Noriyuki Uematsu	For
		Trust Type Equity Plans	Against
Fujifilm Holdings Corporation	JP	Allocation of Profits/Dividends	For
		Elect Kenji Sukeno	Against
		Elect Teiichi Goto	Against
		Elect Masayuki Higuchi	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fujifilm Holdings Corporation	JP	Elect Naoki Hama	Against
		Elect Chisato Yoshizawa	For
		Elect Yoji Ito	Against
		Elect Kunitaro Kitamura	Against
		Elect Makiko Eda	For
		Elect Tsuyoshi Nagano	Against
		Elect Ikuro Sugawara	Against
		Elect Takako Suzuki	For
		Elect Tsumugu Ishigaki	For
		Elect Yoshio Iteya	For
		Directors' Fees	For
		Statutory Auditors' Fees	For
		Approval of the Restricted Stock Plan	Against
		Trust Type Equity Plan	Against
Fu Shou Yuan International Group Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect TAN Leon Li-an	Against
		Elect ZHOU Lijie	Against
		Elect LUO Zhuping	Against
		Elect LIANG Yanjun	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Fu Shou Yuan International Group Ltd.	KY	Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Galaxy Entertainment Group Ltd.	HK	Accounts and Reports	For
		Elect Francis LUI Yiu Tung	Against
		Elect James R. Ancell	Against
		Elect Charles CHEUNG Wai Bun	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
Galenica AG	CH	Approval of the management report, the 2023 annual accounts of Galenica AG and the 2023 consolidated annual accounts of the Galenica Group	For
		Approval of the 2023 non-financial report	For
		Discharge of the members of the Board of Directors and management	Against
		Resolution on the appropriation of the 2023 net income	For
		Resolution on the use of reserves from capital contributions	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of the maximum total remuneration of the Board of Directors for the 2025 financial year	For
		Approval of the maximum total remuneration of the management for the 2025 financial year	Against
		Re-election to the Board of Directors: Markus R. Neuhaus (as member and as Chairman of the Board of Directors)	For
		Re-election to the Board of Directors: Pascale Bruderer	For
		Re-election to the Board of Directors: Bertrand Jungo	For
		Re-election to the Board of Directors: Judith Meier	For
		Re-election to the Board of Directors: Solange Peters	For
		Re-election to the Board of Directors: Andreas Walde	For
		Re-election to the Board of Directors: Jörg Zulauf	For
		Election to the Remuneration Committee: Bertrand Jungo	For
		Election to the Remuneration Committee: Pascale Bruderer	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Galenica AG	CH	Election to the Remuneration Committee: Solange Peters	For
		Election to the Remuneration Committee: Andreas Walde	For
		Re-election of the independent voting proxy	For
		Re-election of the auditors	For
		Ad hoc	Against
Galp Energia SGPS S.A.	PT	Accounts and Reports; Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Corporate Bodies' Acts	Against
		Authority to Repurchase and Reissue Shares and Bonds	Against
		Cancellation of Shares	For
		Amendment to the Remuneration Policy	Against
Games Workshop Group Plc.	GB	Accounts and Reports	For
		Elect Kevin D. Rountree	For
		Elect John R. Brewis	Against
		Elect Karen E. Marsh	For
		Elect Randal Casson	For
		Elect Mark Lam	For
		Elect Elizabeth Harrison	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Games Workshop Group Plc.	GB	Authority to Repurchase Shares	For
Garo AB	SE	Opening of Meeting	For
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	For
		Presentation of Accounts and Reports	For
		Auditors statement confirming compliance with the remuneration guidelines	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	For
		Election of Directors	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase and Reissue Shares	For
Gartner Inc.	US	Elect Peter E. Bisson	For
		Elect Richard J. Bressler	Against
		Elect Raul E. Cesan	Against
		Elect Karen E. Dykstra	Against
		Elect Diana S. Ferguson	For
		Elect Anne Sutherland Fuchs	Against
		Elect William O. Grabe	Against
		Elect José M. Gutiérrez	For
		Elect Eugene A. Hall	For
		Elect Stephen G. Pagliuca	Against
		Elect Eileen M. Serra	For
		Elect James C. Smith	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Gaztransport Technigaz	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Carolle Foissaud	Against
		Ratification of the Co-option of Domitille Doat-Le Bigot	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Gaztransport Technigaz	FR	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Philippe Berterottière, Chair and CEO	Against
		2024 Remuneration Policy (Chair and CEO, until June 12, 2024)	Against
		2024 Remuneration Policy (CEO, from June 12, 2024)	Against
		2024 Remuneration Policy (Chair, from June 12, 2024)	For
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
GE Aerospace	US	Elect Stephen F. Angel	For
		Elect Sébastien Bazin	Against
		Elect Margaret S. Billson	For
		Elect H. Lawrence Culp, Jr.	For
		Elect Thomas Enders	For
		Elect Edward Garden	For
		Elect Isabella D. Goren	For
		Elect Thomas W. Horton	For
		Elect Catherine Lesjak	For
		Elect Darren W. McDew	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Against
GEA Group AG	DE	Presentation of the adopted annual financial statements of GEA Group Aktiengesellschaft and the approved consolidated financial statements as at 31 December 2023, the Group management report for the 2023 financial year combined with the management report of GEA Group Aktiengesellschaft, including the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Approval of the remuneration report	For
		Discharge of the members of the Management Board for the 2023 financial year:	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	For
		Election of the auditor for the 2024 financial year	For
		Election of Supervisory Board members: Andreas Renschler	For
		Election of Supervisory Board members: Axel Stepken	For
		Amendment to the Articles of Association to adjust the proof date due to the Future Financing Act	For
		Amendments to Article 10(5) and (6) and Article 11(1) of the Articles of Association	For
		Approval of the 2040 climate plan drawn up by the Management Board (consultative decision)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Geberit AG	CH	Approval of the management report, the annual accounts and the consolidated financial statements 2023, acceptance of the auditors' reports	For
		Resolution on the appropriation of net income	For
		Approval of the sustainability report (non-financial report) 2023	For
		Discharge of the Board of Directors	Against
		Election to the Board of Directors: Albert M. Baehny (as member and as Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Thomas Bachmann	For
		Election to the Board of Directors: Felix R. Ehrat	Against
		Election to the Board of Directors: Werner Karlen	Against
		Election to the Board of Directors: Bernadette Koch	For
		Election to the Board of Directors: Eunice Zehnder-Lai	For
		Election to the Remuneration Committee: Eunice Zehnder-Lai	For
		Election to the Remuneration Committee: Thomas Bachmann	For
		Election to the Remuneration Committee: Werner Karlen	Against
		Re-election of the independent proxy	For
		Re-election of the auditors	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of the maximum total remuneration of the members of the Board of Directors for the period until the next general meeting	For
		Approval of the maximum total remuneration of members of the Group Executive Board for the 2025 financial year	Against
		Ad hoc	Against
Gecina S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Dividends	Against
		Scrip Dividend	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Jérôme Brunel, Chair	For
		2023 Remuneration of Beñat Ortega, CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Elect Nathalie Charles as Censor	For
		Elect Jérôme Brunel	Against
		Elect Audrey Camus	For
		Elect Nathalie Charles	For
		Advisory Vote on the Company's Ambition to Reduce GHG Emissions of its Buildings in Operation	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Increase Capital in Case of Exchange Offers (France)	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind (France)	Against
		Authority to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Authority to Issue Restricted Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Gecina S.A.	FR	Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Geely Automobile Holdings Ltd.	KY	Accounts and Reports	For
		Services Agreement	For
		Special Dividend by Way of Distribution in Specie	For
		Allocation of Profits/Dividends	For
		Automobile Components Sales and Purchase Agreement	For
		Elect GUI Sheng Yue	Against
		Operation Services Agreement	For
		Elect AN Qing Heng	Against
		Elect WANG Yang	Against
		Elect GAO Jie	For
		Elect Jennifer YU Li Ping	For
		Elect ZHU Han Song	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Increase in Authorized Share Capital	Against
GE Healthcare Technologies Inc.	US	Elect Peter J. Arduini	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
GE Healthcare Technologies Inc.	US	Elect H. Lawrence Culp, Jr.	For
		Elect Rodney F. Hochman	For
		Elect Lloyd W. Howell, Jr.	For
		Elect Risa Lavizzo-Mourey	For
		Elect Catherine Lesjak	For
		Elect Anne T. Madden	For
		Elect Tomislav Mihaljevic	For
		Elect William J. Stromberg	For
		Elect Phoebe L. Yang	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Gen Digital Inc.	US	Elect Susan P. Barsamian	For
		Elect Pavel Baudis	For
		Elect Eric K. Brandt	For
		Elect Frank E. Dangeard	Against
		Elect Nora M. Denzel	For
		Elect Peter A. Feld	For
		Elect Emily Heath	For
		Elect Vincent Pilette	For
		Elect Sherrese M. Smith	For
		Elect Ondrej Vlcek	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2013 Equity Incentive Plan	For
Generali S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Amendments to Article 7.2 (Digital Storage of Corporate Books)	For
		Amendments to Article 9.1 (Share Capital)	For
		Amendments to Article 16.1 (Registration to General Meetings)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Generali S.p.A.	IT	Amendments to Article 18 (Chairing of General Meetings)	For
		Amendments to Article 19.1 (Competences of General Meetings)	For
		Amendments to Articles (Board and Board of Statutory Auditors Requirements)	For
		Amendments to Article 28.4 (Slate Requirements)	For
		Amendments to Article 29.4 (Powers of Chair of Board)	For
		Amendments to Article 30 (Vice Chair of Board)	For
		Amendments to Article 32.2 (Powers of Board of Directors)	Against
		Amendments to Article 33 (Board Meetings)	For
		Amendments to Article 34.1 (Board Committees)	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024-2026 Long-Term Incentive Plan	For
		Authority to Repurchase Shares to Service Long-Term Incentive Plan	For
		Directors' liabillity action	For
General Mills Inc.	US	Elect Benno O. Dorer	For
		Elect C. Kim Goodwin	For
		Elect Jeffrey L. Harmening	Against
		Elect Maria G. Henry	For
		Elect Jo Ann Jenkins	For
		Elect Elizabeth C. Lempres	For
		Elect John G. Morikis	For
		Elect Diane L. Neal	For
		Elect Stephen A. Odland	Against
		Elect Maria A. Sastre	For
		Elect Eric Sprunk	For
		Elect Jorge A. Uribe	For
		ADVISORY VOTE ON EXECUTIVE COMPENSATION	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Disclosure of Regenerative Agriculture Practices	For
		Shareholder Proposal Regarding Report on Plastic Packaging	For
General Motors Co.	US	Elect Mary T. Barra	Against
		Elect Wesley G. Bush	For
		Elect Joanne C. Crevoiserat	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
General Motors Co.	US	Elect Linda R. Gooden	For
		Elect Joseph Jimenez	For
		Elect Jonathan McNeill	For
		Elect Judith A. Miscik	For
		Elect Patricia F. Russo	For
		Elect Thomas M. Schoewe	Against
		Elect Mark A. Tatum	For
		Elect Jan E. Tighe	For
		Elect Devin N. Wenig	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Child Labor Linked To Electric Vehicles	For
		Shareholder Proposal Regarding Revisiting Pay Incentives for EV Production Metrics	Against
		Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	For
		Shareholder Proposal Regarding Additional Disclosure on Sustainability Risks Within the Supply Chain	For
Genertec Universal Medical Group Co. Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect CHEN Shisu	Against
		Elect WANG Lin	Against
		Elect XU Ming	Against
		Elect ZHU Ziyang	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Genertec Universal Medical Group Co. Ltd.	HK	Elect LI Yinquan	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		2024 Finance Lease Framework Agreement	For
Genie Energy Ltd.	US	Elect Howard S. Jonas	Against
		Elect Joyce J. Mason	Against
		Elect W. Wesley Perry	Against
		Elect Alan B. Rosenthal	Against
		Elect Allan Sass	Against
		Amendment to the 2021 Stock Option and Incentive Plan	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: 1 year	For
		Frequency of Advisory Vote on Executive Compensation: 2 years	Against
		Frequency of Advisory Vote on Executive Compensation: 3 years	Against
		Frequency of Advisory Vote on Executive Compensation: Abstain	Against
Genmab AS	DK	Report of the Board of Directors	Not voted
		Accounts and Reports; Ratification of Board and Management Acts	For
		Allocation of Profits/Dividends	For
		Remuneration Report	For
		Elect Deirdre P. Connelly	For
		Elect Pernille Erenbjerg	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Genmab AS	DK	Elect Rolf Hoffman	For
		Elect Elizabeth O'Farrell	For
		Elect Paolo Paoletti	For
		Elect Anders Gersel Pedersen	Abstain
		Appointment of Auditor	For
		Directors' Fees	For
		Indemnification of Directors	For
		Amendments to Articles (Indemnification of Directors)	For
		Remuneration Policy	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Issuance of Warrants w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authorization of Legal Formalities	For
Genuit Group Plc.	GB	Accounts and Reports	For
		Remuneration Policy	For
		Remuneration Report	For
		Final Dividend	For
		Elect Tim Pullen	For
		Elect Bronagh Kennedy	For
		Elect Joe Vorih	For
		Elect Kevin J. Boyd	Against
		Elect Shatish Dasani	For
		Elect Lisa Scenna	For
		Elect Louise Brooke-Smith	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Approval of the Sharesave Plan	For
		Long-Term Incentive Plan	For
		Deferred Bonus Plan	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Genuit Group Plc.	GB	Authority to Set General Meeting Notice Period at 14 Days	For
Genworth Financial Inc.	US	Elect G. Kent Conrad	Against
		Elect Karen E. Dyson	For
		Elect Jill R. Goodman	For
		Elect Melina E. Higgins	For
		Elect Thomas J. McInerney	For
		Elect Howard D. Mills	For
		Elect Robert P. Restrepo, Jr.	For
		Elect Elaine A. Sarsynski	For
		Elect Ramsey D. Smith	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendments to Certificate of Incorporation to Remove References to Class B Shares	For
		Adoption of Right to Call a Special Meeting	For
George Weston Ltd.	CA	Elect M. Marianne Harris	For
		Elect Nancy H.O. Lockhart	For
		Elect Sarabjit S. Marwah	Against
		Elect Gordon M. Nixon	Against
		Elect Barbara G. Stymiest	Against
		Elect Galen G. Weston	Against
		Elect Cornell Wright	Against
		Appointment of Auditor and Authority to Set Fees	For
		Advisory Vote on Executive Compensation	Against
Georg Fischer AG	CH	Annual accounts and consolidated financial statements 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Vote on the 2023 non-financial matters report (advisory)	For
		Appropriation of net income for 2023 and distribution of profit	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Georg Fischer AG	CH	Discharge of the Board of Directors and management	Against
		Re-election to the Board of Directors: Peter Hackel	For
		Re-election to the Board of Directors: Eveline Saupper	Against
		Re-election to the Board of Directors: Ayano Senaha	For
		Re-election to the Board of Directors: Yves Serra	Against
		Re-election to the Board of Directors: Monica de Virgiliis	For
		Re-election to the Board of Directors: Michelle Wen	For
		New election to the Board of Directors: Annika Paasikivi	Against
		New election to the Board of Directors: Stefan Rabsamen	For
		Election of the Chair of the Board of Directors: Yves Serra	Against
		Re-election of the Remuneration Committee: Annika Paasikivi	Against
		Re-election of the Remuneration Committee: Eveline Saupper	Against
		Re-election of the Remuneration Committee: Michelle Wen	For
		Remuneration of the Board of Directors	For
		Remuneration of the group management	Against
		Election of the auditors	Against
		Re-election of the independent proxy for the 2025 general meeting	For
		Ad hoc	Against
Gerresheimer AG	DE	Presentation of the adopted annual financial statements of Gerresheimer AG and the approved consolidated financial statements as at 30 November 2023, the combined management report of Gerresheimer AG and the group as well as the Supervisory Board report for the 2023 financial year (1 December 2022 to 30 November 2023)	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the election of the auditor of the financial statements	For
		Approval of the remuneration report for the financial year 2023 (1 December 2022 to 30 November 2023) as prepared and audited in accordance with Section 162 of the Stock Corporation Act (AktG)	Against
		New elections to the Supervisory Board: Sidonie Golombowski-Daffner	For
		New elections to the Supervisory Board: Dorothea Wenzel	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Gerresheimer AG	DE	New elections to the Supervisory Board: Christoph Zindel	For
Gestamp Automoción S.A.	ES	Accounts and Reports; Ratification of Board Acts	Against
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Special Dividend	For
		Ratify Co-Option of Makoto Takasugi	For
		Elect Concepción Rivero Bermejo	For
		Board Size	For
		Appointment of Auditor (Ernst & Young)	Against
		Appointment of Auditor (PwC)	For
		Remuneration Report	Against
		Advisory Vote on ESG 2025 Strategic Plan Progress	For
		Authorisation of Legal Formalities	For
		Minutes	For
Getac Holdings Corporation	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	For
		Amendments to Articles of Association	For
		Amendments to Procedural Rules: Shareholder Meetings	For
		Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against
Getinge AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Report of the Board of Directors	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Carl Bennet	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Getinge AB	SE	Ratification of Johan Bygge	Against
		Ratification of Cecilia Daun Wennborg	Against
		Ratification of Barbro Fridén	Against
		Ratification of Dan Frohm	Against
		Ratification of Johan Malmquist	Against
		Ratification of Malin Persson	Against
		Ratification of Kristian Samuelsson	Against
		Ratification of Mattias Perjos	Against
		Ratification of Fredrik Brattborn	Against
		Ratification of Åke Larsson	Against
		Ratification of Pontus Käll	Against
		Ratification of Ida Gustafsson	Against
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Carl Bennet	Against
		Elect Johan Bygge	Against
		Elect Cecilia Daun Wennborg	Against
		Elect Dan Frohm	Against
		Elect Johan Malmquist	Against
		Elect Mattias Perjos	Against
		Elect Malin Persson	Against
		Elect Kristian Samuelsson	Against
		Elect Johan Malmquist as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
GFL Environmental Inc.	CA	Elect Patrick Dovigi	Withhold
		Elect Dino Chiesa	Withhold
		Elect Violet Konkle	For
		Elect Arun Nayar	Withhold
		Elect Paolo Notarnicola	Withhold
		Elect Ven Poole	For
		Elect Blake Sumler	For
		Elect Raymond Svider	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
GFL Environmental Inc.	CA	Elect Jessica L. McDonald	Withhold
		Elect Sandra Levy	For
		Appointment of Auditor and Authority to Set Fees	For
		Advisory Vote on Executive Compensation	Against
Giga-Byte Technology Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Amendments to Financial Derivatives Transactions Operating Procedures	For
		Elect YEH Pei-Cheng	Against
		Elect LIU Ming-Hsiung	Against
		Elect MA Mou-Ming	Against
		Elect TSENG Chun-Ming	Against
		Elect KO Cong-Yuan	Against
		Elect LEE E-Tay	Against
		Elect WANG Hwei-Min	Against
		Elect YANG Cheng-Li	Against
		Elect PENG Peng-Huang	Against
		Elect LIN Li-Chen	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Giga-Byte Technology Co. Ltd.	TW	Elect ZHU Wen-Yi	Against
		Non-Competition Restrictions for Directors	For
		Extraordinary Motions	Against
Gilead Sciences Inc.	US	Elect Jacqueline K. Barton	For
		Elect Jeffrey A. Bluestone	For
		Elect Sandra J. Horning	For
		Elect Kelly A. Kramer	For
		Elect Ted W. Love	For
		Elect Harish Manwani	Against
		Elect Daniel P. O'Day	Against
		Elect Javier J. Rodriguez	For
		Elect Anthony Welters	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Non-Management Employee Representation on the Board	For
		Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Against
		Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	For
Givaudan SA	CH	Approval of the management report, the annual financial statements and the 2023 consolidated financial statements	For
		Approval of the 2023 non-financial report	For
		Advisory vote on the 2023 remuneration report	Against
		Appropriation of net income and distribution	For
		Discharge of the Board of Directors	Against
		Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Victor Balli	Against
		Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Ingrid Deltenre	For
		Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Olivier Filliol	Against
		Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Sophie Gasperment	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Givaudan SA	CH	Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Calvin Grieder (as a member of the Board of Directors and as Chairman of the Board of Directors)	Against
		Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Roberto Guidetti	Against
		Re-election of existing members of the Board of Directors and of the Chairman of the Board of Directors: Tom Knutzen	Against
		Re-election of the members of the Remuneration Committee: Victor Balli	Against
		Re-election of the members of the Remuneration Committee: Ingrid Deltenre	For
		Re-election of the members of the Remuneration Committee: Olivier Filliol	Against
		Re-election of the independent proxy	For
		Re-election of the auditors	For
		Vote on the remuneration of the Board of Directors	For
		Vote on the remuneration of the management: Short-term variable remuneration components (2023 annual bonus plan)	Against
		Vote on the remuneration of the management: fixed salary and long-term variable remuneration components (2024 Performance Share Plan - "PSP")	Against
		Ad hoc	Against
Gjensidige Forsikring ASA	NO	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	For
		Accounts and Reports; Allocation of Profits and Dividends	Against
		Remuneration Report	Against
		Authority to Distribute a Dividend	Against
		Authority to Repurchase Shares Pursuant to Employee Compensation Plan	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Issue Debt Instruments	For
		Amendments to Articles	For
		Election of Directors	Against
		Elect Trine Riis Groven	For
		Elect Pernille Moen Masdal	For
		Elect Henrik Bachke Madsen	For
		Elect Inger Grøgaard Stensaker	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Gjensidige Forsikring ASA	NO	Elect Hans Seierstad	For
		Appointment of Auditor	Against
		Directors and Auditors' Fees	For
Glanbia Plc.	IE	Accounts and Reports	For
		Final Dividend	For
		Elect Donard Gaynor	Against
		Elect Hugh McGuire	Against
		Elect Roisin Brennan	Against
		Elect Paul Duffy	Against
		Elect Mark Garvey	Against
		Elect Ilona Haaijer	Against
		Elect Brendan Hayes	Against
		Elect Jane Lodge	Against
		Elect John G. Murphy	Against
		Elect Patrick Murphy	Against
		Elect Dan O'Connor	Against
		Elect Gabriella Parisse	Against
		Elect Kimberly Underhill	Against
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set Price Range for Reissuance of Treasury Shares	For
GN Store Nord AS	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Ratification of Board and Management Acts	Against
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Directors' Fees	For
		Board Size	For
		Elect Jukka Pekka Pertola	For
		Elect Klaus Holse	For
		Elect Hélène Barnekow	Abstain

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
GN Store Nord AS	DK	Elect Anette Weber	For
		Elect Kim Vejlby Hansen	For
		Elect Jørgen Bundgaard Hansen	For
		Appointment of Auditor	For
		Issuance of Shares w/ Preemptive Rights	Against
		Issuance of Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Amendments to Remuneration Policy	Against
		Indemnification of Directors/Officers	For
		Amendments to Articles (Indemnification of Directors/Officers)	For
		Amendment of Remuneration Policy (Indemnification Scheme)	For
		Proposals from Shareholders	Not voted
Goodman Group	AU	Appointment of Auditor	Against
		Re-elect Danny Peeters (Goodman Limited)	Against
		Re-elect Danny Peeters (Goodman Logistics (HK) Limited)	Against
		Re-elect David Collins (Goodman Logistics (HK) Limited)	Against
		Remuneration Report	Against
		Equity Grant (MD/CEO Greg Goodman)	Against
		Equity Grant (Executive Director Danny Peeters)	Against
		Equity Grant (Deputy CEO & CEO North America Anthony Rozic)	Against
Graco Inc.	US	Elect Heather L. Anfang	Against
		Elect Archie C. Black	Against
		Elect Brett C.Carter	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2019 Stock Incentive Plan	For
Grand Canyon Education Inc.	US	Elect Brian E. Mueller	Against
		Elect Sara Ward	For
		Elect Jack A. Henry	Against
		Elect Lisa Graham Keegan	Against
		Elect Chevy Humphrey	For
		Elect Kevin F. Warren	For
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Grand Canyon Education Inc.	US	Ratification of Auditor	Against
Grand City Properties S.A.	LU	Presentation of Board Report	Not voted
		Presentation of Auditor Report	Not voted
		Accounts and Reports (Annual Accounts)	For
		Accounts and Reports (Consolidated Accounts)	For
		Allocation of Profits	For
		Ratification of Board Acts	Against
		Elect Scot Wardlaw to the Board of Directors	For
		Elect Monica Porfilio to the Board of Directors	For
		Elect Simone Runge-Brandner to the Board of Directors	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Repurchase and Reissue Shares	Against
Granges AB [publ]	SE	Opening of Meeting; Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Fredrik Arp	For
		Ratify Steven Armstrong	For
		Ratify Mats Backman	For
		Ratify Martina Buchhauser	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Granges AB [publ]	SE	Ratify Peter Carlsson	For
		Ratify Katarina Lindström	For
		Ratify Hans Porat	For
		Ratify Gunilla Saltin	For
		Ratify Emma Hansen Lamprecht	For
		Ratify Emelie Gunnstedt	For
		Ratify Jörgen Rosengren	For
		Ratify Isabelle Jonsson	For
		Ratify Konny Svensson	For
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Fredrik Arp	Against
		Elect Steven Armstrong	For
		Elect Mats Backman	For
		Elect Martina Buchhauser	For
		Elect Peter Carlsson	For
		Elect Gunilla Saltin	For
		Elect Mikael Bratt	For
		Elect Cecilia Daun Wennborg	For
		Appoint Fredrik Arp as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Adoption of LTI 2024 (Warrants and Restricted Shares)	Against
		Adoption of LTI 2024 (Call Options and Restricted Shares)	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Grape King Bio Ltd.	TW	Business Report and Financial Statements	For
		Allocation of Profits/Dividends	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Grape King Bio Ltd.	TW	Amendments to Articles	For
		Amendments to Procedural Rules: Shareholders Meetings	For
		Elect Andrew TSENG Sheng-Lin	For
		Elect Grace TSENG Mei-Ching	For
		Elect CHAI Jia-Fong	For
		Elect James HUANG Yen-Hsiang	For
		Elect Barry CHANG Jue-Jia	For
		Elect CHEN Hsing-Chun	For
		Elect LAI Chih-Wei	For
		Elect Jenny CHEN Jing-Ning	For
		Elect James CHIN Pang-Chung	For
		Elect YU Chi-J	For
		Elect Ting CHEN Ting-Ju	For
		Release from Non Competition Restrictions on Directors	For
		Extraordinary Motions	Against
Great Wall Motor Co. Ltd.	CN	Accounts and Reports	For
		Approval of the 2023 Restricted Share Incentive Scheme (Draft)	For
		Authority to Issue Debt Financing Instrument	For
		Authority to Repurchase A and H Shares	Against
		Plan of Guarantees for the Year 2024	For
		Approval of the 2023 Share Option Incentive Scheme (Draft)	For
		Bill Pool Business for the Year 2024	For
		Directors' Report	For
		Allocation of Profits/Dividends	For
		Assessment Management Measures for the 2023 Restricted Share Incentive Scheme	For
		Authorization of the Banking Business	For
		Annual Report	For
		Assessment Management Measures for the 2023 Share Option Incentive Scheme	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Great Wall Motor Co. Ltd.	CN	Board Authorization to Handle Matters Relating to the 2023 Restricted Share Incentive Scheme	For
		Independent Directors' Report	For
		Board Authorization to Handle Matters Relating to the 2023 Share Option Incentive Scheme	For
		Supervisors' Report	For
		Amendments to Articles	For
		Business Strategy for 2024	For
		Appointment of Auditor and Authority to Set Fees	Against
		Approval of the 2023 Second ESOP	Against
		Authority to Issue A and/or H Shares w/o Preemptive Rights	Against
		Management Measures for the 2023 Second ESOP	Against
		Authority to Repurchase A and H Shares	Against
		Board Authorization to Handle Matters Relating to the 2023 Second ESOP	Against
		Related Party Transactions with Spotlight Automotive	For
		Amendments to Working System for Independent Directors	For
		Amendments to Rules of Procedure for General Meeting	For
		Amendments to Rules of Procedure for Meetings of the Board of Directors	For
Great-West Lifeco Inc.	CA	Elect Michael R. Amend	For
		Elect Deborah J. Barrett	For
		Elect Robin A. Bienfait	For
		Elect Heather E. Conway	For
		Elect Marcel R. Coutu	Against
		Elect André Desmarais	Against
		Elect Paul Desmarais, Jr.	Against
		Elect Gary A. Doer	For
		Elect Claude Généreux	Against
		Elect Jake P. Lawrence	Against
		Elect Paula B. Madoff	For
		Elect Paul A. Mahon	Against

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Name of security	Country	Agenda items	Voting
Great-West Lifeco Inc.	CA	Elect Susan J. McArthur	For
		Elect R. Jeffrey Orr	Against
		Elect James O' Sullivan	Against
		Elect T. Timothy Ryan, Jr.	Against
		Elect Dhvani D. Shah	For
		Elect Siim A. Vanaselja	Against
		Elect Brian E. Walsh	Against
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Transaction of Other Business	Against
Gree Electric Appliances Inc.	CN	2023 Annual Report and its Summary	For
		Authority to Repurchase Shares	For
		2023 Directors' Report	For
		Approval of the [Employee Stock Purchase Plan]	Against
		2023 Supervisors' Report	For
		Authorization to the Board to Handle Matters Regarding the 3rd Phase	Against
		2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Estimated Daily Related Party Transactions	For
		2024 Appointment of Auditor	Against
		Estimated Guarantee Quota between Subsidiaries	For
		2024 Launching Hedging Business of Bulk Material Futures	For
		2024 Launching Hedging Business with Foreign Exchange Derivatives	For
		Launching Bill Pool Business	For
Greggs Plc.	GB	Accounts and Reports	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Final Dividend	For
		Elect Matthew Davies	Against
		Elect Roisin Currie	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Greggs Plc.	GB	Elect Richard Hutton	For
		Elect Kate Ferry	For
		Elect Mohamed Elsarky	For
		Elect Lynne Weedall	For
		Elect Nigel Mills	For
		Remuneration Report	For
		Approval of the Company Share Option Plan and the Executive Share Option Scheme	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Grenergy Renovables S.A.	ES	Individual Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits	For
		Ratification of Board Acts	Against
		Appointment of Auditor	For
		Cancellation of Shares and Reduce Capital	For
		Board Size	For
		Ratify Co-Option and Elect Ana María Plaza Arregui	Against
		Elect Pablo Otín Pintado	Against
		Elect Ana Cristina Peralta Moreno	Against
		Elect Nicolás Bergareche Mendoza	Against
		Remuneration Policy	Against
		Approval of Share Appreciation Rights Plan	Against
		Remuneration Report	Against
		Authority to Set General Meeting Notice Period at 15days	Against
		Authorisation of Legal Formalities	For
Grieg Seafood ASA	NO	Election of Presiding Chair; Minutes	For
		Notice of Meeting; Agenda	For
		Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Grieg Seafood ASA	NO	Allocation of Profits/Dividends	For
		Authority to Distribute Dividends	For
		Corporate Governance Report	For
		Authority to Set Auditor's Fees	For
		Directors' Fees	For
		Elect Per Grieg jr.	Against
		Elect Nicolai Hafeld Grieg	Against
		Elect Paal Espen Johnsen	Against
		Elect Marit Solberg	Against
		Elect Silje Remøy	Against
		Elect Per Grieg jr. as Chair	Against
		Appointment of Nomination Committee	For
		Nomination Committee Fees	For
		Remuneration Report	Against
		Adoption of Synthetic Options Program	Against
		Approval of Continuance of The Employee Share Savings Plan	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Grifols S.A.	ES	Individual Accounts and Reports; Allocation of Losses	For
		Consolidated Accounts and Reports	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	Against
		Appointment of Auditor	Against
		Appointment of Auditor for Sustainability Reporting	For
		Resignation of Director	Not voted
		Ratify Co-Option and Elect José Ignacio Abia Buenache	Against
		Ratify Co-Option and Elect Albert Grifols Coma-Cros	Against
		Elect Claire Giraut	Against
		Elect Anne Catherine Berner	Against
		Board Size	For
		Amendments to Article 3 (Registered Office)	For
		Presentation of Report on Amendments to Board of Directors Regulation	Not voted
		Remuneration Report	Against
		Amendment to Remuneration Policy	Against
		Authority to Set General Meeting Notice Period at 15 days	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Grifols S.A.	ES	Authorisation of Legal Formalities	For
Guangdong Provincial Expressway Development Co. Ltd.	CN	2023 Annual Accounts Report	For
		Supplementary Agreement to the Finance Service Agreement to be Signed with a Company	
		2023 Profit Distribution Plan	For
		2024 overall budget	For
		2023 Work Report of the Board of Directors	For
		2023 Work Report of the Supervisory Committee	For
		2023 Annual Report and Its Summary	For
		Appointment of 2024 Financial Audit Firm	Against
		Appointment of 2024 Internal Control Audit Firm	Against
		Formulation of the Shareholder Return Plan for the Next Three Years from 2024 to 2026	For
		2024 Investment Plan	Against

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Name of security	Country	Agenda items	Voting
Guangdong Provincial Expressway Development Co. Ltd.	CN	Elect WU Guijun	Against
Guidewire Software Inc.	US	Elect Michael C. Keller	
		Elect Michael Rosenbaum	
		Elect Mark V. Anquillare	
		Elect David S. Bauer	
		Elect Margaret Dillon	
		Elect Paul Lavin	
		Elect Catherine P. Lego	
		Elect Rajani Ramanathan	
		Ratification of Auditor	
		Advisory Vote on Executive Compensation	
		Approval of the 2024 Employee Stock Purchase Plan	
Gulfport Energy Operating Corporation	US	Elect Timothy J. Cutt	Against
		Elect David Wolf	Against
		Elect Jason Martinez	Against
		Elect Jeannie Powers	Against
		Elect David Reganato	Against
		Elect John K. Reinhart	Against
		Elect Mary L. Shafer-Malicki	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against

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Name of security	Country	Agenda items	Voting
Hafnia Ltd.	BM	Approval of the Scheme of Arrangement in Connection with the Redomicilation of the Company	Against
		Board Size	For
		Notice of Meeting	Not voted
		Amendments to Bye-Laws	Against
		Elect Andreas Sohmen-Pao	Against
		Elect Erik Bartnes	Against
		Elect Peter Graham Read	Against
		Elect Donald John Ridgway	Against
		Elect Su Yin Anand	Against
		Election of Andreas Sohmen-Pao as Chair	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
Haier Smart Home Co. Ltd.	CN	2023 Accounts and Reports	For
		Change in the Use and Cancellation of Shares Repurchased	For
		Connected Transactions Regarding Acceptance of Voting Right Entrustment	
		2023 Directors' Report	For
		General Authorization for the Repurchase of Not More Than 10% of the Total Number of Issued H Shares of the Company	Against
		2023 Supervisors' Report	For
		General Authorization for the Repurchase of Not More Than 10% of the Total Number of Issued D Shares of the Company	Against
		2023 ANNUAL REPORT AND ITS SUMMARY	For
		2023 Internal Control Self-Assessment Report	For
		Allocation of 2023 Profits/Dividends	For
		Shareholder Return Plan for The Next Three Years (2024-2026)	For
		REAPPOINTMENT OF CHINA ACCOUNTING STANDARDS AUDIT FIRM	Against
		REAPPOINTMENT OF INTERNATIONAL ACCOUNTING STANDARDS AUDIT FIRM	Against
		Estimated Guarantee Quotas of Company and Its Subsidiaries for FY2024	For
		Approval to Launch Foreign Currency Capital Derivatives Business	For
		Change in the Use of Shares Repurchased and Cancellation of Shares Repurchased	For
		Authority to Issue Debt Instruments	For
		General Mandate on Additional Issuance of A Shares	For
		General Mandate on Additional Issuance of H Shares	For

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Name of security	Country	Agenda items	Voting
Haier Smart Home Co. Ltd.	CN	General Mandate on Additional Issuance of D Shares	For
		General Mandate to Repurchase H Shares	Against
		General Mandate to Repurchase D Shares	Against
		Amendments to Articles [Bundled]	For
		Amendments to Procedural Rules for Shareholders' Meeting	For
		Amendments to Procedural Rules for Board Meetings	For
		Amendments to Procedural Rules for Supervisory Board Meetings	For
		Amendments to Management System for Raised Funds	For
		Amendments to Work System for Independent Directors	For
		Amendments to Management System for Entrusted Financial Management	For
		Shareholder Proposal: 2024 A-Share Key Employee Stock Ownership Plan (Draft) and Its Summary	Against
		Shareholder Proposal: 2024 H-Share Key Employee Stock Ownership Plan (Draft) and Its Summary	Against
		Shareholder Proposal: Adjustment of Remuneration for Directors	For
		Shareholder Proposal: Elect LIU Yongfei	Against
Hakuhodo DY Holdings Inc.	JP	Allocation of Profits/Dividends	For
		Elect Hirokazu Toda	Against
		Elect Masayuki Mizushima	Against
		Elect Hirotake Yajima	Against
		Elect Masanori Nishioka	Against
		Elect Akihiko Ebana	Against
		Elect Motohiro Ando	Against
		Elect Nobumichi Hattori	Against
		Elect Toru Yamashita	Against
		Elect Ikuko Arimatsu	For
		Elect Koichi Ueda	Against
		Elect Kazuhiko Tomoda as Statutory Auditor	For
Haleon PLC	GB	Accounts and Reports	For
		Remuneration Report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Haleon PLC	GB	Final Dividend	For
		Elect Dave J. Lewis	For
		Elect Brian McNamara	For
		Elect Tobias Hestler	For
		Elect Manvinder Singh Banga	For
		Elect Marie-Anne Aymerich	For
		Elect Tracy Clarke	For
		Elect Vivienne Cox	For
		Elect Asmita Dubey	For
		Elect Deirdre Mahlan	For
		Elect David Denton	For
		Elect Bryan Supran	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authority to Repurchase Shares	For
		Authority to Repurchase Shares Off-market	For
Halliburton Co.	US	Elect Abdulaziz F. Al Khayyal	Against
		Elect William E. Albrecht	Against
		Elect M. Katherine Banks	For
		Elect Alan M. Bennett	Against
		Elect Earl M. Cummings	Against
		Elect Murry S. Gerber	Against
		Elect Robert A. Malone	Against
		Elect Jeffrey A. Miller	Against
		Elect Bhavesh V. Patel	Against
		Elect Maurice Smith	Against
		Elect Janet L. Weiss	For
		Elect Tobi M. Edwards Young	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the Stock and Incentive Plan	For
Halma Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Elect Liam Condon	For
		Elect Giles Kerr	For
		Elect Dame Louise Makin	Against
		Elect Marc Ronchetti	For
		Elect Stephen Gunning	For
		Elect Jennifer Ward	For
		Elect Carole Cran	For
		Elect Jo Harlow	For

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Name of security	Country	Agenda items	Voting
Halma Plc.	GB	Elect Dharmash Mistry	For
		Elect Sharmila Nebhrajani	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authorisation of Political Donations	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Hangzhou Steam Turbine Co. Ltd.	CN	Directors' Report	For
		Elect LI Shijie	Against
		Supervisors' Report	For
		Annual Report	For
		Financial Report	For
		Allocation of Profits/Dividends	Against
		Elect LI Binghai	Against
Hannover Rück SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements including the combined management report for Hannover Rück SE and the group for the 2023 financial year and the Supervisory Board report	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jean-Jacques Henchoz (Chairman)	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Sven Althoff	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Claude Chèvre	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Clemens Jungsthöfel	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Klaus Miller	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Sharon Ooi	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Michael Pickel	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Silke Sehm	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Torsten Leue (Chairman)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Natalie Bani Ardalan	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Herbert K. Haas	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Frauke Heitmüller	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hannover Rück SE	DE	Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ilka Hundeshagen	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ursula Lipowsky	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Michael Ollmann	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Andrea Pollak	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Erhard Schipporeit	Against
		Resolution on the election of the auditor and the group auditor for the 2024 financial year as well as of the auditor for the audit review of interim financial statements and interim management reports	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG)	Against
		Resolution on the new election of the Supervisory Board: Herbert K. Haas	Against
		Resolution on the new election of the Supervisory Board: Harald Kayser	For
		Resolution on the new election of the Supervisory Board: Alena Kouba	For
		Resolution on the new election of the Supervisory Board: Torsten Leue	Against
		Resolution on the new election of the Supervisory Board: Ursula Lipowsky	For
		Resolution on the new election of the Supervisory Board: Michael Ollmann	For
HCA Healthcare Inc.	US	Elect Thomas F. Frist III	Against
		Elect Samuel N. Hazen	Against
		Elect Meg G. Crofton	Against
		Elect Robert J. Dennis	Against
		Elect Nancy-Ann DeParle	Against
		Elect William R. Frist	Against
		Elect Hugh F. Johnston	Against
		Elect Michael W. Michelson	Against
		Elect Wayne J. Riley	Against
		Elect Andrea B. Smith	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: please vote on this resolution to approve 1 year	For
		Frequency of Advisory Vote on Executive Compensation: please vote on this resolution to approve 2 years	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HCA Healthcare Inc.	US	Frequency of Advisory Vote on Executive Compensation: please vote on this resolution to approve 3 years	Against
		Frequency of Advisory Vote on Executive Compensation: please vote on this resolution to approve abstain	Against
		Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reproductive Health Care	For
		Shareholder Proposal Regarding Report Regarding Patient Feedback on Quality of Care	For
		Shareholder Proposal Regarding Report on Improving Maternal Health Outcomes	For
HEICO Corporation	US	Elect Thomas M. Culligan	Against
		Elect Carol F. Fine	Against
		Elect Adolfo Henriques	Against
		Elect Mark H. Hildebrandt	Against
		Elect Eric A. Mendelson	Against
		Elect Laurans A. Mendelson	Against
		Elect Victor H. Mendelson	Against
		Elect Julie Neitzel	Against
		Elect Alan Schriesheim	Against
		Elect Frank J. Schwitter	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Heidelberg Materials AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements and the combined management report of Heidelberg Materials AG and the group as well as the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Dominik von Achten	For
		Resolution on the discharge of the Management Board for the 2023 financial year: René Aldach	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Kevin Gluskie	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Hakan Gurdal	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Ernest Jelito	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Nicola Kimm	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Dennis Lentz	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Heidelberg Materials AG	DE	Resolution on the discharge of the Management Board for the 2023 financial year: Jon Morrish	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Chris Ward	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Bernd Scheifele	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Heinz Schmitt	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Barbara Breuninger	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Birgit Jochens	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ludwig Merckle	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Luka Mucic	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ines Ploss	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Peter Riedel	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Werner Schraeder	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Margret Suckale	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Sopna Sury	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Marion Weissenberger-Eibl	For
		Resolution on the appointment of the auditor for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of the Management Board's remuneration system	For
		Election of Supervisory Board members: Bernd Scheifele	For
		Election of Supervisory Board members: Ludwig Merckle	Against
		Election of Supervisory Board members: Luka Mucic	For
		Election of Supervisory Board members: Margret Suckale	For
		Election of Supervisory Board members: Sopna Sury	For
		Election of Supervisory Board members: Gunnar Groebler	Against
		Resolution on the amendment to Section 16(1)(1) of the Articles of Association (proof date for the general meeting)	For
Heineken NV	NL	Presentation of Management Board Report	Not voted
		Presentation on Corporate Governance	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Heineken NV	NL	Ratification of Supervisory Board Acts	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Supervisory Board Fees (FY2024)	For
		Elect Dolf van den Brink to the Management Board	For
		Elect Jean-Marc Huët	For
		Elect Pamela Mars-Wright	For
		Elect Peter T.F.M. Wennink	For
		Appointment of Auditor	For
HelloFresh SE	DE	Presentation of the adopted annual financial statements and the consolidated financial statements as at 31 December 2023 approved by the Supervisory Board, the combined management report for the company and the group for the 2023 financial year, the Supervisory Board report for the 2023 financial year and the Management Board's explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of the net income of HelloFresh SE for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the appointment of the auditor and Group auditor for the 2024 financial year, as well as the auditor for the audit review of the condensed financial statements and the interim management report in the 2024 financial year, and for any audit review of additional financial information during the 2024 and 2025 financial years	For
		Resolution on the election of a member of the Supervisory Board: Michael Roth	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the cancellation of the existing Authorised Capital 2022/I and the creation of a new Authorised Capital 2024/I with the authorisation to exclude subscription rights, as well as the corresponding amendment to section 4 of the Articles of Association	Against
		Resolution on the rescinding of the existing authorisation and granting of a new authorisation to issue convertible bonds, bonds with warrants, participation rights and/or income bonds (or combinations of these instruments) with the option to exclude subscription rights, the cancellation of the existing Conditional Capital 2022/I, the creation of a new Conditional Capital 2024/I, as well as the corresponding amendment to section 4 of the Articles of Association	Against
		Resolution on the authorisation to acquire and use treasury shares, including the authorisation to cancel acquired treasury shares, reduce capital and cancel the corresponding existing authorisation	Against
		Resolution on the amendment to Article 15(3)(2) of the Articles of Association (proof date for the application to the annual general meeting)	For
Hengan International Group Co. Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect HUI Ching Lau	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hengan International Group Co. Ltd.	KY	Elect XU Da Zuo	Against
		Elect SZE Wong Kim	Against
		Elect Xu Wenmo	Against
		Elect Ada WONG Ying Kay	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
Henkel AG & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of Henkel AG & Co. KGaA for the 2023 financial year	For
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the personally liable partner	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the discharge of the members of the shareholders' committee	Against
		Resolution on the election of the auditor and the group auditor as well as the auditor for the audit review of the half-year report for the 2024 financial year	For
		Resolution on new elections to the Supervisory Board: Simone Bagel-Trah	Against
		Resolution on new elections to the Supervisory Board: Lutz Bunnenberg	Against
		Resolution on new elections to the Supervisory Board: Vinzenz Gruber	For
		Resolution on new elections to the Supervisory Board: Benedikt-Richard Freiherr von Herman	Against
		Resolution on new elections to the Supervisory Board: Barbara Kux	Against
		Resolution on new elections to the Supervisory Board: Anja Langenbucher	Against
		Resolution on new elections to the Supervisory Board: Laurent Martinez	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Henkel AG & Co. KGaA	DE	Resolution on new elections to the Supervisory Board: Simone Menne	For
		Resolution on new elections to the shareholders' committee: Paul Achleitner	Against
		Resolution on new elections to the shareholders' committee: Simone Bagel-Trah	Against
		Resolution on new elections to the shareholders' committee: Alexander Birken	Against
		Resolution on new elections to the shareholders' committee: Kaspar von Braun	Against
		Resolution on new elections to the shareholders' committee: Christoph Kneip	Against
		Resolution on new elections to the shareholders' committee: Thomas Manchot	Against
		Resolution on new elections to the shareholders' committee: James Rowan	Against
		Resolution on new elections to the shareholders' committee: Konstantin von Unger	Against
		Resolution on new elections to the shareholders' committee: Jean-François van Boxmeer	Against
		Resolution on new elections to the shareholders' committee: Poul Weihrauch	Against
		Resolution on the approval of the 2023 remuneration report	For
		Resolution on the amendment of Article 17(2) of the Articles of Association (Supervisory Board remuneration; Sustainability Committee) and approval of the remuneration system for the members of the Supervisory Board and the shareholders' committee	For
		Resolution on the approval of the conclusion of control and profit transfer agreements between Henkel AG & Co. KGaA (controlling company) on the one hand and Henkel Zwölfte Verwaltungsgesellschaft mbH, Henkel Dreizehnte Verwaltungsgesellschaft mbH, Henkel Vierzehnte Verwaltungsgesellschaft mbH and Henkel Fünfzehnte Verwaltungsgesellschaft mbH (controlled companies) on the other hand	For
HENSOLDT AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements and the combined management report for HENSOLDT AG and the group for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board	Against
		Discharge of the members of the Supervisory Board	Against
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements, the auditor for the audit review of the semi-annual financial report for the 2024 financial year and the auditor for any statutory audit of the sustainability report	Against
		By-election to the Supervisory Board: Giuseppe Panizzardi	Against
		Adjustment of compensation and approval of the remuneration system for members of the Supervisory Board; amendment to the Articles of Association	For
		Resolution on the approval of the conclusion of a profit and loss transfer agreement	For
Hera S.p.A.	IT	Amendments to Articles	For
		Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hera S.p.A.	IT	Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Election of One Director	Against
		Election of Vice Chair	Against
		Authority to Repurchase and Reissue Shares	For
		Directors' liability action	For
Hermes International S.C.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Ratification of Management Acts	Against
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Authority to Repurchase and Reissue Shares	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Axel Dumas, Executive Chair	Against
		2023 Remuneration of Émile Hermès SAS, Managing General Partner	Against
		2023 Remuneration of Éric de Seynes, Supervisory Board Chair	For
		2024 Remuneration Policy (Executive Chair and General Managing Partner)	Against
		2024 Remuneration Policy (Supervisory Board)	For
		Elect Matthieu Dumas	Against
		Elect Blaise Guerrand	Against
		Elect Olympia Guerrand	Against
		Elect Alexandre Viros	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hermes International S.C.A.	FR	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
Hess Corporation	US	Elect Terrence J. Checki	Against
		Merger (Acquisition by Chevron Corporation)	Against
		Advisory Vote on Golden Parachutes	Against
		Elect Leonard S. Coleman, Jr.	Against
		Elect Lisa Glatch	Against
		Right to Adjourn Meeting	Against
		Elect John B. Hess	Against
		Elect Edith E. Holiday	Against
		Elect Marc S. Lipschultz	Against
		Elect Raymond J. McGuire	Against
		Elect David McManus	Against
		Elect Kevin O. Meyers	Against
		Elect Karyn F. Ovelmen	Against
		Elect James H. Quigley	Against
		Elect William G. Schrader	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Hewlett Packard Enterprise Co.	US	Elect Pamela L. Carter	For
		Elect Frank A. D'Amelio	For
		Elect Regina E. Dugan	For
		Elect Jean M. Hobby	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hewlett Packard Enterprise Co.	US	Elect Raymond J. Lane	Against
		Elect Ann M. Livermore	For
		Elect Bethany J. Mayer	For
		Elect Antonio F. Neri	For
		Elect Charles H. Noski	For
		Elect Raymond E. Ozzie	For
		Elect Gary M. Reiner	Against
		Elect Patricia F. Russo	For
		Ratification of Auditor	For
		Amendment to the 2021 Stock Incentive Plan	For
		Advisory Vote on Executive Compensation	For
		Amendment to Articles to Limit the Liability of Certain Officers	Against
Hexagon AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Auditor's Statement Regarding Remuneration Guidelines	Not voted
		Presentation of Profit Distribution	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Ola Rollén	Against
		Ratify Gun Nilsson	Against
		Ratify Marta Schörling	Against
		Ratify John Brandon	Against
		Ratify Sofia Schörling Högberg	Against
		Ratify Brett Watson	Against
		Ratify Erik Huggers	Against
		Ratify Ulrika Francke	Against
		Ratify Henrik Henriksson	Against
		Ratify Patrick Söderlund	Against
		Ratify Paolo Guglielmini (CEO	For
		Ratify Ola Rollén (Former CEO)	Against
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Ola Rollén	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hexagon AB	SE	Elect Märta Schörling Andreen	For
		Elect John Brandon	For
		Elect Sofia Schörling Högberg	For
		Elect Gun Nilsson	Against
		Elect Brett Watson	For
		Elect Erik Huggers	For
		Elect Annika Falkengren	For
		Elect Ralph Haupter	For
		Elect Ola Rollén as Chair of the Board	Against
		Appointment of Auditor	For
		Election of Nomination Committee Members	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (Share Programme 2025/2027)	Against
		Authority to Repurchase and Reissue Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Hexcel Corporation	US	Elect Nick L. Stanage	Against
		Elect Jeffrey C. Campbell	Against
		Elect James J. Cannon	For
		Elect Cynthia M. Egnotovich	Against
		Elect Thomas A. Gendron	Against
		Elect Guy C. Hachey	Against
		Elect Patricia A. Hubbard	For
		Elect Catherine A. Suever	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
HF Sinclair Corporation	US	Elect Anne-Marie N. Ainsworth	Against
		Elect Anna C. Catalano	Against
		Elect Leldon E. Echols	Against
		Elect Manuel J. Fernandez	Against
		Elect Timothy Go	Against
		Elect Rhoman J. Hardy	Against
		Elect Jeanne M. Johns	For
		Elect R. Craig Knocke	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HF Sinclair Corporation	US	Elect Robert J. Kostelnik	Against
		Elect Ross B. Matthews	Against
		Elect Franklin Myers	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Articles Regarding the Removal of Pass-Through Voting	For
		Shareholder Proposal Regarding Right to Call Special Meeting	Against
Highwealth Construction Corporation	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	For
		Issuance of New Shares by Capital Increase through Capitalization of 2023 Earnings	For
		Amendments to Articles	For
		Amendments to Procedural Rules: Board Meetings	For
		.Revised Certain Parts of the Company Articles on "Endorsement Guarantee Operation Procedure"	For
		Revised Certain Parts of the Company Articles on "Procedures of Acquisition or Disposal of Assets"	For
		Elect HO Tsai-Feng	For
		Extraordinary Motions	Against
Hill & Smith Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Alan Giddins	Against
		Elect Anthony James Quinlan	For
		Elect Pete Raby	For
		Elect Leigh-Ann Russell	For
		Elect Farrokh Batliwala	For
		Elect Hannah Kate Nichols	For
		Elect Carol Chesney	For
		Elect Hooman Caman Javvi	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hill & Smith Plc.	GB	Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authorisation of Political Donations	For
Himalaya Shipping Ltd.	BM	Board Size	For
		Reduction in Share Premium Account	For
		Elect Bjorn Isaksen to the Board of Directors	Against
		Elect Carl Erik Steen	For
		Elect Georgina Sousa	Against
		Elect Mi Hong Yoon	Against
		Elect Jehan Mawjee	For
		Appointment of Auditor and Authority to Set Fees	Against
		Directors' Fees	For
Hitachi Ltd.	JP	Elect Katsumi Ihara	Against
		Elect Ravi Venkatesan	Against
		Elect Ikuro Sugawara	Against
		Elect Isabelle Deschamps	For
		Elect Joe E. Harlan	Against
		Elect Louise Pentland	For
		Elect Takatoshi Yamamoto	Against
		Elect Hiroaki Yoshihara	Against
		Elect Helmuth Ludwig	Against
		Elect Keiji Kojima	Against
		Elect Mitsuaki Nishiyama	Against
		Elect Toshiaki Higashihara	Against
HIWIN Technologies Corporation	TW	Adoption of the 2023 Business Report and Financial Statements	For
		Adoption of the Proposal for Distribution of 2023 Earnings	For
		Amendment to the Rules of Procedure for Shareholder Meetings	For
		Extraordinary Motions	Against
HL Mando Corporation	KR	Financial Statements and Allocation of Profits/Dividends	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HL Mando Corporation	KR	Elect CHO Seong Hyeon	Against
		Directors' Fees	For
		Amendments to Articles	For
		Election of Independent Director to Be Appointed as Audit Committee Member: JUNG Si Young	For
H. Lundbeck A/S	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Elect Lars Søren Rasmussen	Abstain
		Elect Lene Skole-Sørensen	Abstain
		Elect Lars Erik Holmqvist	Abstain
		Elect Jeffrey Berkowitz	Abstain
		Elect Ilse Dorothea Wenzel	For
		Elect Santiago Arroyo	Abstain
		Elect Jakob Riis	Abstain
		Directors' Fees	For
		Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For
		Authority to Repurchase Shares	For
		Indemnification of Directors/Officers	For
		Amendments to Articles	For
		Remuneration Policy	Against
		Shareholder Proposal Regarding Food at the AGM	Against
		Authorization of Legal Formalities	For
H & M Hennes & Mauritz AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports; Report of the Auditor; Presentation of Remuneration Guidelines	Not voted
		CEO's Address; Comments by the Auditor and the Chair of the Board of Directors; Questions from Shareholders	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Dividend Record Date (Board Proposal)	For
		Dividend Record Date (Shareholder Proposal)	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
H & M Hennes & Mauritz AB	SE	Ratification of Karl-Johan Persson	Against
		Ratification of Stina Bergfors	Against
		Ratification of Anders Dahlvig	Against
		Ratification of Danica Kragic Jensfelt	Against
		Ratification of Lena Patriksson Keller	Against
		Ratification of Christian Sievert	Against
		Ratification of Christina Synnergren	Against
		Ratification of Erica Wiking Häger	Against
		Ratification of Niklas Zennström	Against
		Ratification of Ingrid Godin	Against
		Ratification of Tim Gahnström	Against
		Ratification of Louise Wikholm	Against
		Ratification of Margareta Welinder	Against
		Ratification of Hampus Glanzelius	Against
		Ratification of Agneta Gustafsson	Against
		Ratification of Ramon Horváth	Against
		Ratification of Helena Helmersson (CEO)	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Stina Bergfors	For
		Elect Anders Dahlvig	Against
		Elect Danica Kragic Jensfelt	For
		Elect Lena Patriksson Keller	Against
		Elect Karl-Johan Persson	Against
		Elect Christian Sievert	Against
		Elect Christina Synnergren	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
H & M Hennes & Mauritz AB	SE	Elect Helena Saxon	For
		Elect Karl-Johan Persson as Chair	Against
		Appointment of Auditor	For
		Remuneration Report	Against
		Reduction of Share Capital and Bonus Issue	For
		Authority to Repurchase Shares	For
		Shareholder Proposal Regarding Zero Tolerance of Clothes as Waste	Against
		Shareholder Proposal Regarding Report on Costs Due to Down Sales	For
HMS Networks AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Authorization for New Share Issue	Against
		Presentation of Accounts and Reports: Report of the Auditor	Not voted
		Presentation of Remuneration Guidelines	Not voted
		Presentation of Board of Directors' Proposals	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Board Size: Number of Auditors	For
		Directors and Auditors' Fees	For
		Election of Directors	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HMS Networks AB	SE	Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Adoption of Share-Based Incentives (Share Saving Plan 2025-2028)	Against
HOCHTIEF AG	DE	Presentation of the adopted annual financial statements of HOCHTIEF Aktiengesellschaft and the approved consolidated financial statements as at 31 December 2023, the combined management report for HOCHTIEF Aktiengesellschaft and the group, the Management Board's proposal on the appropriation of net income, the Supervisory Board report for the 2023 financial year as well as the Management Board's explanatory report on the information pursuant to sections 289a(1) and 315a(1) of the German Commercial Code (HGB)	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board	For
		Discharge of the members of the Supervisory Board	Against
		Election of the auditor and the group auditor	For
		Resolution on the approval of the remuneration report	Against
		By-election to the Supervisory Board: Cristina Aldámiz-Echevarría González de Durana	Against
		Resolution on the approval of the remuneration system for the Management Board members	Against
Höegh Autoliners ASA	NO	Opening of Meeting; Election of Presiding Chair	For
		Minutes	For
		Notice of Meeting; Agenda	For
		Minutes	For
		Notice of Meeting; Agenda	For
		Accounts and Reports	For
		Approval of Interim Balance Sheet	For
		Extraordinary Dividend	Against
		Remuneration Policy	Against
		Reduction of Share Capital	For
		Remuneration Report	Against
		Corporate Governance Report	Not voted
		Authority to Set Auditor's Fees	For
		Elect Terje Askvig	For
		Elect Øyvin Brøymer	For
		Elect Birthe Skeid	For
		Elect Leif O. Høegh	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Höegh Autoliners ASA	NO	Elect Johanna Hagelberg	Against
		Elect Kjersti Aass	Against
		Directors' Fees	For
		Committee Fees	For
		Nomination Committee Fees	For
		Authority to Distribute Dividends	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
Holcim Ltd.	CH	Approval of the management report, the consolidated annual accounts and the annual accounts of Holcim AG	For
		Advisory vote on the remuneration report	Against
		Advisory vote on the report on non-financial matters	For
		Advisory vote on the climate report	For
		Discharge of the members of the Board of Directors and management	Against
		Appropriation of net income	For
		Distribution from capital contribution reserves	For
		Re-election to the Board of Directors: Jan Jenisch (as member and as Chairman of the Board of Directors)	For
		Re-election to the Board of Directors: Philippe Block	For
		Re-election to the Board of Directors: Kim Fausing	Against
		Re-election to the Board of Directors: Leanne Geale	For
		Re-election to the Board of Directors: Naina Lal Kidwai	Against
		Re-election to the Board of Directors: Ilias Läber	Against
		Re-election to the Board of Directors: Jürg Oleas	For
		Re-election to the Board of Directors: Claudia Sender Ramirez	For
		Re-election to the Board of Directors: Hanne Birgitte Breinbjerg Sørensen	Against
		Elections of the new members of the Board of Directors: Catrin Hinkel	For
		Elections of the new members of the Board of Directors: Michael H. McGarry	For
		Re-election to the Nomination, Remuneration & Governance Committee: Ilias Läber	Against
		Re-election to the Nomination, Remuneration & Governance Committee: Jürg Oleas	For
		Re-election to the Nomination, Remuneration & Governance Committee: Claudia Sender Ramirez	For
		Re-election to the Nomination, Remuneration & Governance Committee: Hanne Birgitte Breinbjerg Sørensen	Against
		Election of a new member of the Nomination, Remuneration & Governance Committee: Michael H. McGarry	For
		Re-election of the auditors	Against
		Re-election of the independent voting proxy	For
		Remuneration of the Board of Directors for the next term of office	For
		Remuneration of the management for the 2025 financial year	Against
		Ad hoc	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HolidayCheck Group AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements for 31 December 2023, the group management report for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	Against
		Resolution on the discharge of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the enlargement of the Supervisory Board of the Company and the corresponding amendment to Section 7(1) of the Company's Articles of Association	For
		Resolution on amending Section 7(2) of the Company's Articles of Association	For
		Resolution on the election of a further member of the Supervisory Board: Marc Al-Hames	Against
		Resolution on amending Section 15(2), Sentence 3 of the Company's Articles of Association	For
Homag Group AG	DE	Presentation of the adopted annual financial statements of Homag Group AG; the management report and the report of the Supervisory Board, in each case for the 2023 financial year ended 31 December 2023	Not voted
		Resolution on the discharge of the Management Board members for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year	For
		Election to the Supervisory Board: Gerhard Federer	Against
		Election to the Supervisory Board: Dietmar Heinrich	Against
		Election to the Supervisory Board: Jochen Weyrauch	Against
		Election to the Supervisory Board: Klaus Achtelik	Against
		Election to the Supervisory Board: Steffen Lorscheider	Against
		Election to the Supervisory Board: Anja Schuler	Against
		Amendments to Section 8 of the Articles of Association (composition of the Supervisory Board)	For
		Amendment to Section 10 of the Articles of Association (The Chairman of the Supervisory Board and his deputy)	For
		Amendment to Section 11 of the Articles of Association (rules of procedure and committees)	For
		Amendment to Section 13 of the Articles of Association (resolution)	For
Honda Motor Co. Ltd.	JP	Elect Toshihiro Mibe	Against
		Elect Shinji Aoyama	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Honda Motor Co. Ltd.	JP	Elect Noriya Kaihara	Against
		Elect Eiji Fujimura	Against
		Elect Asako Suzuki	For
		Elect Jiro Morisawa	Against
		Elect Kunihiko Sakai	Against
		Elect Fumiya Kokubu	Against
		Elect Yoichiro Ogawa	Against
		Elect Kazuhiro Higashi	Against
		Elect Ryoko Nagata	For
		Elect Mika Agatsuma	For
Honeywell International Inc.	US	Elect Darius Adamczyk	Against
		Elect Duncan B. Angove	For
		Elect William S. Ayer	Against
		Elect Kevin Burke	Against
		Elect D. Scott Davis	Against
		Elect Deborah Flint	For
		Elect Vimal Kapur	Against
		Elect Michael W. Lamach	For
		Elect Rose Lee	For
		Elect Grace D. Lieblein	Against
		Elect Robin L. Washington	Against
		Elect Robin Watson	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	For
Hongkong Exchanges and Clearing Ltd.	HK	Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hongkong Exchanges and Clearing Ltd.	HK	Elect Nicholas Charles Allen	For
		Elect Anna CHEUNG Ming Ming	Against
		Elect ZHANG Yichen	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	For
Hon Hai Precision Industry Co. Ltd.	TW	Recognition of the Company's 2023 Business Report and Financial Statements	For
		Recognition of the Company's 2023 Earnings Distribution Statements	For
		Removal of Restrictions on Directors Participation in Competing Businesses	For
		Extraordinary Motions	Against
Horace Mann Educators Corporation	US	Elect Thomas A. Bradley	For
		Elect Victor P. Fetter	For
		Elect Perry G. Hines	For
		Elect Mark E. Konen	For
		Elect Beverley J. McClure	Against
		Elect H. Wade Reece	For
		Elect Aaliyah A. Samuel	For
		Elect Elaine A. Sarsysnki	For
		Elect Marita Zuraitis	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Horace Mann Educators Corporation	US	Amendment to the 2010 Comprehensive Executive Compensation Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Horizon Construction Development Ltd.	KY	Accounts and Reports	For
		Adoption of Share Option Scheme	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Issue Repurchased Shares	Against
		Elect HE Ziming	Against
		Elect LI Qianjin	Against
		Elect XU Min	Against
		Elect JIN Jinping	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Amendments to Articles	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Howden Joinery Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Louis Eperjesi	For
		Elect Vanda Murray	For
		Elect Andrew Cripps	For
		Elect Louise Fowler	For
		Elect Paul Hayes	For
		Elect Andrew Livingston	For
		Elect Peter Ventress	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Hoya Corporation	JP	Elect Hiroaki Yoshihara	Against
		Elect Yasuyuki Abe	Against
		Elect Takayo Hasegawa	Against
		Elect Mika Nishimura	For
		Elect Mototsugu Sato	Against
		Elect Eiichiro Ikeda	Against
		Elect Ryo Hirooka	Against
HP Inc.	US	Elect Aida M. Alvarez	For
		Elect Robert R. Bennett	For
		Elect Charles "Chip" V. Bergh	For
		Elect Bruce D. Broussard	For
		Elect Stacy Brown-Philpot	For
		Elect Stephanie A. Burns	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HP Inc.	US	Elect Mary Anne Citrino	For
		Elect Richard L. Clemmer	For
		Elect Enrique Lores	For
		Elect David Meline	For
		Elect Judith A. Miscik	For
		Elect Kim K.W. Rucker	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2004 Stock Incentive Plan	For
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Shareholder Proposal Regarding Severance Approval Policy	Against
HSBC Holdings Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Maximum Variable Pay Ratio	For
		Elect Ann F. Godbehere	For
		Elect Brendan R. Nelson	For
		Elect Swee Lian Teo	For
		Elect Geraldine Buckingham	For
		Elect Rachel Duan	For
		Elect Georges Elhedery	For
		Elect Dame Carolyn Fairbairn	For
		Elect James A. Forese	For
		Elect Steven Guggenheimer	For
		Elect José Antonio Meade Kuribreña	For
		Elect Kalpana Morparia	For
		Elect Eileen Murray	For
		Elect Noel Quinn	For
		Elect Mark E. Tucker	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
HSBC Holdings Plc.	GB	Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Repurchased Shares	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase Shares Off-Market	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
		Shareholder Proposal Regarding Pension Scheme	For
Huaku Development Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Capitalization of Profits and Issuance of New Shares	For
		Extraordinary Motions	Against
Huatai Securities Co. Ltd.	CN	Directors' Report	For
		Repurchase and Cancellation of Part of the Restricted A Shares	For
		Supervisors' Report	For
		Accounts and Reports	For
		Annual Report	For
		Allocation of Profits/Dividends	For
		2024 Interim Profit Distribution	For
		Related Party Transactions (Jiangsu Guoxin Investment Group Limited and its Related Companies)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Huatai Securities Co. Ltd.	CN	Related Party Transactions (Jiangsu CommunicationsHolding Co., Ltd. and its Related Companies)	Against
		Related Party Transactions (Govtor Capital Group Co., Ltd. and its Related Companies)	Against
		Related Party Transactions (Jiangsu SOHO Holdings Group Co., Ltd. and its Related Companies)	Against
		Related Party Transactions (Other Related Parties)	Against
		2024 Proprietary Investment Budget	For
		Appointment of Auditor and Authority to Set Fees	For
		Independent Directors' Report	For
		Elect Terry LO Kin Wing	Against
		Elect LV Wei as Supervisor	Against
		Repurchase and Cancellation of Part of the Restricted A Shares	For
HUGO BOSS AG	DE	Presentation of the adopted annual financial statements of HUGO BOSS AG and the approved consolidated financial statements as at 31 December 2023, the combined management report of HUGO BOSS AG and the group for the 2023 financial year, the Supervisory Board report and the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	For
		Appointment of the auditor of the financial statements and the consolidated financial statements for the 2024 financial year and the auditor for the audit review of the condensed financial statements and the interim management report (Sections 115, 117 of the German Securities Trading Act (WpHG)) for the first half of the 2024 financial year	For
		Appointment of the auditor of the sustainability report for the 2024 financial year	For
		Resolution on the approval of the remuneration report	For
		Resolution on the confirmation of the remuneration and the approval of the remuneration system of the Supervisory Board members	For
Huhtamäki Oyj	FI	Opening of Meeting	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports; Report of the Board of Directors; Report of the Auditor; CEO's Address	For
		Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Huhtamäki Oyj	FI	Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	For
		Remuneration Report	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Hulic Co. Ltd.	JP	Approve Appropriation of Surplus	For
		Appoint a Director Nishiura, Saburo	Against
		Appoint a Director Maeda, Takaya	Against
		Appoint a Director Kobayashi, Hajime	Against
		Appoint a Director Nakajima, Tadashi	Against
		Appoint a Director Hara, Hiroshi	Against
		Appoint a Director Miyajima, Tsukasa	Against
		Appoint a Director Yamada, Hideo	Against
		Appoint a Director Fukushima, Atsuko	Against
		Appoint a Director Tsuji, Shinji	Against
		Appoint a Director Akita, Kiyomi	For
		Appoint a Director Takahashi, Yuko	For
		Appoint a Corporate Auditor Kobayashi, Nobuyuki	Against
		Appoint a Corporate Auditor Koike, Noriko	For
		Appoint a Corporate Auditor Aratani, Masao	Against
		Approve Details of the Performance-based Stock Compensation to be received by Directors	Against
Humana Inc.	US	Elect Raquel C. Bono	For
		Elect Bruce D. Broussard	Against
		Elect Frank A. D'Amelio	Against
		Elect David T. Feinberg	Against
		Elect Wayne A.I. Frederick	Against
		Elect John W. Garratt	Against
		Elect Kurt J. Hilzinger	Against
		Elect Karen W. Katz	For
		Elect Marcy S. Klevorn	For
		Elect Jorge S. Mesquita	Against
		Elect Brad D. Smith	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Elimination of Supermajority Requirement	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Huntington Bancshares Inc.	US	Elect Alanna Y. Cotton	For
		Elect Ann B. Crane	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Huntington Bancshares Inc.	US	Elect Rafael Andres Diaz-Granados	For
		Elect Gina D. France	For
		Elect J. Michael Hochschwender	For
		Elect John C. Inglis	For
		Elect Richard H. King	For
		Elect Katherine M.A. Kline	For
		Elect Richard W. Neu	Against
		Elect Kenneth J. Phelan	For
		Elect David L. Porteous	Against
		Elect Teresa H. Shea	For
		Elect Roger J. Sit	For
		Elect Stephen D. Steinour	Against
		Elect Jeffrey L. Tate	For
		Elect Gary Torgow	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Approval of the 2024 Long-Term Incentive Plan	For
Husqvarna AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Tom Johnstone	Against
		Ratify Ingrid Bonde	Against
		Ratify Katarina Martinson	Against
		Ratify Bertrand Neuschwander	Against
		Ratify Daniel Nodhäll	Against
		Ratify Lars Pettersson	Against
		Ratify Christine Robins	Against
		Ratify Torbjörn Lööf	Against
		Ratify Henric Andersson (Former CEO and Director)	Against
		Board Size	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Husqvarna AB	SE	Number of Auditors	For
		Directors' Fees	For
		Elect Tom Johnstone	Against
		Elect Ingrid Bonde	For
		Elect Katarina Martinson	Against
		Elect Bertrand Neuschwander	For
		Elect Daniel Nodhäll	Against
		Elect Lars Pettersson	Against
		Elect Christine Robins	For
		Elect Torbjörn Lööf	For
		Elect Pavel Hajman	Against
		Elect Tom Johnstone as Chair of the Board	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Adoption of Share-Based Incentives (LTI 2024)	Against
		Approve Equity Swap Agreement	Against
		Authority to Issue Shares w/o Preemptive Rights	For
HUT 8 Corporation	US	Elect Joseph Flinn	Against
		Elect Asher Genoot	Against
		Elect Michael Ho	Against
		Elect E. Stanley O'Neal	Against
		Elect Carl J. Rickertsen	Against
		Elect Mayo A. Shattuck III	Against
		Elect William Tai	Against
		Elect Amy M. Wilkinson	For
HWA	DE	Presentation of the adopted annual financial statements and approved consolidated financial statements, the combined management report for HWA AG and the group and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board	Against
		Resolution on the discharge of the Supervisory Board: Hans Werner Aufrecht	Against
		Resolution on the discharge of the Supervisory Board: Willibald Dörflinger	Against
		Resolution on the discharge of the Supervisory Board: Hussain Ahmad Al-Siddiqi	Against
		Resolution on the discharge of the Supervisory Board: Gert-Jan Bruggink	Against
		Resolution on the discharge of the Supervisory Board: Klemens Große-Vehne	Against
		Resolution on the discharge of the Supervisory Board: Simone Stegmaier	Against
		Election of the auditor	Against
Hydro One Ltd.	CA	Elect Cherie L. Brant	For
		Elect David Hay	For
		Elect Timothy E. Hodgson	Withhold
		Elect David Lebeter	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hydro One Ltd.	CA	Elect Stacey Mowbray	For
		Elect Mitch Panciuk	For
		Elect Mark W. Podlasly	For
		Elect Helga Reidel	For
		Elect Melissa Sonberg	For
		Elect Brian Vaasjo	For
		Elect Susan Wolburgh Jenah	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	For
Hypoport SE	DE	Presentation of the adopted annual financial statements of Hypoport SE and the approved consolidated financial statements as at 31 December 2023, the management report of Hypoport SE and the group for the 2023 financial year, including the Management Board's explanatory report regarding the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year and the Management Board's proposal on the appropriation of the net income for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Ronald Slabke	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Stephan Gawarecki	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Dieter Pfeiffenberger	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Roland Adams	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Martin Krebs	Against
		Resolution on the election of the auditor of the financial statements for the 2024 financial year and the auditor for any review of the condensed financial statements and the interim management report and for any review of additional financial information during the year	For
		Resolution on the approval of the remuneration report	Against
		Resolution on the approval of the Management Board's remuneration system	Against
		Resolution on the cancellation of existing authorised capital and the creation of new authorised capital 2024/I with the option of excluding subscription rights, and on the corresponding change to the Articles of Association	For
		Resolution on the cancellation of the authorisation to purchase treasury shares and on a new authorisation of 2024/I to buy and use treasury shares of Hypoport SE	Against
		Resolution on amending Section 16(16.2) of the Articles of Association	For
Hyundai Fire & Marine Insurance Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: SON Chang Dong	Against
		Directors' Fees	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Hyundai Glovis Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect YOON Yoon Jin	Against
		Elect CHO Myeong Hyeon	Against
		Elect CHOI Hyun Man	Against
		Elect Tanaka Jonathan Maswoswe	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: LEE Ho Geun	Against
		Election of Audit Committee Member: YOON Yoon Jin	Against
		Election of Audit Committee Member: CHOI Hyun Man	Against
		Directors' Fees	For
Hyundai Mobis	KR	Financial Statements	Against
		Allocation of Profits/Dividends	Against
		Elect Keith Witek	Against
		Elect PARK Ki Tae	Against
		Election of Audit Committee Member: Keith Witek	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: KANG Jina	Against
		Directors' Fees	For
		Amendments to Articles	For
Iberdrola S.A.	ES	Accounts	For
		Management Reports	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Amendments to Articles (Company vs Group)	For
		Amendments to Articles (Shareholders)	Against
		Amendments to General Shareholders' Meeting Regulations	Against
		Remuneration Policy	Against
		Special Dividend (Engagement Dividend)	For
		Allocation of Profits/Dividends	For
		First Scrip Dividend	For
		Second Scrip Dividend	For
		Authority to Cancel Treasury Shares and Reduce Capital	For
		Remuneration Report	Against
		Elect Dame Nicola Mary Brewer	For
		Elect Regina Helena Jorge Nunes	For
		Elect Íñigo Víctor de Oriol Ibarra	Against
		Board Size	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Issue Convertible Debt Instruments	Against
		Authorisation of Legal Formalities	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ibiden Co. Ltd.	JP	Elect Takeshi Aoki	Against
		Elect Koji Kawashima	Against
		Elect Ayumi Suzuki	Against
		Elect Hisashi Kato	Against
		Elect Chiaki Yamaguchi	Against
		Elect Noriko Asai	For
		Elect Toshikazu Koike	Against
Icade S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor (PricewaterhouseCoopers)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Ratification of the Co-option of Dorothée Clouzot	Against
		Ratification of the Co-option of Olivier Lecomte	For
		Ratification of the Co-option of Nathalie Delbreuve	For
		Elect Nathalie Delbreuve	For
		Elect Laurence Giraudon	Against
		Elect Florence Péronnau	For
		Elect Frederic Thomas	Against
		Elect Bruno Derville	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Executives)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Frédéric Thomas, Chair	For
		2023 Remuneration of Nicolas Joly, CEO	Against
		Authority to Repurchase and Reissue Shares	Against
		Approval of Climate Transition Progress	For
		Approval of the Biodiversity Preservation Progress	For
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital in Consideration for Contributions In Kind	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
Icon Plc.	IE	Elect Ciaran Murray	For
		Elect Steve Cutler	For
		Elect Rónán Murphy	For
		Elect John Climax	Against
		Elect Julie O'Neill	For
		Elect Eugene McCague	Against
		Elect Linda S. Grais	For
		Accounts and Reports	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Icon Plc.	IE	Authorize Price Range for the Reissuance of Treasury Shares	For
IDEX Corporation	US	Elect Mark A. Buthman	Against
		Elect Lakecia N. Gunter	Against
		Elect L. Paris Watts-Stanfield	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Incentive Award Plan	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	For
IDEXX Laboratories Inc.	US	Elect Irene Chang Britt	Against
		Elect Bruce L. Claflin	Against
		Elect Asha S. Collins	Against
		Elect Sam Samad	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
IG Group Holdings Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Mike McTighe	For
		Elect Jonathan Moulds	For
		Elect Rakesh Bhasin	For
		Elect Andrew Didham	For
		Elect Wu Gang	For
		Elect Sally-Ann Hibberd	For
		Elect Susan E. Skerritt	For
		Elect Helen Stevenson	For
		Elect Breon Corcoran	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
IG Group Holdings Plc.	GB	Elect Marieke Flament	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Illinois Tool Works Inc.	US	Elect Daniel J. Brutto	Against
		Elect Susan Crown	Against
		Elect Darrell L. Ford	Against
		Elect Kelly J. Grier	For
		Elect James W. Griffith	Against
		Elect Jay L. Henderson	Against
		Elect Jaime Irick	Against
		Elect Richard H. Lenny	Against
		Elect Christopher A. O'Herlihy	Against
		Elect E. Scott Santi	Against
		Elect David H. B. Smith, Jr.	Against
		Elect Pamela B. Strobel	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Long Term Incentive Plan	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Severance Approval Policy	For
Illumina Inc.	US	Elect Frances Arnold	For
		Elect Caroline D. Dorsa	For
		Elect Robert S. Epstein	For
		Elect Scott Gottlieb	For
		Elect Gary S. Guthart	For
		Elect Stephen P. MacMillan	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Illumina Inc.	US	Elect Anna S. Richo	For
		Elect Philip W. Schiller	For
		Elect Susan E. Siegel	For
		Elect Jacob Thaysen	For
		Elect Scott B. Ullem	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
IMCD NV	NL	Opening	Not voted
		Presentation of Management Board Report	Not voted
		Dutch Corporate Governance Code	Not voted
		Remuneration Report	Against
		Presentation of Auditor Report	Not voted
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Elect Janus Smalbraak to the Supervisory Board	For
		Elect Amy Hebert to the Supervisory Board	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Closing of Meeting	Not voted
IMI Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Elect Jackie Callaway	For
		Elect Lord Robert Smith of Kelvin	Against
		Elect Thomas T. Andersen	For
		Elect Caroline Dowling	For
		Elect Katie Jackson	For
		Elect Ajai Puri	For
		Elect Isobel Sharp	For
		Elect Daniel Shook	For
		Elect Roy M. Twite	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authorisation of Political Donations	For
		Incentive Plan	Against
		Sharesave Plan	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
IMI Plc.	GB	Adoption of New Articles	For
Implenia AG	CH	Approval of the annual report, the annual financial statements and the consolidated financial statements 2023; acknowledgement of the auditors' reports	For
		Advisory vote on the report on non-financial matters in 2023	For
		Appropriation of net income, distribution of a dividend	For
		Discharge of the members of the Board of Directors and management for the 2023 financial year	Against
		Approval of the maximum total remuneration of the Board of Directors from the 2024 general meeting to the 2025 general meeting	For
		Approval of the maximum total remuneration of the management for the 2025 financial year	Against
		Advisory vote on the 2023 remuneration report	Against
		Re-election of the members and the Chair of the Board of Directors: Hans Ulrich Meister (as member and as Chair of the Board of Directors)	Against
		Re-election of the members and the Chair of the Board of Directors: Henner Mahlstedt	Against
		Re-election of the members and the Chair of the Board of Directors: Kyrre Olaf Johansen	Against
		Re-election of the members and the Chair of the Board of Directors: Martin Fischer	Against
		Re-election of the members and the Chair of the Board of Directors: Barbara Lambert	For
		Re-election of the members and the Chair of the Board of Directors: Judith Bischof	For
		Re-election of the members and the Chair of the Board of Directors: Raymond Cron	Against
		Re-election of the members of the Remuneration Committee: Kyrre Olaf Johansen	Against
		Re-election of the members of the Remuneration Committee: Martin Fischer	Against
		Re-election of the members of the Remuneration Committee: Raymond Cron	Against
		Re-election of the independent voting proxy	For
		Re-election of the auditors	For
		Cancellation of conditional capital	For
		Partial amendment to the Articles of Association to introduce a capital band	Against
		Ad hoc	Against
Inchcape Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Nayantara Bali	For
		Elect Jerry Buhlmann	For
		Elect Juan Pablo Del Río Goudie	For
		Elect Byron Grote	For
		Elect Alexandra N. Jensen	Against
		Elect Sarah Kuijlaars	For
		Elect Adrian Lewis	For
		Elect Alison Platt	For
		Elect Stuart John Rowley	For
		Elect Duncan Tait	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Inchcape Plc.	GB	Approval of the SAYE Share Option Plan	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Incyte Corporation	US	Elect Julian C. Baker	Against
		Elect Jean-Jacques Bienaimé	For
		Elect Otis W. Brawley	For
		Elect Paul J. Clancy	For
		Elect Jacqualyn A. Fouse	For
		Elect Edmund P. Harrigan	For
		Elect Katherine A. High	For
		Elect Hervé Hoppenot	Against
		Elect Susanne Schaffert	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Indra Sistemas S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Elect Marc Thomas Murtra Millar	Against
		Elect Javier Escribano Ruiz	Against
		Authority to Set Extraordinary Meeting Notice Period at 15 days	Against
		Approval of Medium-Term Incentive Plan 2024-2026	For
		Amendments to Remuneration Policy	For
		Spin-off	For
		Remuneration Report	For
		Authorisation of Legal Formalities	For
		Presentation of Report on Amendments to Board of Directors Regulations	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
INDUS Holding AG	DE	Presentation of the adopted annual financial statements of INDUS Holding AG and the approved consolidated financial statements as at 31 December 2023, the combined management report on INDUS Holding AG and the Group for the 2023 financial year, the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the appointment of the auditor and group auditor	For
		Resolution on the approval of the remuneration report	Against
		Resolution on the amendment to the Articles of Association relating to the future remuneration of Supervisory Board members	For
		Resolution on the amendment of the Articles of Association regarding the right to participate in the general meeting	For
		Resolution on the approval of the conclusion of a control and profit and loss transfer agreement between INDUS Holding AG as the controlling company and INDUS Omega GmbH as the controlled company	For
Industria de Diseño Textil S.A.	ES	Individual Accounts and Reports	For
		Ratification of Board Acts	Against
		Consolidated Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Amendments to Article 9 (Transfer of Shares)	For
		Amendments to Articles (Shareholders' Meeting)	For
		Amendments to Articles (Board and Committees)	For
		Amendments to Article 36 (Allocation of Profits)	For
		Amendments to Article 40 (Liquidation)	For
		Amendments to General Shareholders' Meeting Regulations	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Industria de Diseño Textil S.A.	ES	Elect Flora Pérez Marcote	Against
		Elect Belén Romana García	For
		Elect Denise Patricia Kingsmill	For
		Remuneration Report	Against
		Authority to Set General Meeting Notice Period at 15 days	Against
		Authorisation of Legal Formalities	For
Industrial Bank of Korea	KR	Financial Statements and Allocation of Profits/Dividends	For
		Directors' Fees	For
		Corporate Auditors' Fees	For
Industrial & Commercial Bank of China	CN	Accounts and Reports	For
		Distribution of Interim Dividends	For
		Elect WANG Jingwu	Against
		Elect ZHANG Wenwu	Against
		Allocation of Profits/Dividends	For
		Elect CHEN Guanting	Against
		Elect LI Weiping	Against
		Elect Murray Horn	Against
		2024 Interim Profit Distribution Plan	For
		Approve Xi'an Data Center Building Project	For
		Authority to Issue Total Loss-Absorbing Capacity Non-Capital Debt Instruments	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Industrial & Commercial Bank of China	CN	External Donations	For
		2024 Fixed Asset Investment Budget	For
		Appointment of Auditor and Authority to Set Fees	For
		Appointment of External Auditors and Authority to Set Fees	For
		Authority to Issue Financial Bond for 2025	Against
		Amendments to Plan on Authorization of the Shareholders' General Meeting to the Board of Directors	Against
		Directors' Report	For
		Payment Plan of Remuneration to Directors for 2023	For
		Payment Plan of Remuneration to Supervisors for 2023	For
		Supervisors' Report	For
		Elect LIAO Lin	Against
		Elect LIU Jun	Against
		Elect ZHONG Mantao	Against
Infineon Technologies AG	DE	Presentation of the adopted annual financial statements of Infineon Technologies AG and the approved consolidated financial statements, both as at 30 September 2023, the combined management report for Infineon Technologies AG and the Infineon Group and the report of the Supervisory Board, both for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board: Jochen Hanebeck	For
		Discharge of the members of the Management Board: Constanze Hufenbecher	For
		Discharge of the members of the Management Board: Sven Schneider	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Infineon Technologies AG	DE	Discharge of the members of the Management Board: Andreas Urschitz	For
		Discharge of the members of the Management Board: Rutger Wijburg	For
		Discharge of the members of the Supervisory Board: Herbert Diess	For
		Discharge of the members of the Supervisory Board: Xiaoqun Clever-Steg	For
		Discharge of the members of the Supervisory Board: John Dean	For
		Discharge of the members of the Supervisory Board: Wolfgang Eder	For
		Discharge of the members of the Supervisory Board: Friedrich Eichiner	For
		Discharge of the members of the Supervisory Board: Annette Engelfried	For
		Discharge of the members of the Supervisory Board: Peter Gruber	For
		Discharge of the members of the Supervisory Board: Klaus Helmrich	For
		Discharge of the members of the Supervisory Board: Hans-Ulrich Holdenried	For
		Discharge of the members of the Supervisory Board: Susanne Lachenmann	For
		Discharge of the members of the Supervisory Board: Géraldine Picaud	For
		Discharge of the members of the Supervisory Board: Manfred Puffer	For
		Discharge of the members of the Supervisory Board: Melanie Riedl	For
		Discharge of the members of the Supervisory Board: Juergen Scholz	For
		Discharge of the members of the Supervisory Board: Ulrich Spiesshofer	For
		Discharge of the members of the Supervisory Board: Margret Suckale	For
		Discharge of the members of the Supervisory Board: Mirco Synde	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Infineon Technologies AG	DE	Discharge of the members of the Supervisory Board: Diana Vitale	For
		Discharge of the members of the Supervisory Board: Ute Wolf	For
		Appointment of the auditor and the group auditor for the 2024 financial year and of the auditor for the audit review of the semi-annual financial report and any audit review of the quarterly financial reports for the 2024 financial year	For
		Election to the Supervisory Board: Ute Wolf	For
		Election to the Supervisory Board: Hermann Eul	For
		Resolution on the remuneration of the Supervisory Board members and the corresponding amendment to Section 11(1) and (5) of the Articles of Association	For
		Cancellation of Authorised Capital 2020/I and creation of new Authorised Capital 2024/I for general purposes against cash contributions and/or contributions in kind with the authorisation to exclude subscription rights and the corresponding amendment to Section 4(4) of the Articles of Association	Against
		The cancellation of an existing and granting of a new authorisation to issue convertible bonds and/or bonds with warrants with the authorisation to exclude the subscription right, cancellation of the Conditional Capital 2020/I and creation of a new Conditional Capital 2024/I and a corresponding amendment of Section 4(6) of the Articles of Association	Against
		Approval of the remuneration report	For
Informa Plc.	GB	Elect John Rishton	For
		Elect Stephen A. Carter	For
		Elect Mary T. McDowell	For
		Elect Gareth Wright	Against
		Elect Gill Whitehead	For
		Elect Louise Smalley	For
		Elect Patrick Martell	For
		Elect Joanne Wilson	For
		Elect Zheng Yin	For
		Elect Andrew Ransom	For
		Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Final Dividend	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Infrastrutture Wireless Italiane S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Increase in Auditor's Fees (FY2023)	For
		Appointment of Auditor and Authority to Set Fees (KPMG; Preferred Option)	For
		List presented by Central Tower Holding Company B.V.	Not voted
		List presented by Daphne 3 S.p.A.	Not voted
		List presented by Group of Institutional Investors representing 1.10% of Share Capital	For
		Election of Chair of Board of Statutory Auditors	For
		Statutory Auditors' Fees	For
		Directors' liabillity action	For
Ingersoll-Rand Inc.	US	Elect Vicente Reynal	Against
		Elect William P. Donnelly	For
		Elect Kirk E. Arnold	For
		Elect Gary D. Forsee	For
		Elect Jennifer Hartsock	For
		Elect John Humphrey	For
		Elect Marc E. Jones	For
		Elect Julie A. Schertell	For
		Elect JoAnna Sohovich	For
		Elect Mark Stevenson	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ingersoll-Rand Inc.	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
ING Groep NV	NL	Opening and announcements	Not voted
		Presentation of Management Board Report	Not voted
		Presentation of Supervisory Board Report	Not voted
		Discussion of the Application of the Revised Dutch Corporate Code	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Appointment of Auditor	For
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Elect Juan Colombás to the Supervisory Board	For
		Elect Herman Hulst to the Supervisory Board	For
		Elect Harold Naus to the Supervisory Board	For
		Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Cancellation of Shares/Authorities to Issue Shares	Against
Ingles Markets Inc.	US	Elect Ernest E. Ferguson	Withhold
		Elect John R. Lowden	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Cage-Free Eggs	For
		Shareholder Proposal Regarding Risk Disclosure Related to Customer Expectations on Environmental and Social Policy Matters	For
init innovation in traffic systems SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report and the Supervisory Board report and the Management Board's explanatory report on the information pursuant to Sections 289(4) and 315(4) of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of the 2023 net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
init innovation in traffic systems SE	DE	Resolution on amending Section 15(4)(2), sentence 3 of the Articles of Association (record date)	For
		Amendment to Section 16(1) of the Articles of Association (chairperson representative)	For
		Amendment to Section 8(1) of the Articles of Association (number of Supervisory Board members)	Against
		Resolution on the election of new Supervisory Board members: Michaela Dickgießer	Against
		Resolution on the election of new Supervisory Board members: Christina Greschner	Against
		Resolution on the election of new Supervisory Board members: Johannes Haupt	Against
		Resolution on the election of new Supervisory Board members: Ulrich Sieg	Against
		Resolution on the election of new Supervisory Board members: Andreas Thun	Against
		Resolution on the election of new Supervisory Board members: Gottfried Greschner (as a replacement member)	Against
		Resolution on the creation of a new authorised capital and the corresponding amendment to the Articles of Association	Against
		Resolution on the approval of the amended remuneration system for the members of the Management Board	Against
		Resolution on the approval of the remuneration report	Against
Insurance Australia Group Ltd.	AU	Re-elect David H. Armstrong	Against
		Re-elect George D. Sartorel	Against
		Re-elect Michelle K. Tredenick	Against
		Remuneration Report	For
		Equity Grant (MD/CEO Nick Hawkins)	For
Intact Financial Corporation	CA	Elect Charles J.G. Brindamour	For
		Elect Emmanuel Clarke	For
		Elect Janet De Silva	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Intact Financial Corporation	CA	Elect Michael Katchen	For
		Elect Stephani Kingsmill	For
		Elect Jane E. Kinney	For
		Elect Robert G. Leary	For
		Elect Sylvie Paquette	For
		Elect Stuart J. Russell	For
		Elect Indira V. Samarasekera	For
		Elect Frederick Singer	For
		Elect Carolyn A. Wilkins	For
		Elect William L. Young	Against
		Appointment of Auditor	Withhold
		Executive Stock Option Plan Renewal	For
		Advisory Vote on Executive Compensation	Against
Intel Corporation	US	Elect Patrick P. Gelsinger	For
		Elect James J. Goetz	For
		Elect Andrea J. Goldsmith	For
		Elect Alyssa H. Henry	For
		Elect S. Omar Ishrak	For
		Elect Risa Lavizzo-Mourey	Against
		Elect Tsu-Jae King Liu	For
		Elect Barbara G. Novick	For
		Elect Gregory D. Smith	For
		Elect Stacy J. Smith	For
		Elect Lip-Bu Tan	For
		Elect Dion J. Weisler	For
		Elect Frank D. Yeary	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Against
		Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Against
		Shareholder Proposal Regarding Severance Approval Policy	Against
Interactive Brokers Group Inc.	US	Elect Thomas Peterffy	Against
		Elect Earl H. Nemser	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Interactive Brokers Group Inc.	US	Elect Milan Galik	Against
		Elect Paul J. Brody	Against
		Elect Lawrence E. Harris	Against
		Elect William Peterffy	Against
		Elect Nicole Yuen	For
		Elect Jill Bright	For
		Elect Richard Repetto	Against
		Ratification of Auditor	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 1 year - one can only vote for one item 3.1, 3.2 or 3.3	For
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 2 years - one can only vote for one item 3.1, 3.2 or 3.3	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 3 years - one can only vote for one item 3.1, 3.2 or 3.3	Against
Intercontinental Exchange Inc.	US	Elect Sharon Y. Bowen	For
		Elect Shantella E. Cooper	For
		Elect Duriya M. Farooqui	For
		Elect Lord Hague of Richmond	For
		Elect Mark F. Mulhern	For
		Elect Thomas E. Noonan	Against
		Elect Caroline L. Silver	For
		Elect Jeffrey C. Sprecher	Against
		Elect Judith A. Sprieser	Against
		Elect Martha A. Tirinnanzi	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Intercontinental Exchange Inc.	US	Shareholder Proposal Regarding Independent Chair	For
Intermediate Capital Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Final Dividend	For
		Elect William Rucker	For
		Elect David Bicarregui	For
		Elect Benoît Durteste	Against
		Elect Antje Hensel-Roth	For
		Elect Virginia Holmes	For
		Elect Rosemary Leith	For
		Elect Matthew Lester	For
		Elect Andrew F. Sykes	For
		Elect Stephen Welton	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Intermediate Capital Group Plc.	GB	Authority to Set General Meeting Notice Period at 14 Days	For
International Business Machines Corporation	US	Elect Marianne C. Brown	For
		Elect Thomas Buberl	Against
		Elect David N. Farr	Against
		Elect Alex Gorsky	Against
		Elect Michelle Howard	For
		Elect Arvind Krishna	Against
		Elect Andrew N. Liveris	Against
		Elect F. William McNabb, III	Against
		Elect Michael Miebach	Against
		Elect Martha E. Pollack	For
		Elect Peter R. Voser	Against
		Elect Frederick H. Waddell	Against
		Elect Alfred W. Zollar	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
International Business Machines Corporation	US	Advisory Vote on Executive Compensation	For
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Report on Corporate Operations with China	Against
		Shareholder Proposal Regarding Right to Act by Written Consent	For
		Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Target	For
		Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by 2050	For
International Flavors & Fragrances Inc.	US	Elect Kathryn J. Boor	For
		Elect Mark J. Costa	Against
		Elect Carol Anthony Davidson	For
		Elect Roger W. Ferguson, Jr.	For
		Elect John F. Ferraro	For
		Elect J. Erik Fyrwald	For
		Elect Christina A. Gold	Against
		Elect Gary Hu	For
		Elect Kevin O'Byrne	For
		Elect Dawn C. Willoughby	For
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
International Flavors & Fragrances Inc.	US	Advisory Vote on Executive Compensation	Against
		Amendment to the 2021 Stock Award and Incentive Plan	For
		Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For
Intertek Group Plc.	GB	Accounts and Reports	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Final Dividend	For
		Elect Apurvi Sheth	For
		Elect Andrew Martin	For
		Elect André Lacroix	For
		Elect Colm Deasy	For
		Elect Graham Allan	For
		Elect Gurnek Bains	For
		Elect Lynda M. Clarizio	For
		Elect Tamara Ingram	For
		Elect Jeremy K. Maiden	For
		Elect Kawal Preet	For
		Elect Jean-Michel Valette	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authorisation of Political Donations	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Intesa Sanpaolo S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024 Annual Incentive Plan	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase and Reissue Shares to Service Incentive Plans	Against
		Authority to Repurchase and Reissue Shares	For
		Cancellation of Shares	For
		Directors' liabillity action	For
Intuitive Surgical Inc.	US	Elect Craig H. Barratt	Against
		Elect Joseph C. Beery	For
		Elect Lewis Chew	For
		Elect Gary S. Guthart	For
		Elect Amal M. Johnson	Against
		Elect Sreelakshmi Kolli	For
		Elect Amy L. Ladd	For
		Elect Keith R. Leonard, Jr.	For
		Elect Jami Dover Nachtsheim	For
		Elect Monica P. Reed	For
		Elect Mark J. Rubash	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2010 Incentive Award Plan	Against
		Amendment to the 2000 Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
Inventec Corporation	TW	2023 Business Report and Financial Statements	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Inventec Corporation	TW	2023 Allocation of Profits/Dividends	For
		Non-Competition Restrictions for Directors	For
		Extraordinary Motions	Against
Investec Plc.	GB	Elect Henrietta Baldock	For
		Elect Philip A. Hourquebie	For
		Elect Stephen Koseff	For
		Elect Nicola Newton-King	For
		Elect Jasandra Nyker	For
		Elect Vanessa Olver	For
		Elect Nishlan A. Samujh	For
		Elect Brian Stevenson	For
		Elect Fani Titi	For
		Elect Diane Radley	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authorisation of Legal Formalities	For
		Accounts and Reports (Investec Limited)	Not voted
		Interim Dividend (Ordinary Shares - Investec Limited)	For
		Interim Dividend (SA DAS Share - Investec Limited)	For
		Final Dividend (Investec Limited)	For
		Appointment of Joint Auditor (PricewaterhouseCoopers - Investec Limited)	For
		Appointment of Joint Auditor (Deloitte & Touche - Investec Limited)	For
		Authority to Issue Preference Shares (Investec Limited)	Against
		Authority to Issue Convertible Preference Shares (Investec Limited)	Against
		Authority to Repurchase Ordinary Shares (Investec Limited)	Against
		Authority to Repurchase Preference Shares (Investec Limited)	Against
		Approve Financial Assistance (Investec Limited)	For
		Approve NEDs' Fees (Investec Limited)	For
		Accounts and Reports (Investec plc)	For
		Interim Dividend (Investec plc)	For
		Final Dividend (Investec plc)	For
		Appointment of Auditor (Investec plc)	For
		Authority to Set Auditor's Fees (Investec plc)	For
		Authority to Issue Ordinary and Special Convertible Shares w/ Preemptive Rights (Investec plc)	For
		Authority to Repurchase Shares (Ordinary Shares - Investec plc)	For
		Authority to Repurchase Shares (Preference Shares - Investec plc)	Against
Investor AB	SE	Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Remuneration Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Investor AB	SE	Ratification of Gunnar Brock	Against
		Ratification of Johan Forssell	Against
		Ratification of Magdalena Gerger	Against
		Ratification of Tom Johnstone, CBE	Against
		Ratification of Isabelle Kocher	Against
		Ratification of Sven Nyman	Against
		Ratification of Grace Reksten Skaugen	Against
		Ratification of Hans Straberg	Against
		Ratification of Jacob Wallenberg	Against
		Ratification of Marcus Wallenberg	Against
		Ratification of Sara Öhrvall	Against
		Allocation of Profits/Dividends	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Gunnar Brock	Against
		Elect Magdalena Gerger	Against
		Elect Tom Johnstone	Against
		Elect Isabelle Kocher	Against
		Elect Sven Nyman	For
		Elect Grace Reksten Skaugen	Against
		Elect Hans Stråberg	Against
		Elect Jacob Wallenberg	Against
		Elect Marcus Wallenberg	Against
		Elect Sara Öhrvall	Against
		Elect Katarina Berg	For
		Elect Christian Cederholm	Against
		Elect Mats Rahmström	Against
		Elect Jacob Wallenberg as Chair of the Board	Against
		Appointment of Auditor	Against
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (Investor Program)	Against
		Adoption of Share-Based Incentives (Patricia Industries)	Against
		Authority to Repurchase Shares	For
		Transfer of Shares (LTVR 2024)	Against
INVISIO AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Agenda	For
		Voting List	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Annika Andersson	Against
		Ratify Martin Krupicka	Against
		Ratify Ulrika Hagdahl	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
INVISIO AB	SE	Ratify Charlott Samuelsson	Against
		Ratify Hannu Saastamoinen	Against
		Ratify Nicklas Hansen	Against
		Ratify Lars Højgård Hansen	Against
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Annika Andersson	Against
		Elect Martin Krupicka	For
		Elect Ulrika Hagdahl	For
		Elect Charlott Samuelsson	For
		Elect Hannu Saastamoinen	For
		Elect Nicklas Hansen	For
		Elect Annika Andersson as Chair of the Board	Against
		Number of Auditors	For
		Appointment of Auditor	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Invitation Homes Inc.	US	Elect Michael D. Fascitelli	Withhold
		Elect Dallas B. Tanner	Withhold
		Elect Jana Cohen Barbe	Withhold
		Elect Richard D. Bronson	Withhold
		Elect Jeffrey E. Kelter	Withhold
		Elect Joseph D. Margolis	Withhold
		Elect John B. Rhea	Withhold
		Elect Janice L. Sears	Withhold
		Elect Frances Aldrich Sevilla-Sacasa	Withhold
		Elect Keith D. Taylor	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Ipsen S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		Elect Beech Tree S.A. (Philippe Bonhomme)	Against
		Elect Carol Xueref	Against
		Ratification of the Co-option of Pascal Touchon	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ipsen S.A.	FR	2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO and Other Executives)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Marc de Garidel, Chair	For
		2023 Remuneration of David Loew, CEO	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
IPSOS S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Filippo Pietro Lo Franco	For
		Elect Didier Truchot	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Against
		2024 Directors' Fees	For
		2023 Remuneration of Ben Page, CEO	Against
		2023 Remuneration of Didier Truchot, Chair	For
		2023 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Global Ceiling on Capital Increases	Against
		Amendments to Articles Regarding Chair Age Limits	Against
		Authorisation of Legal Formalities	For
IQVIA Holdings Inc.	US	Elect Ari Bousbib	Against
		Elect Carol J. Burt	For
		Elect Colleen A. Goggins	For
		Elect John M. Leonard	For
		Elect Todd B. Sisitsky	Against
		Elect Sheila A. Stamps	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
IQVIA Holdings Inc.	US	Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Political Contributions and Expenditures Report	For
		Ratification of Auditor	Against
Iren S.p.A.	IT	Elect Paola Girdinio	For
		Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Increase in Directors' Fees (Directors with Executive Powers)	For
		List Presented by FSU S.r.l., FCT Holding S.p.A. and Comune di Reggio Emilia	Not voted
		List Presented by Group of Institutional Investors representing 3.04% of Share Capital	For
		Statutory Auditors' Fees	For
Iron Mountain Inc.	US	Elect Jennifer Allerton	Against
		Elect Pamela M. Arway	Against
		Elect Clarke H. Bailey	Against
		Elect Kent P. Dauten	Against
		Elect Monte E. Ford	For
		Elect Robin L. Matlock	For
		Elect William L. Meaney	Against
		Elect Wendy J. Murdock	For
		Elect Walter C. Rakowich	Against
		Elect Theodore R. Samuels, II	For
		Elect Doyle R. Simons	For
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
ISS AS	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and Management Acts	For
		Authority to Repurchase Shares	For
		Remuneration Report	For
		Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ISS AS	DK	Elect Niels Smedegaard	For
		Elect Lars Petersson	For
		Elect Kelly L. Kuhn	For
		Elect Søren Thorup Sørensen	For
		Elect Ben Stevens	For
		Elect Reshma Ramachandran	For
		Elect Henriette Hallberg Thygesen	For
		Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For
Italgas S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024-2025 Co-Investment Plan	Against
		Authority to Issue Shares to Service 2024-2025 Co-Investment Plan	Against
ITOCHU Corporation	JP	Allocation of Profits/Dividends	For
		Elect Masahiro Okafuji	Against
		Elect Keita Ishii	Against
		Elect Fumihiko Kobayashi	Against
		Elect Tsuyoshi Hachimura	Against
		Elect Hiroyuki Tsubai	Against
		Elect Kenji Seto	Against
		Elect Hiroyuki Naka	Against
		Elect Masatoshi Kawana	Against
		Elect Makiko Nakamori	For
		Elect Kunio Ishizuka	Against
		Elect Akiko Ito @ Akiko Noda	For
		Elect Makoto Kyoda as Statutory Auditor	For
		Performance-Linked Equity Compensation Plan	Against
Itochu Enex Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Kenji Okada	Against
		Elect Tomofumi Yoshida	Against
		Elect Tsukasa Motegi	Against
		Elect Yasuhiro Imazawa	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Itochu Enex Co. Ltd.	JP	Elect Ichiro Saeki	Against
		Elect Takuya Morikawa	Against
		Elect Chie Sato	For
		Elect Ryohei Suda	For
		Elect Sonoko Kajiyama	For
Itron Inc.	US	Elect Sanjay Mirchandani	For
		Elect Thomas L. Deitrich	Against
		Elect Timothy M. Leyden	For
		Elect Santiago Perez	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2010 Stock Incentive Plan	Against
		Ratification of Auditor	For
Iveco Group NV	NL	Opening	Not voted
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Remuneration Report	For
		Corporate Governance Report	Not voted
		Sustainability Report	Not voted
		Ratification of Executives' Acts	For
		Ratification of Non-Executives' Acts	For
		Elect Suzanne Heywood to the Board of directors	For
		Elect Gerrit A. Marx to the Board of directors	For
		Elect Judy Curran to the Board of directors	For
		Elect Tufan Erginbilgic to the Board of directors	For
		Elect Essimari Kairisto to the Board of directors	For
		Elect Linda Knoll to the Board of directors	For
		Elect Alessandro Nasi to the Board of directors	For
		Elect Olof Persson to the Board of directors	For
		Elect Lorenzo Simonelli to the Board of directors	Against
		Appointment of Auditor	For
		Authority to Repurchase Shares	For
		Closing of Meeting	Not voted
Jack Henry & Associates Inc.	US	Elect David B. Foss	Withhold
		Elect Matthew C. Flanigan	Withhold
		Elect Thomas H. Wilson, Jr.	Withhold
		Elect Thomas A. Wimsett	Withhold
		Elect Shruti S. Miyashiro	Withhold
		Elect Wesley A. Brown	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Jack Henry & Associates Inc.	US	Elect Curtis A. Campbell	Withhold
		Elect Tammy S. LoCascio	For
		Elect Lisa M. Nelson	For
		Advisory Vote on Executive Compensation	Against
		Elimination of Supermajority Requirement	Against
		Ratification of Auditor	For
Jackson Financial Inc.	US	Elect Lily Fu Claffee	For
		Elect Gregory T. Durant	For
		Elect Steven A. Kandarian	Against
		Elect Derek G Kirkland	For
		Elect Drew E. Lawton	For
		Elect Martin J Lippert	For
		Elect Russell G Noles	For
		Elect Laura L Prieskorn	For
		Elect Esta E. Stecher	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
James River Group Holdings Ltd.	BM	Elect Matthew B. Botein	Against
		Elect Thomas L. Brown	Against
		Elect Frank D'Orazio	Against
		Elect Kirstin M. Gould	Against
		Elect Dennis J. Langwell	Against
		Elect Christine LaSala	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
James River Group Holdings Ltd.	BM	Elect Peter B. Migliorato	Against
		Elect Ollie L. Sherman	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 1 year - one can only vote for one item 4.1, 4.2 or 4.3	For
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 2 years - one can only vote for one item 4.1, 4.2 or 4.3	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 3 years - one can only vote for one item 4.1, 4.2 or 4.3	Against
		Amendment to the 2014 Long-Term Incentive Plan	For
		Amendment to the 2014 Non-Employee Director Incentive Plan	For
Japan Exchange Group Inc.	JP	Amendments to Articles	For
		Elect Yasushi Kinoshita	Against
		Elect Hiromi Yamaji	Against
		Elect Moriyuki Iwanaga	Against
		Elect Ryusuke Yokoyama	Against
		Elect Koichiro Miyahara	Against
		Elect Yasuyuki Konuma	Against
		Elect Philippe Avril	Against
		Elect Nobuhiro Endo	Against
		Elect Hiroko Ota	For
		Elect Kazuaki Kama	Against
		Elect Sayaka Sumida	For
		Elect Yasuzo Takeno	Against
		Elect Isao Teshirogi	Against
		Elect Mitsuhiro Matsumoto	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Japan Exchange Group Inc.	JP	Elect Kay Lin	For
Jazz Pharmaceuticals Plc.	IE	Elect Laura J. Hamill	For
		Elect Patrick Kennedy	For
		Elect Kenneth W. O'Keefe	Against
		Elect Mark Douglas Smith	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Advisory vote on say on pay frequency: please vote for on this resolution to approve 1 year	For
		Advisory vote on say on pay frequency: please vote for on this resolution to approve 2 years	Against
		Advisory vote on say on pay frequency: please vote for on this resolution to approve 3 years	Against
		Advisory vote on say on pay frequency: please vote for on this resolution to approve Abstain	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Right to Adjourn Meeting	Against
JB Financial Group Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Approval for maintaining the current non-independent non-executive directors at one	For
		Approval for increasing non-independent non-executive directors to two (shareholder proposal)	Against
		Elect KIM Ji Sub	Against
		Elect CHUNG Chae Shick	Against
		Elect KIM Woo Jin	Against
		Elect LEE Myung Sang	Against
		Elect LEE Hee Seung	For
		Elect RHEE Nam Uh as a Non-executive director (Shareholder Proposal)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
JB Financial Group Co. Ltd.	KR	Elect KIM Ki Seok (Shareholder Proposal)	Against
		Elect KIM Ji Sub	Against
		Elect CHUNG Chae Shick	Against
		Elect KIM Woo Jin	Against
		Elect LEE Myung Sang	Against
		Elect LEE Hee Seung	For
		Elect RHEE Nam Uh as a Non-executive director (Shareholder Proposal)	Against
		Elect KIM Ki Seok (Shareholder Proposal)	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: YOO Kwan Woo	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: LEE Sang Bok	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: PARK Jong Il	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: LEE Seung Yeop	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: BAIK Joon Seung (Shareholder Proposal)	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: KIM Dong Hwan (Shareholder Proposal)	Against
		Election of Audit Committee Member: KIM Ki Seok (Shareholder Proposal, if either Proposal 3.17 or Proposal 3.27 is rejected, it will be discarded.)	Against
		Directors' Fees	For
JDE Peets BV	NL	Opening	Not voted
		Presentation of Board Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Acts	Against
		Ratification of Non-Executives' Acts	Against
		Elect Luc Vandevelde to the Board of Directors	Against
		Elect Aileen Richards to the Board of Directors	Against
		Elect Denis Hennequin to the Board of Directors	For
		Elect Stuart Macfarlane to the Board of Directors	For
		Remuneration Policy	Against
		Amendments to the Long-Term Incentive Plan	Against
		Appointment of Auditor	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (rights issue)	Against
		Other Business	Not voted
		Closing of Meeting	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
JD Health International Inc.	KY	Accounts and Reports	For
		Elect LING Li	For
		Elect ZHANG Jiyu	For
		Elect CHEN Xingyao	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
JD Sports Fashion Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Dominic Platt	For
		Elect Régis Schultz	For
		Elect Andrew Long	For
		Elect Kath Smith	For
		Elect Bert Hoyt	For
		Elect Helen Ashton	For
		Elect Suzanne Williams	For
		Elect Andrew Higginson	For
		Elect Ian Dyson	For
		Elect Angela Luger	For
		Elect Darren Shapland	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
JD Sports Fashion Plc.	GB	Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authority to Repurchase Shares	For
JENOPTIK AG	DE	Presentation of the adopted annual financial statements, the consolidated financial statements approved by the Supervisory Board, the combined management report for JENOPTIK AG and the group, the Supervisory Board report, the Management Board's proposal on the appropriation of net income and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Election of the auditor of the sustainability report for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
		Election of a Supervisory Board member: Daniela Mattheus	For
Jerónimo Martins, SGPS, S.A.	PT	Accounts and Reports; Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Amendments to Articles	For
Jiangsu Changshu Rural Commercial Bank Co. Ltd.	CN	2023 Directors' Report	For
		Merger and Acquisition of a Bank and Setting Up a Branch	Against
		2023 Supervisors' Report	For
		2023 Annual Report and its Summary	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Jiangsu Changshu Rural Commercial Bank Co. Ltd.	CN	202023 Annual Accounts and 2024 Financial Budget Plan	For
		2023 Profit Distribution Plan	For
		2024 Estimates of Daily Related Party Transactions with Some Related Parties	For
		Provision of Guarantee for a Controlling Rural Bank to Join UnionPay Network	Against
		Amendments to Articles	For
		Amendments to Procedural Rules: Board Meetings	Against
		Amendments to Independent Director System	Against
		2024 Reappointment of Auditor	Against
		Financial Bond Issuance Arrangements and Authorization	Against
Jinke Smart Services Group Co. Ltd.	CN	Debt Settlement Mandate	
Johnson Controls International Plc.	IE	Elect Timothy M. Archer	For
		Elect Jean S. Blackwell	For
		Elect Pierre E. Cohade	For
		Elect W. Roy Dunbar	For
		Elect Gretchen R. Haggerty	For
		Elect Ayesha Khanna	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Johnson Controls International Plc.	IE	Elect Seetarama S. Kotagiri	For
		Elect Simone Menne	For
		Elect George R. Oliver	Against
		Elect Carl Jürgen Tinggren	For
		Elect Mark P. Vergnano	For
		Elect John D. Young	For
		Ratification of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authority to Repurchase Shares	For
		Authorize Price Range at which the Company Can Re-Allot Treasury Shares	For
		Advisory Vote on Executive Compensation	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
Johnson & Johnson	US	Elect Darius Adamczyk	Against
		Elect Mary C. Beckerle	For
		Elect D. Scott Davis	Against
		Elect Jennifer A. Doudna	For
		Elect Joaquin Duato	Against
		Elect Marillyn A. Hewson	For
		Elect Paula A. Johnson	For
		Elect Hubert Joly	For
		Elect Mark B. McClellan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Johnson & Johnson	US	Elect Anne M. Mulcahy	For
		Elect Mark A. Weinberger	For
		Elect Nadja Y. West	For
		Elect Eugene A. Woods	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Against
		Shareholder Proposal Regarding Patent Exclusivities	Not voted
Johnson, Matthey Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	Against
		Elect Liam Condon	For
		Elect Rita Forst	For
		Elect Jane Griffiths	For
		Elect Barbara S. Jeremiah	For
		Elect Xiaozhi Liu	For
		Elect John O'Higgins	For
		Elect Stephen Oxley	For
		Elect Patrick W. Thomas	For
		Elect Doug Webb	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
JPMorgan Chase & Co.	US	Elect Linda B. Bammann	For
		Elect Stephen B. Burke	Against
		Elect Todd A. Combs	Against
		Elect Alicia Boler Davis	For
		Elect James Dimon	Against
		Elect Alex Gorsky	For
		Elect Mellody Hobson	For
		Elect Phebe N. Novakovic	Against
		Elect Virginia M. Rometty	For
		Elect Mark A. Weinberger	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the Long-Term Incentive Plan	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Audit of Climate Transition Policies	Against
		Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	For
		Shareholder Proposal Regarding Proxy Voting Review	Against
		Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	For
		Shareholder Proposal Regarding Severance Approval Policy	For
		Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	For
J. Sainsbury Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	Against
		Elect Blathnaid Bergin	For
		Elect Jo Bertram	For
		Elect Brian Cassin	For
		Elect Jo Harlow	For
		Elect Adrian Hennah	For
		Elect Tanuj Kapilashrami	For
		Elect Simon Roberts	For
		Elect Martin Scicluna	For
		Elect Keith Weed	For
		Appointment of Auditor	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
J. Sainsbury Plc.	GB	Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authorisation of Political Donations	For
		Long-Term Incentive Plan	For
		Reduction in Share Premium Account	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Julius Baer Gruppe AG	CH	Annual accounts and consolidated financial statements 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Sustainability report 2023	For
		Appropriation of net income	For
		Discharge of the members of the Board of Directors and management	Against
		Approval of the remuneration of the Board of Directors	For
		Approval of the remuneration paid to management: Total amount of variable share-based remuneration components allocated in the current 2024 financial year	Against
		Approval of the remuneration paid to management: Maximum total fixed remuneration for the coming financial year 2025	Against
		Approval of the remuneration paid to management: Extraordinary, additional total amount for the period Annual General Meeting 2024 to Annual General Meeting 2025	Against
		Re-election to the Board of Directors: Romeo Lacher	For
		Re-election to the Board of Directors: Richard Campbell-Breeden	Against
		Re-election to the Board of Directors: Jürg Hunziker	For
		Re-election to the Board of Directors: Kathryn Shih	For
		Re-election to the Board of Directors: Tomas Varela Muiña	For
		Re-election to the Board of Directors: Eunice Zehnder-Lai	For
		Re-election to the Board of Directors: Olga Zoutendijk	For
		New election to the Board of Directors: Bruce Fletcher	For
		New election to the Board of Directors: Andrea Sambo	Against
		Re-election of the Chairman of the Board of Directors: Romeo Lacher	For
		Election of the members of the Remuneration Committee: Richard Campbell-Breeden (as member and chairman of the Remuneration Committee)	Against
		Election of the members of the Remuneration Committee: Bruce Fletcher	For
		Election of the members of the Remuneration Committee: Kathryn Shih	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Julius Baer Gruppe AG	CH	Election of the members of the Remuneration Committee: Eunice Zehnder-Lai	For
		Election of the auditors	Against
		Election of the independent proxy	For
		Introduction of conversion capital	Against
		Ad hoc	Against
Jumbo S.A.	GR	Authority to Repurchase Shares	Against
Kainos Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Richard McCann	For
		Elect Russell Sloan	For
		Elect Katie Davis	For
		Elect Rosaleen Blair	Against
		Elect James Kidd	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Kao Corporation	JP	Allocation of Profits/Dividends	Against
		Elect Yoshihiro Hasebe	Against
		Elect Masakazu Negoro	Against
		Elect Toru Nishiguchi	Against
		Elect David J. Muenz	Against
		Elect Osamu Shinobe	Against
		Elect Eriko Sakurai	For
		Elect Takaaki Nishii	Against
		Elect Makoto Takashima	Against
		Elect Saeko Arai as Statutory Auditor	For
		Amendment to the Equity Compensation Plan	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kao Corporation	JP	Statutory Auditors' Fees	For
KATEK SE	DE	Presentation of the approved annual financial statements and consolidated financial statements as at 31 December 2023, as well as the combined management report for KATEK SE and the Group and the Supervisory Board report for the 2023 financial year	Not voted
		Discharge of the members of the Management Board for the 2023 financial year	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on election to the Supervisory Board: Claudia Badstöber	Against
		Resolution on election to the Supervisory Board: Dieter Gauglitz	For
		Resolution on election to the Supervisory Board: Christoph Öfele	For
		Resolution on the approval of the remuneration report	Against
		Resolution on amending Section 1(2) of the Articles of Association	For
		Resolution on the conversion of bearer shares to registered shares and the corresponding amendments to the Articles of Association	For
Kawasaki Kisen Kaisha Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Yukikazu Myochin	Against
		Elect Kazuhiko Harigai	Against
		Elect Noriaki Yamaga	Against
		Elect Keiji Yamada	Against
		Elect Ryuhei Uchida	Against
		Elect Koji Kotaka	Against
		Elect Hiroyuki Maki	Against
		Elect Takako Masai @ Takako Nishida	For
		Elect Shinsuke Kubo as Statutory Auditor	For
		Elect Akiko Kumakura as Alternate Statutory Auditor	For
KBC Groep NV	BE	Presentation of Board Report	Not voted
		Presentation of Auditor Report	Not voted
		Presentation of Consolidated Annual Accounts	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Non-Executive Remuneration Policy	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Statutory Auditors' Fees	For
		Appointment of Auditor for Sustainability Reporting	For
		Elect Johan Thijs to the Board of Directors	Against
		Elect Sonja De Becker to the Board of Directors	Against
		Elect Liesbet Okkerse to the Board of Directors	Against
		Elect Erik Clinck to the Board of Directors	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
KBC Groep NV	BE	Elect Theodoros Roussis to the Board of Directors	Against
		Elect Diana Rádl Rogerová to the Board of Directors	For
		Other Business	Not voted
KDDI Corporation	JP	Allocation of Profits/Dividends	For
		Elect Takashi Tanaka	Against
		Elect Makoto Takahashi	Against
		Elect Yasuaki Kuwahara	Against
		Elect Hiromichi Matsuda	Against
		Elect Nanae Saishoji	For
		Elect Hiroshi Takezawa	Against
		Elect Goro Yamaguchi	Against
		Elect Keiji Yamamoto	Against
		Elect Tsutomu Tannowa	Against
		Elect Junko Okawa	For
		Elect Kyoko Okumiya	For
		Elect Makoto Ando	Against
		Elect Kazuyasu Yamashita	For
		Elect Naoki Fukushima	For
		Elect Kazutoshi Kogure	For
		Elect Koji Arima	For
Kellanova Co.	US	Elect Carter Cast	For
		Mars Transaction	For
		Advisory Vote on Golden Parachutes	Against
		Elect Zack Gund	Against
		Elect Donald R. Knauss	Against
		Right to Adjourn Meeting	For
		Elect Mike Schlotman	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Pesticide Reporting	For
		Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kering S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Election Jean-Pierre Denis	Against
		Ratification of Co-Option of Maureen Chiquet	For
		Elect Rachel Duan	For
		Elect Giovanna Melandri	For
		Elect Dominique D'Hinnin	For
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		Related Party Transactions (Maureen Chiquet)	For
		2023 Remuneration Report	Against
		2023 Remuneration of François-Henri Pinault, Chair and CEO	Against
		2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Against
		2024 Remuneration Policy (Executive)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authorisation of Legal Formalities	For
Kerry Group Plc.	IE	Accounts and Reports	For
		Kerry Dairy Transaction	
		Allotment of Shares for the Kerry Dairy Transaction	
		Final Dividend	For
		Amendments to Articles	
		Elect Genevieve B Berger	For
		Elect Catherine Godson	For
		Reduction in Share Premium Account	
		Elect Liz Hewitt	For
		Elect Gerry Behan	For
		Elect Fiona Dawson	For
		Elect Emer Gilvarry	For
		Elect Michael T. Kerr	For
		Elect Marguerite Larkin	For
		Elect Tom Moran	For
		Elect Christopher Rogers	For
		Elect Patrick Rohan	For
		Elect Edmond Scanlan	For
		Elect Jinlong Wang	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	For
		Remuneration Policy	For
		Amendment to Long-Term Incentive Plan	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kerry Group Plc.	IE	Authority to Set General Meeting Notice Period at 14 Days	For
Keycorp	US	Elect Alexander M. Cutler	Against
		Elect H. James Dallas	Against
		Elect Elizabeth R. Gile	Against
		Elect Ruth Ann M. Gillis	Against
		Elect Christopher M. Gorman	Against
		Elect Robin Hayes	For
		Elect Carlton L. Highsmith	For
		Elect Richard J. Hipple	Against
		Elect Devina Rankin	For
		Elect Barbara R. Snyder	Against
		Elect Richard J. Tobin	Against
		Elect Todd J. Vasos	For
		Elect David K. Wilson	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	Against
Keyence Corporation	JP	Allocation of Profits/Dividends	For
		Elect Takemitsu Takizaki	Against
		Elect Yu Nakata	Against
		Elect Akiji Yamaguchi	Against
		Elect Hiroaki Yamamoto	Against
		Elect Tetsuya Nakano	Against
		Elect Akinori Yamamoto	Against
		Elect Seiichi Taniguchi	Against
		Elect Kumiko Suenaga @ Kumiko Ukagami	For
		Elect Michifumi Yoshioka	Against
		Elect Hiroji Indo	For
		Elect Masaji Daiho	For
		Elect Masaharu Yamamoto as Alternate Statutory Auditor	For
Keysight Technologies Inc.	US	Elect Charles J. Dockendorff	Against
		Elect Ronald S. Nersesian	Against
		Elect Robert A. Rango	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Keysight Technologies Inc.	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2014 Equity and Incentive Compensation Plan	For
		Amendment to the Employee Stock Purchase Plan	For
		Elimination of Supermajority Requirement	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Kia Corporation	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect CHOI Jun Young	For
		Elect LEE In Kyung	For
		Election of Audit Committee Member: LEE In Kyung	For
		Election of Independent Director to Be Appointed as Audit Committee Member: JHO Wha Sun	Against
		Directors' Fees	For
Kimball Electronics Inc.	US	Elect Gregory J. Lampert	Withhold
		Elect Colleen C. Repplier	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 1 year - one can only vote for one item 4.1, 4.2, 4.3 or 4.4	For
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 2 years - one can only vote for one item 4.1, 4.2, 4.3 or 4.4	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - 3 years - one can only vote for one item 4.1, 4.2, 4.3 or 4.4	Against
		To conduct an advisory vote on the frequency of future advisory votes on executive compensation - Abstain - one can only vote for one item 4.1, 4.2, 4.3 or 4.4	Against
Kimberly-Clark Corporation	US	Elect Sylvia M. Burwell	For
		Elect John W. Culver	For
		Elect Michael D. Hsu	Against
		Elect Mae C. Jemison	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kimberly-Clark Corporation	US	Elect Deeptha Khanna	For
		Elect S. Todd Maclin	For
		Elect Deirdre Mahlan	Against
		Elect Sherilyn S. McCoy	For
		Elect Christa Quarles	For
		Elect Jaime A. Ramirez	For
		Elect Dunia A. Shive	For
		Elect Mark T. Smucker	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Adopt Amended and Restated Certificate of Incorporation to Limit Certain Officer Liability	Against
Kimco Realty Corporation	US	Elect Milton Cooper	Against
		Elect Philip E. Coviello	Against
		Elect Conor C. Flynn	Against
		Elect Frank Lourenso	Against
		Elect Henry Moniz	Against
		Elect Mary Hogan Preusse	Against
		Elect Valerie Richardson	For
		Elect Richard B. Saltzman	Against
		Advisory Vote on Executive Compensation	Against
		Increase in Authorized Common Stock	For
		Ratification of Auditor	Against
Kinder Morgan Inc.	US	Elect Richard D. Kinder	Against
		Elect Kimberly A. Dang	Against
		Elect Amy W. Chronis	For
		Elect Ted A. Gardner	Against
		Elect Anthony W. Hall, Jr.	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kinder Morgan Inc.	US	Elect Steven J. Kean	Against
		Elect Deborah A. Macdonald	Against
		Elect Michael C. Morgan	Against
		Elect Arthur C. Reichstetter	Against
		Elect C. Park Shaper	Against
		Elect William A. Smith	Against
		Elect Joel V. Staff	Against
		Elect Robert F. Vagt	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Against
		Shareholder Proposal Regarding GHG Targets	For
Kindom Construction Co. Ltd.	TW	The Company‘s 2023 Business Report and Financial Statements	For
		The Company's 2023 Earnings Distribution Proposal	For
		Extraordinary Motions	Against
Kingboard Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect CHEUNG Kwong Kwan	Against
		Elect CHEUNG Ka Shing	Against
		Elect CHAN Wing Kee	Against
		Elect Stanley CHUNG Wai Cheong	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kingboard Holdings Ltd.	KY	Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
Kingfisher Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Claudia Arney	For
		Elect Bernard L. Bot	For
		Elect Catherine Bradley	For
		Elect Jeff Carr	For
		Elect Thierry Garnier	For
		Elect Sophie Gasperment	For
		Elect Rakhi (Parekh) Goss-Custard	For
		Elect Bill Lennie	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Kingspan Group Plc.	IE	Accounts and Reports	For
		Final Dividend	Against
		Elect Jost Massenberg	Against
		Elect Gene M. Murtagh	Against
		Elect Geoff P. Doherty	Against
		Elect Russell Shiels	Against
		Elect Gilbert McCarthy	Against
		Elect Linda Hickey	Against
		Elect Anne Heraty	For
		Elect Éimear Moloney	For
		Elect Paul Murtagh	Against
		Elect Senan Murphy	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kingspan Group Plc.	IE	Elect Louise Phelan	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set Price Range for Reissuance of Treasury Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
King Yuan Electronics Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	For
		Elect Gauss CHANG	Against
		Non-Compete Restrictions for Directors	For
		Amendments to Articles of Association	For
		Extraordinary Motions	Against
Kinross Gold Corporation	CA	Elect Kerry D. Dyte	For
		Elect Glenn A. Ives	For
		Elect Ave G. Lethbridge	For
		Elect Michael A. Lewis	For
		Elect Elizabeth McGregor	For
		Elect Catherine McLeod-Seltzer	Withhold
		Elect Kelly J. Osborne	For
		Elect George Paspalas	For
		Elect J. Paul Rollinson	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kinross Gold Corporation	CA	Elect David A. Scott	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Shareholder Rights Plan Renewal	For
		Advisory Vote on Executive Compensation	Against
KION GROUP AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for KION GROUP AG and the group including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board of KION GROUP AG for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board of KION GROUP AG for the 2023 financial year	Against
		Resolution on the appointment of the auditor and group auditor for the 2024 financial year and the auditor for the audit review of the half-year report	For
		Resolution on the appointment of the auditor of sustainability reports	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of the remuneration system for the Management Board members	For
		Resolution on the adjustment of the Articles of Association based on the law on the financing of future-proof investments	For
		Resolution on the approval of the amendment to the control and profit transfer agreement between KION GROUP AG and KION Information Management Services GmbH	For
KLA Corporation	US	Elect Robert M. Calderoni	Against
		Elect Jeneanne Hanley	For
		Elect Emiko Higashi	Against
		Elect Kevin J. Kennedy	Against
		Elect Michael R. McMullen	Against
		Elect Gary B. Moore	Against
		Elect Victor Peng	Against
		Elect Robert A. Rango	Against
		Elect Richard P. Wallace	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Klépierre S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (EY)	Against
		Elect David Simon	Against
		Elect John Carrafiell	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Klépierre S.A.	FR	Elect Steven Fivel	Against
		Elect Robert Fowlds	Against
		Elect Anne Carron	For
		2024 Remuneration Policy (Supervisory Board)	For
		2024 Remuneration Policy (Management Board Chair)	Against
		2024 Remuneration Policy (Management Board Members)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of David Simon, Supervisory Board Chair	For
		2023 Remuneration of Jean-Marc Jestin, Management Board Chair	Against
		2023 Remuneration of Stéphane Tortajada, Management Board Member	Against
		Authority to Repurchase and Reissue Shares	Against
		Amendments to Articles Regarding Share Ownership Disclosure Requirements	For
		Amendments to Articles Regarding Supervisory Board Ownership Requirements	For
		Amendments to Articles Regarding Alternate Auditors	For
		Authorisation of Legal Formalities	For
Knight-Swift Transportation Holdings Inc.	US	Elect Amy Boerger	For
		Elect Reid Dove	Against
		Elect Michael Garnreiter	Against
		Elect Louis Hobson	For
		Elect Gary J. Knight	Against
		Elect Kevin P. Knight	Against
		Elect Adam Miller	Against
		Elect Kathryn L. Munro	Against
		Elect Jessica Powell	For
		Elect Roberta Roberts Shank	For
		Elect Robert E. Synowicki, Jr.	For
		Elect David Vander Ploeg	Against
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Knight-Swift Transportation Holdings Inc.	US	Ratification of Auditor	Against
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
Knorr-Bremse AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements and the combined management report for Knorr-Bremse Aktiengesellschaft and the Group for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board	For
		Discharge of the members of the Supervisory Board	For
		Resolution on the appointment of the auditor and the Group auditor as well as the auditor for the audit review of the half-year report for the 2024 financial year	Against
		Resolution on the approval of the remuneration system for the Management Board members	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
Koenig & Bauer AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as well as the combined management report for Koenig & Bauer AG and the Koenig & Bauer Group as at 31 December 2023, the non-financial group report as well as the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of the net income of Koenig & Bauer AG for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board of Koenig & Bauer AG for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board of Koenig & Bauer AG for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Provisional election of the auditor of the sustainability report for the 2024 financial year	For
		Election to the Supervisory Board: Raimund Klinkner	For
		Election to the Supervisory Board: Dagmar Rehm	For
		Election to the Supervisory Board: Johannes Liechtenstein	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of the adjusted remuneration system for Management Board members	For
		Resolution on the authorisation of the Management Board to acquire treasury shares and to sell treasury shares excluding subscription rights	For
		Resolution on the approval of the draft merger agreement dated 13 March 2024 and on the conclusion of the merger agreement between Koenig & Bauer AG as the acquiring company and Koenig & Bauer Immobilien GmbH as the transferring company	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Koenig & Bauer AG	DE	Resolution on amendments to the Articles of Association of Koenig & Bauer in AG Section VI - General meeting adjustment of the proof date (new version 14.4), virtual participation of members of the Supervisory Board at the general meeting (new version 14.12) and new version of the regulation on the chairing of the meeting (new version 15.1)	Against
		Resolution on further amendments to the Articles of Association of Koenig & Bauer AG in Section IV - Management Board and Section V - Supervisory Board	For
Kojamo Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	For
		Remuneration Report	For
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Komatsu Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Tetsuji Ohashi	Against
		Elect Hiroyuki Ogawa	Against
		Elect Takeshi Horikoshi	Against
		Elect Mitsuko Yokomoto	For
		Elect Takeshi Kunibe	Against
		Elect Arthur M. Mitchell	Against
		Elect Naoko Saiki	For
		Elect Michitaka Sawada	Against
		Elect Takuya Imayoshi	Against
		Elect Mitsuo Nakao as Statutory Auditor	For
		Directors' & Statutory Auditors' Fees	For
		Performance-linked Trust Type Equity Plans	Against
KONE Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	For
		Compliance with the Rules of Convocation	For
		Voting List	For
		Presentation of Accounts and Reports; CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Remuneration Report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
KONE Oyj	FI	Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Elect Matti Alahuhta	Against
		Elect Susan Duinhoven	For
		Elect Marika Fredriksson	For
		Elect Antti Herlin	Against
		Elect Iiris Herlin	Against
		Elect Jussi Herlin	Against
		Elect Timo Ihamuotila	For
		Elect Ravi Kant	Against
		Elect Krishna Mikkilineni	For
		Authority to Set Auditor's Fees	For
		Number of Auditors	For
		Appointment of Auditor	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Kongsberg Gruppen AS	NO	Notice of Meeting; Agenda	For
		Minutes	Not voted
		CEO's Address	Not voted
		Corporate Governance Report	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Election of Nomination Committee Members	For
		Authority to Repurchase Shares for Incentive Program	For
		Amendments to Articles	For
		Shareholder Proposal Regarding Investigating Advantages of Demerger/Splitting of the Company	Against
Koninklijke Ahold Delhaize NV	NL	Opening	Not voted
		Elect Claude Sarrailh to the Management Board	For
		Presentation of Management Board Report	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Koninklijke Ahold Delhaize NV	NL	Closing of Meeting	Not voted
		Corporate Governance Report	Not voted
		Dividend Policy	Not voted
		Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Report	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Elect Bill McEwan to the Supervisory Board	For
		Elect Helen A. Weir to the Supervisory Board	For
		Elect Frank van Zanten to the Supervisory Board	For
		Elect Robert Jan van de Kraats to the Supervisory Board	For
		Elect Laura M. Miller to the Supervisory Board	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Cancellation of Shares	For
Koninklijke BAM Groep NV	NL	Opening	Not voted
		Elect Jane C. Hanson to the Supervisory Board	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Koninklijke BAM Groep NV	NL	Other Business	Not voted
		Closing of Meeting	Not voted
Koninklijke KPN NV	NL	Opening	Not voted
		Opportunity to Make Recommendations to the Supervisory Board	Not voted
		Presentation of Management Board Report	Not voted
		Accounts and Reports	For
		Elect Rob Shuter to the Supervisory Board	For
		Closing of Meeting	Not voted
		Remuneration Report	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Presentation of Report on Compliance with Updated Dutch Corporate Governance Code	Not voted
		Appointment of Auditor	For
		Management Board Remuneration Policy	For
		Supervisory Board Remuneration Policy	For
		Appointment of Management Board Members	Not voted
		Presentation of Information on the Composition of the Supervisory Board	Not voted
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Other Business	Not voted
		Closing of Meeting	Not voted
Koninklijke Philips NV	NL	Opening	Not voted
		Corporate Governance Code Report	Not voted

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Name of security	Country	Agenda items	Voting
Koninklijke Philips NV	NL	Dividend Policy	Not voted
		Accounts and Reports	For
		Allocation of Dividends	Against
		Remuneration Report	Against
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Elect Charlotte Hanneman to the Management Board	For
		Elect Feike Sijbesma to the Supervisory Board	For
		Elect Peter Löscher to the Supervisory Board	For
		Elect Benoît Ribadeau-Dumas to the Supervisory Board	For
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Cancellation of Shares	Against
		Other Business	Not voted
Kontron AG	AT	Presentation of the annual financial statements including management report and corporate governance report, the consolidated financial statements including the group management report, the proposed appropriation of income and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Election of the auditor for the sustainability reporting for the 2024 financial year	Against
		Resolution on the remuneration report	Against
		Resolution on the cancellation of the authorisation of the Management Board to issue financial instruments within the meaning of Section 174 of the German Stock Corporation Act (AktG) and the cancellation of Conditional Capital 2023 pursuant to the general meeting resolution of 8 November 2023 on the 1st and 2nd agenda item and resolution on the corresponding amendment to Section 5 (5) of the Articles of Association	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kontron AG	AT	Resolution on the authorisation of the Management Board, with the approval of the Supervisory Board, to increase the capital in accordance with Section 169 AktG (authorised capital) against a cash and/or contribution in kind by up to EUR 4,386,056, including the authorisation of the Management Board to exclude subscription rights and the authorisation of the Supervisory Board to make the corresponding amendment to the Articles of Association (Authorised Capital 2024), with the cancellation of the "Authorised Conditional Capital 2019" pursuant to the resolution of the general meeting of 21 May 2019 on the 8th agenda item and pursuant to the resolution of the general meeting of 16 June 2020 on the 9th agenda item and resolution on the corresponding amendment to Section 5(4) of the Articles of Association	For
		Resolution on the amendment to Section 3 of the Articles of Association "Publications/Notice"	For
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Kraft Heinz Co., The	US	Elect Carlos Abrams-Rivera	For
		Elect Humberto P. Alfonso	For
		Elect John T. Cahill	For
		Elect Lori Dickerson Fouché	For
		Elect Diane Gherson	For
		Elect Timothy Kenesey	Against
		Elect Alicia Knapp	For
		Elect Elio Leoni Sceti	For
		Elect James Park	For
		Elect Miguel Patricio	Against
		Elect John C. Pope	For
		Advisory Vote on Executive Compensation	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Plastic Packaging	For
		Shareholder Proposal Regarding Gestation Crates	For
		Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Against
K+S Aktiengesellschaft	DE	Presentation of the adopted annual financial statements of K+S Aktiengesellschaft, the approved consolidated financial statements, the combined management report and group management report and the Supervisory Board report, in each case for the 2023 financial year, and the Management Board's explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code	Not voted
		Resolution on the appropriation of income	For

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Name of security	Country	Agenda items	Voting
K+S Aktiengesellschaft	DE	Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	For
		Election of the auditor for the 2024 financial year	For
		Election to the Supervisory Board: Carl-Albrecht Bartmer	For
		Resolution on the approval of the remuneration report	For
		Resolution on the approval of the remuneration system for the members of the Management Board	For
		Resolution on the cancellation of the existing authorisation to acquire treasury shares and a new authorisation to acquire treasury shares excluding a right to tender and to use them with the option of excluding the shareholders' subscription right and in order to redeem acquired treasury shares and effect a capital reduction	Against
		Supplementary request: Resolution on amending Section 14(2) of the Articles of Association	For
		Ad hoc (shareholders)	Against
KSB SE & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of KSB SE & Co. KGaA for the 2023 financial year	For
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the personally liable partner of KSB SE & Co. KGaA for the 2023 financial year	Against
		Resolution on the discharge of the Supervisory Board of KSB SE & Co. KGaA for the 2023 financial year	Against
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the remuneration of Supervisory Board members Adjustment of fixed remuneration and meeting fees	For
		Resolution on the remuneration of Supervisory Board members Adjustment of the additional remuneration	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the adjustment of the Articles of Association based on the law on the financing of future-proof investments	For
		Resolution on the approval of a domination and profit transfer agreement between KSB SE & Co. KGaA and KSB Finanz GmbH	For
Kuaishou Technology	KY	Accounts and Reports	For
		Elect CHENG Yixiao	Against
		Elect SU Hua	Against

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Name of security	Country	Agenda items	Voting
Kuaishou Technology	KY	Elect ZHANG Fei	Against
		Elect XIAO Xing	For
		Directors' Fees	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Amendments to Articles	For
Kühne + Nagel International AG	CH	Approval of the management report, the consolidated financial statements and the annual financial statements for the 2023 financial year	For
		Resolution on the appropriation of net income	For
		Discharge of the Board of Directors and management	Against
		Re-election of members of the Board of Directors: Dominik Bürgy	Against
		Re-election of members of the Board of Directors: Karl Gernandt	Against
		Re-election of members of the Board of Directors: Klaus-Michael Kühne	Against
		Re-election of members of the Board of Directors: Tobias Staehelin	Against
		Re-election of members of the Board of Directors: Hauke Stars	For
		Re-election of members of the Board of Directors: Martin Wittig	Against
		Re-election of members of the Board of Directors: Jörg Wolle	Against
		New election of members of the Board of Directors: Anne-Catherine Berner	For
		New election of members of the Board of Directors: Dominik de Daniel	Against
		Re-election of the Chair of the Board of Directors: Jörg Wolle	Against
		Re-election to the Remuneration Committee: Karl Gernandt	Against
		Re-election to the Remuneration Committee: Klaus-Michael Kühne	Against
		Re-election to the Remuneration Committee: Hauke Stars	For
		Re-election of independent proxies	For
		Election of the auditors	For
		Approval of the sustainability report	For
		Advisory vote on the remuneration report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kühne + Nagel International AG	CH	Remuneration votes: Remuneration of the Board of Directors	For
		Remuneration votes: Management remuneration	Against
		Introduction of capital band	Against
		Amendment to the Articles of Association as per the new Stock Corporation Law: Change of purpose of the Company	For
		Amendment to the Articles of Association as per the new Stock Corporation Law: Amendments to the provisions relating to shares, notices and jurisdiction	For
		Amendment to the Articles of Association as per the new Stock Corporation Law: Amendments to the provisions governing the general meeting, the reserve and the distribution of profits	For
		Amendment to the Articles of Association as per the new Stock Corporation Law: Amendments to the provisions governing the Board of Directors and remuneration	For
		Ad hoc	Against
Kung Long Batteries Industrial Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Amendments to the Company's Rules of Procedure for Shareholders Meetings	For
		Elect LEE Jui-Chun	Against
		Elect LEE Yao-Min	Against
		Elect SHI Hwei-Yow	Against
		Elect CHEN Shou-Shin	Against
		Elect TSAI Chang-Shou	Against
		Elect CHIANG Yen-Hung	Against
		Elect WANG Cho-Chiun	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Kung Long Batteries Industrial Co. Ltd.	TW	Elect TSAI Chi-Neng	Against
		Elect CHEN Shu-Fen	For
		Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against
Kuo Yang Construction Co. Ltd.	TW	Business Report and Financial Statements	For
		Allocation of Profits/Dividends	For
		Amendments to Procedural Rules: Shareholders Meetings	For
		Extraordinary Motions	Against
Kurita Water Industries Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Michiya Kadota	Against
		Elect Hirohiko Ejiri	Against
		Elect Shuji Shirode	Against
		Elect Yukihiko Mutou	Against
		Elect Kenjiro Kobayashi	Against
		Elect Keiko Tanaka	For
		Elect Masahiro Miyazaki	Against
		Elect Yoshiko Takayama	For
KWS SAAT SE & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of KWS SAAT SE & Co. KGaA as at 30 June 2024	For
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the general partner for the 2023/2024 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023/2024 financial year	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
KWS SAAT SE & Co. KGaA	DE	Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024/2025 financial year	Against
		Election to the Supervisory Board: Hagen Duenbostel	Against
		Resolution on the remuneration of the Supervisory Board members and a corresponding amendment to Section 12 of the Articles of Association	For
		Resolution on the approval of the remuneration report	Against
		Resolution on amending Section 15 of the Articles of Association	For
Kyoto Financial Group Inc.	JP	Elect Nobuhiro Doi	Against
		Elect Hiroyuki Hata	For
		Elect Mikiya Yasui	For
		Elect Minako Okuno	For
		Elect Kanji Habuchi	For
		Elect Etsuji Motomasa	For
		Elect Shizue Izumi as Audit Committee Director	For
		Non-Audit Committee Directors' Fees	For
		Approval of the Restricted Stock Plan	Against
		Audit Committee Directors' Fees	For
Laboratorios Farmaceuticos Rovi SA	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Elect Fátima Báñez García	Against
		Directors' Fees	For
		Remuneration Policy	Against
		Approval of the 2025-2027 Long-term Incentive Plan	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Laboratorios Farmaceuticos Rovi SA	ES	Authority to Cancel Treasury Shares and Reduce Capital	For
		Appointment of Auditor	For
		Authorisation of Legal Formalities	For
		Remuneration Report	Against
Lagercrantz Group AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Report of the Auditor; Auditor's Statement Regarding Remuneration Principles	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Fredrik Börjesson	Against
		Ratification of Anna Almlöf	Against
		Ratification of Anna Marsell	Against
		Ratification of Anders Claeson	Against
		Ratification of Ulf Södergren	Against
		Ratification of Jörgen Wigh (President & CEO)	Against
		Approval of Nomination Committee Guidelines	For
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Fredrik Börjesson	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Lagercrantz Group AB	SE	Elect Anna Almlöf	For
		Elect Anna Marsell	For
		Elect Anders Claeson	For
		Elect Jörgen Wigh	For
		Elect Malin Nordesjö	For
		Election of Fredrik Börjesson as Chair	Against
		Appointment of Auditor	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Repurchase and Reissue Class B Shares	For
		Call Option Programme 2024	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
L'Air Liquide S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Authority to Repurchase and Reissue Shares	Against
		Elect Kim Ann Mink	For
		Elect Monica de Virgiliis	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration of François Jackow, CEO	Against
		2023 Remuneration of Benoît Potier, Chair	For
		2023 Remuneration Report	Against
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
L'Air Liquide S.A.	FR	Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Amendments to Articles Regarding Director Age Limits	For
		Amendments to Articles Regarding Chair Age Limits	For
		Authorisation of Legal Formalities	For
Landis+Gyr Group AG	CH	Approval of the 2023 annual report, the 2023 annual financial statements and the 2023 consolidated financial statements	For
		Election of a new member of the Board of Directors: Fabian Rauch	For
		Ad hoc (administration)	Against
		Approval of the 2023 sustainability report	For
		Ad hoc (shareholders)	Against
		Approval of the 2023 remuneration report (advisory vote)	Against
		Appropriation of net loss	For
		Distribution from capital contribution reserves	For
		Discharge of the members of the Board of Directors and the Group management team	Against
		Maximum total remuneration for the Board of Directors for the term of office 2024/25 (binding vote)	For
		Maximum total remuneration for the Group Executive Board for the forthcoming financial year 2025, beginning on 1 April 2025 and ending on 31 March 2026 (binding vote)	Against
		Re-election of members of the Board of Directors: Andreas Umbach	Against
		Re-election of members of the Board of Directors: Eric Elzvik	Against
		Re-election of members of the Board of Directors: Peter Bason	For
		Re-election of members of the Board of Directors: Peter Mainz	For
		Re-election of members of the Board of Directors: Andreas Spreiter	Against
		Re-election of members of the Board of Directors: Christina Stercken	For
		Re-election of members of the Board of Directors: Laureen Tolson	For
		Re-election of members of the Board of Directors: Audrey Zibelman	Against
		Re-election of the Chair of the Board of Directors: Andreas Umbach	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Landis+Gyr Group AG	CH	Re-election of the members of the Remuneration Committee: Eric Elzvik	Against
		Re-election of the members of the Remuneration Committee: Peter Mainz	For
		Re-election of the members of the Remuneration Committee: Laureen Tolson	For
		Re-election of the auditors	For
		Re-election of the independent proxy	For
		Ad hoc	Against
Land Securities Group Plc.	GB	Accounts and Reports	For
		Remuneration Policy	For
		Remuneration Report	For
		Final Dividend	Against
		Elect James Bowling	For
		Elect Moni Mannings	For
		Elect Sir Ian Cheshire	For
		Elect Mark Allan	For
		Elect Vanessa Simms	For
		Elect Madeleine Cosgrave	For
		Elect Christophe Evain	For
		Elect Miles W. Roberts	For
		Elect Manjiry Tamhane	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Long-Term Incentive Plan	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
LANXESS AG	DE	Presentation of the adopted annual financial statements and of the approved consolidated financial statements as at 31 December 2023, the combined management report for LANXESS Aktiengesellschaft and the group and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
		Election to the Supervisory Board: Hans Van Bylen	For
		Election to the Supervisory Board: Lawrence A. Rosen	For
		Election to the Supervisory Board: Hans-Joachim Müller	For
		Resolution on the authorisation to purchase and use treasury shares in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) and to exclude subscription rights	Against
		Resolution on amending Section 15 (authorisation to participate) of the Articles of Association	For
Lasertec Corporation	JP	Approve Appropriation of Surplus	For
		Amend Articles to: Approve Minor Revisions	For
		Appoint a Director Okabayashi, Osamu	Against
		Appoint a Director Kusunose, Haruhiko	Against
		Appoint a Director Sendoda, Tetsuya	Against
		Appoint a Director Tajima, Atsushi	Against
		Appoint a Director Mihara, Koji	Against
		Appoint a Director Iwata, Yoshiko	For
		Appoint a Director Ishiguro, Miyuki	For
		Appoint a Director Yuri, Takashi	Against
		Appoint a Corporate Auditor Asami, Koichi	For
		Appoint a Corporate Auditor Asano, Masakatsu	For
		Appoint a Corporate Auditor Izumo, Eiichi	For
		Appoint a Corporate Auditor Michi, Ayumi	For
		Appoint a Substitute Corporate Auditor Yamamoto, Ken	For
		Approve Details of the Compensation to be received by Directors	For
		Approve Details of the Compensation to be received by Corporate Auditors	For
		Approve Payment of Bonuses to Directors	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Las Vegas Sands Corporation	US	Elect Robert Glen Goldstein	Withhold
		Elect Patrick Dumont	Withhold
		Elect Irwin Chafetz	Withhold
		Elect Micheline Chau	Withhold
		Elect Charles Daniel Forman	Withhold
		Elect Lewis Kramer	Withhold
		Elect Alain Li	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2004 Equity Award Plan	For
Lechwerke AG	DE	Presentation of the adopted annual financial statements of Lechwerke AG as at 31 December 2023 and the management report for Lechwerke AG as well as the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board for the 2023 financial year	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year	For
		Amendment to Section 12 of the company's Articles of Association	Against
		Amendment to Section 15 of the company's Articles of Association	For
		Election to the Supervisory Board: Wiebke Beerens	Against
Legal & General Group Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Elect António Simões	For
		Elect Henrietta Baldock	For
		Elect Nilufer von Bismarck	For
		Elect Philip Broadley	For
		Elect Stuart Jeffrey Davies	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Legal & General Group Plc.	GB	Elect Carolyn Johnson	For
		Elect Sir John Kingman	For
		Elect Lesley Knox	For
		Elect M. George Lewis	For
		Elect Ric Lewis	For
		Elect Tushar Morzaria	For
		Elect Laura Wade-Gery	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Performance Share Plan	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Contingent Convertible Securities w/ Preemptive Rights	Against
		Authorisation of Political Donations	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Contingent Convertible Securities w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Legend Holdings Corporation	CN	Amendments to Articles	Against
		Directors' Report	For
		Amendments to Procedural Rules of the Shareholders' General Meetings	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Authority to Repurchase H Shares	Against
		Allocation of Profits/Dividends	For
		Elect NING Min	Against
		Elect LI Peng	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Legend Holdings Corporation	CN	Elect ZHU Linan	Against
		Elect John ZHAO Huan	Against
		Elect CHEN Jing	Against
		Elect YANG Hongmei	Against
		Elect HAO Quan	Against
		Elect YIN Jian'an	Against
		Elect YUAN Li	For
		Elect LUO Cheng as Supervisor	Against
		Elect PEI Xiaofeng as Supervisor	Against
		Directors' and Supervisors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Amendments to Articles	Against
		Amendments to Procedural Rules of the Shareholders' General Meetings	Against
		Amendments to Procedural Rules of the Board of Directors	For
		Amendments to Procedural Rules of the Board of Supervisors	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase H Shares	Against
LEG Immobilien SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the management reports of the company and the group, the explanatory report contained in the management reports regarding the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)* and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	For
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	For
		Resolution on the election of a new Supervisory Board member: Christoph Beumer	For
		Resolution on the change to the remuneration of Supervisory Board members and a corresponding amendment to the Articles of Association	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
Legrand S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Legrand S.A.	FR	Allocation of Profits/Dividends	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (PwC)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Angeles Garcia-Poveda, Chair	For
		2023 Remuneration of Benoît Coquart, CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		Elect Rekha Mehrotra Menon	For
		Elect Jean-Marc Chéry	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Performance Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
		Authority to Issue Shares and Convertible Debt Through Private Placement	For
		Greenshoe	For
		Authority to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Authority to Increase Capital in Consideration for Contributions In Kind	For
		Global Ceiling on Capital Increases and Debt Issuances	For
		Amendments to Articles Regarding Staggered Board	For
		Amendments to Articles	For
		Authorisation of Legal Formalities	For
Lenovo Group Ltd.	HK	Accounts and Reports	For
		Warrants Subscription Agreement and Issuance of Warrants Under Specific Mandate	Against
		Allocation of Profits/Dividends	For
		Convertible Bonds Subscription Agreement and Issuance of Convertible Bonds and Conversion Shares Under Specific Mandate	Against
		Elect John ZHAO Huan	Against
		Elect Gordon Robert Halyburton Orr	Against
		Elect John Lawson Thornton	Against
		Elect Kasper Bo Roersted	Against
		Elect Cher WANG Hsiueh Hong	Against
		Elect XUE Lan	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Lenovo Group Ltd.	HK	Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
L&F Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect HEO Jae Hong	Against
		Elect CHOI Su An	Against
		Elect HEO Je Hyeon	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: KIM Jeom Su	Against
		Directors' Fees	For
LG H&H Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect LEE Myeong Seok	Against
		Elect HA Beom Jong	Against
		Directors' Fees	For
LG Uplus Corporation	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect HWANG Hyeon Sik	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: KIM Jong Woo	Against
		Directors' Fees	For
Li Auto Inc.	KY	Accounts and Reports	For
		Elect WANG Xing	Against
		Elect JIANG Zhenyu	Against
		Directors' Fees	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Appointment of Auditor and Authority to Set Fees	Against
Lifco AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Presentation of Auditor's Report	Not voted
		Presentation of the Remuneration Guidelines	Not voted
		Presentation of the Distribution of Profits	Not voted
		Report of the Board of Directors	Not voted
		CEO's Address	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Lifco AB	SE	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify CARL BENNET	Against
		Ratify ULRIKA DELLBY	Against
		Ratify ANNIKA ESPANDER	Against
		Ratify DAN FROHM	Against
		Ratify ERIK GABRIELSON	Against
		Ratify ULF GRUNANDER	Against
		Ratify LINA JUSLIN	Against
		Ratify Anders Lindström	Against
		Ratify TOBIAS NORDIN	Against
		Ratify Sofia Sandström	Against
		Ratify CAROLINE AF UGGLAS	Against
		Ratify AXEL WACHTMEISTER	Against
		Ratify PER WALDEMARSON	For
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Carl Bennet	Against
		Elect Ulrika Dellby	Against
		Elect Dan Frohm	Against
		Elect Erik Gabrielson	Against
		Elect Ulf Grunander	For
		Elect Caroline af Ugglas	For
		Elect Axel Wachtmeister	Against
		Elect Per Waldemarson	Against
		Elect Anna Hallberg	For
		Election of Carl Bennet as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
Life Healthcare Group Holdings Pte Ltd.	ZA	Appointment of Auditor	For
		Re-elect Victor Litlhakanyane	For
		Re-elect Caroline M. Henry	For
		Re-elect Marian Jacobs	Against
		Elect Tebogo Paul Moeketsi	For
		Elect Fulvio Tonelli	For
		Election of Audit Committee Chair (Fulvio Tonelli)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Life Healthcare Group Holdings Pte Ltd.	ZA	Election of Audit Committee Member (Caroline Henry)	For
		Election of Audit Committee Member (Lars Holmqvist)	Against
		Election of Audit Committee Member (Tebogo Paul Moeketsi)	For
		Authorisation of Legal Formalities	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		Approve NEDs' Fees (Board)	For
		Approve NEDs' Fees (Lead Independent Director)	For
		Approve NEDs' Fees (Audit Committee)	For
		Approve NEDs' Fees (Human Resources and Remuneration Committee)	For
		Approve NEDs' Fees (Nominations and Governance Committee)	For
		Approve NEDs' Fees (Risk, Compliance and IT Governance Committee)	For
		Approve NEDs' Fees (Investment Committee)	For
		Approve NEDs' Fees (Clinical Committee)	For
		Approve NEDs' Fees (Social, Ethics and Transformation Committee)	For
		Approve NEDs' Fees (Ad Hoc)	For
		Approve NEDs' Fees (Committee Meeting for International Board Members)	For
		Approve Financial Assistance (Sections 44 & 45)	For
		Authority to Repurchase Shares	For
Linde Plc.	IE	Elect Stephen F. Angel	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Linde Plc.	IE	Elect Sanjiv Lamba	For
		Elect Ann-Kristin Achleitner	For
		Elect Thomas Enders	For
		Elect Hugh Grant	For
		Elect Joe Kaeser	For
		Elect Victoria E. Ossadnik	For
		Elect Paula Rosput Reynolds	For
		Elect Alberto Weisser	For
		Elect Robert L. Wood	For
		Ratification of Auditor	Against
		Authority to Set Auditor's Fees	For
		Advisory Vote on Executive Compensation	Against
		Determination of Price Range for Re-allotment of Treasury Shares	For
Lite-On Technology Corporation	TW	Adoption of 2023 Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Amendments to Procedural Rules: Shareholders' Meetings	For
		Extraordinary Motions	Against
Live Nation Entertainment Inc.	US	Elect Maverick Carter	Against
		Elect Ping Fu	Against
		Elect Jeffrey T. Hinson	Against
		Elect Chad Hollingsworth	Against
		Elect Jimmy Iovine	Against
		Elect James S. Kahan	Against
		Elect Gregory B. Maffei	Against
		Elect Randall T. Mays	Against
		Elect Richard A. Paul	Against
		Elect Michael Rapino	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Live Nation Entertainment Inc.	US	Elect Latriece Watkins	Against
		Amendment to the 2005 Stock Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Livzon Pharmaceutical Group Inc.	CN	Authority to Give Guarantees	For
		Directors' Report	For
		Purpose of Share Repurchase	
		Reduction in Authorized Capital	For
		Renewal of the Repurchase of Part of A Shares Scheme	For
		Termination of Spin-off and Listing of Livzon Diagnostics on ChiNext Board of Shenzhen Stock Exchange	For
		Amendments to Articles of Association	For
		Approve Conclusion of Projects and Utilization of Remaining Proceeds	For
		Authority to Repurchase H Shares	Against
		Price of Repurchased Shares	
		Spin-off and Listing of Livzon Diagnostics on NEEQ	For
		Supervisors' Report	For
		Accounts and Reports	For
		Amendments to Rules of Procedures of General Meeting	For
		Board Authorization	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Livzon Pharmaceutical Group Inc.	CN	Elect LIN Nanqi	Against
		Type, Number and Percentage of Shares	
		Amendments to Procedural Rules for Board Meetings	For
		Annual Report	For
		Source of Funds	
		Appointment of Auditor and Authority to Set Fees	Against
		Implementation Period	
		Allocation of Profits/Dividends	For
		Validity Period	
		Approve Facility Financing and Provision of Financing Guarantees to Subsidiaries	Against
		Board Authority	
		Provision of Financing Guarantees to Controlling Subsidiary	Against
		Renewal of the Repurchase of Part of A Shares Scheme	For
		Authority to Repurchase H Shares	Against
LIXIL Coporation	JP	Elect Kinya Seto	For
		Elect Jin Song Montesano	For
		Elect Jun Aoki	For
		Elect Shigeki Ishizuka	For
		Elect Ryusuke Ohori	For
		Elect Shiho Konno	For
		Elect Mayumi Tamura	For
		Elect Yuji Nishiura	For
		Elect Daisuke Hamaguchi	For
		Elect Mariko Watahiki	For
Lloyds Banking Group Plc.	GB	Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Lloyds Banking Group Plc.	GB	Elect Robin F Budenberg	For
		Elect Charles Alan Nunn	For
		Elect William Chalmers	For
		Elect Sarah C. Legg	For
		Elect Amanda Mackenzie	For
		Elect Harmeen Mehta	For
		Elect Cathy Turner	For
		Elect Scott Wheway	For
		Elect Catherine Woods	For
		Remuneration Report	For
		Final Dividend	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Maximum Variable Pay Ratio	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase Preference Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Loblaw Companies Ltd.	CA	Elect Scott B. Bonham	For
		Elect Shelley G. Broader	For
		Elect Christie J.B. Clark	Against
		Elect Daniel Debow	For
		Elect William A. Downe	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Loblaw Companies Ltd.	CA	Elect Janice Fukakusa	For
		Elect M. Marianne Harris	For
		Elect Kevin Holt	For
		Elect Claudia Kotchka	For
		Elect Sarah E. Raiss	For
		Elect Galen G. Weston	Against
		Elect Cornell Wright	For
		Appointment of Auditor and Authority to Set Fees	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding In-Person Shareholder Meetings	For
Logitech International S.A.	CH	Approval of the annual report, the consolidated financial statements and the statutory financial statements of Logitech International S.A. for the 2024 financial year	For
		Advisory vote to approve named executive officer remuneration for the 2024 financial year	For
		Advisory vote on the Swiss statutory remuneration report for the 2024 financial year	For
		Advisory vote on the Swiss statutory non-financial matters report for the 2024 financial year	For
		Appropriation of available earnings and declaration of dividend	For
		Release of the Board of Directors and Executive Officers from liability for activities during the 2024 financial year	For
		Elections to the Board of Directors: Wendy Becker	For
		Elections to the Board of Directors: Edouard Bugnion	For
		Elections to the Board of Directors: Guy Gecht	For
		Elections to the Board of Directors: Christopher Jones	For
		Elections to the Board of Directors: Marjorie Lao	For
		Elections to the Board of Directors: Neela Montgomery	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Logitech International S.A.	CH	Elections to the Board of Directors: Kwok Wang Ng	For
		Elections to the Board of Directors: Deborah Thomas	For
		Elections to the Board of Directors: Sascha Zahnd	Against
		Elections to the Board of Directors: Donald Allan	For
		Elections to the Board of Directors: Johanna 'Hanneke' Faber	For
		Elections to the Board of Directors: Owen Mahoney	For
		Election of the Chairperson of the Board (Proposal of the Board of Directors): Wendy Becker	For
		Election of the Chairperson of the Board (Proposal of the shareholder Daniel Borel): Guy Gecht	Against
		Elections to the Remuneration Committee: Neela Montgomery	For
		Elections to the Remuneration Committee: Kwok Wang Ng	For
		Elections to the Remuneration Committee: Deborah Thomas	For
		Elections to the Remuneration Committee: Donald Allan	For
		Approval of remuneration for the Board of Directors for the 2024 to 2025 board year	For
		Approval of remuneration for the Group management team for the 2026 financial year	For
		Re-election of KPMG AG as Logitech's auditors and ratification of the appointment of KPMG LLP as Logitech's independent registered public accounting firm for the 2025 financial year	For
		Election of the Independent Representative	For
		Ad hoc	Against
London Stock Exchange Group Plc.	GB	Accounts and Reports	For
		Final Dividend	For

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Name of security	Country	Agenda items	Voting
London Stock Exchange Group Plc.	GB	Remuneration Report	Against
		Remuneration Policy	Against
		Elect Dominic Blakemore	For
		Elect Martin Brand	For
		Elect Kathleen DeRose	For
		Elect Tsega Gebreyes	For
		Elect Scott Guthrie	For
		Elect Cressida Hogg	For
		Elect Val Rahmani	For
		Elect Don Robert	Against
		Elect David Schwimmer	For
		Elect William Vereker	For
		Elect Michel-Alain Proch	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authorisation of Political Donations	For
		Equity Incentive Plan	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Name of security	Country	Agenda items	Voting
London Stock Exchange Group Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against
		Authority to Repurchase Shares Off-Market	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Lonza Group AG	CH	Approval of the management report, the consolidated financial statements and the annual financial statements of Lonza for the 2023 financial year	For
		Approval of the report on non-financial matters for the 2023 financial year	For
		Approval of the remuneration report 2023 (advisory vote)	Against
		Discharge of the members of the Board of Directors and management	Against
		Appropriation of available net income / available reserves from capital contributions	For
		Re-election to the Board of Directors: Marion Helmes	For
		Re-election to the Board of Directors: Angelica Kohlmann	For
		Re-election to the Board of Directors: Christoph Mäder	Against
		Re-election to the Board of Directors: Roger Nitsch	Against
		Re-election to the Board of Directors: Barbara Richmond	Against
		Re-election to the Board of Directors: Jürgen Steinemann	Against
		Re-election to the Board of Directors: Olivier Verscheure	For
		Election to the Board of Directors: Jean-Marc Huët (as member of the Board of Directors)	Against
		Election of the Chair of the Board of Directors: Jean-Marc Huët (as Chairman of the Board of Directors)	Against
		Re-election to the Remuneration Committee: Angelica Kohlmann	For
		Re-election to the Remuneration Committee: Christoph Mäder	Against
		Re-election to the Remuneration Committee: Jürgen Steinemann	Against
		Re-election of the auditors for 2025	For
		Re-election of the independent proxy	For
		Remuneration of the Board of Directors	For
		Remuneration paid to management: Total amount of variable short-term remuneration paid to management for 2023	Against
		Remuneration paid to management: Maximum total amount of fixed remuneration and variable long-term remuneration paid to management for 2025	Against
		Ad hoc	Against
Loomis AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports; Report of the Auditor	Not voted
		Auditor's Statement Regarding Executive Remuneration	Not voted
		Accounts and Reports	For

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Name of security	Country	Agenda items	Voting
Loomis AB	SE	Allocation of Profits/Dividends	For
		Dividend Record Date	For
		Ratify Alf Göransson	Against
		Ratify Jeanette Almberg	Against
		Ratify Lars Blecko	Against
		Ratify Cecilia Daun Wennborg	Against
		Ratify Johan Lundberg	Against
		Ratify Liv Forhaug	Against
		Ratify Santiago Galaz	Against
		Ratify Chalanja Henningsson	Against
		Ratify Aritz Larrea (CEO)	For
		Board Size	For
		Directors and Auditors' Fees	For
		Election of Directors	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		Reduction of Share Capital and Bonus Issue	For
L'Oréal S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Jacques Ripoll	For
		Elect Beatrice Guillaume-Grabisch	Against
		Elect Ilham Kadri	Against
		Elect Jean-Victor Meyers	Against
		Elect Nicolas Meyers	Against
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (EY)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Paul Agon, Chair	For
		2023 Remuneration of Nicolas Hieronimus, CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	Against
		Authority to Issue Performance Shares	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authorisation of Legal Formalities	For
LOTES Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Amendments to Articles	For
		Elect CHU Te-Hsiang as Non-Independent Director	Against
		Elect HO Te-Yu as Non-Independent Director	For
		Elect HSIEH Chia-Ying as Non-Independent Director	For
		Elect SUN Cherng-Jong as Non-Independent Director	For
		Elect WANG Jen-Chung as Independent Director	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
LOTES Co. Ltd.	TW	Elect CHIANG Yih-Cherng as Independent Director	For
		Elect WU Chang-Hsiu as Independent Director	For
		Removal of Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against
Lowe's Companies Inc.	US	Elect Raul Alvarez	Withhold
		Elect David H. Batchelder	For
		Elect Scott H. Baxter	Withhold
		Elect Sandra B. Cochran	For
		Elect Laurie Z. Douglas	For
		Elect Richard W. Dreiling	Withhold
		Elect Marvin R. Ellison	Withhold
		Elect Navdeep Gupta	For
		Elect Brian C. Rogers	For
		Elect Bertram L. Scott	For
		Elect Lawrence Simkins	For
		Elect Colleen Taylor	For
		Elect Mary Elizabeth West	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
LPL Financial Holdings Inc.	US	Elect Dan H. Arnold	For
		Elect Edward C. Bernard	For
		Elect H. Paulett Eberhart	Against
		Elect William F. Glavin, Jr.	For
		Elect Albert J. Ko	For
		Elect Allison H. Mnookin	For
		Elect Anne M. Mulcahy	Against
		Elect James S. Putnam	Against
		Elect Richard P. Schifter	Against
		Elect Corey E. Thomas	Against

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Name of security	Country	Agenda items	Voting
LPL Financial Holdings Inc.	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Lululemon Athletica Inc.	US	Elect Calvin R. McDonald	For
		Elect Isabel Ge Mahe	For
		Elect Martha A. Morfitt	Against
		Elect Emily White	Against
		Elect Shane Grant	For
		Elect Teri L. List	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Report on Animal-Derived Materials	For
Lundin Mining Corporation	CA	Elect Adam I. Lundin	Against
		Elect Charles Ashley Heppenstall	For
		Elect Donald K. Charter	Against
		Elect Juliana L. Lam	For
		Elect Jack Lundin	Against
		Elect Dale C. Peniuk	Against
		Elect María Olivia Recart	For
		Elect Natasha N.D. Vaz	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
		Change of Registered Office	For
		Amendments to Articles Regarding Share Structure	For
Luxshare Precision Industry Co. Ltd.	CN	Registration and Issuance of Debt Financing Instruments as a Non-Financial Enterprise in the Inter-Bank Bond Market	For
LVMH Moët Hennessy Louis Vuitton SE	FR	Accounts and Reports	For

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Name of security	Country	Agenda items	Voting
LVMH Moët Hennessy Louis Vuitton SE	FR	Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	Against
		Elect Antoine Arnault	Against
		Elect Henri de Castries	For
		Elect Alexandre Arnault	Against
		Elect Frédéric Arnault	Against
		Appointment of Auditor for Sustainability Reporting (Deloitte)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Bernard Arnault, Chair and CEO	Against
		2023 Remuneration of Antonio Belloni, Deputy CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Deputy CEO)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For

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Name of security	Country	Agenda items	Voting
Lyondellbasell Industries NV	NL	Elect Jacques Aigrain	Against
		Elect Lincoln Benet	Against
		Elect Robin Buchanan	Against
		Elect Anthony R. Chase	For
		Elect Robert W. Dudley	For
		Elect Claire S. Farley	Against
		Elect Rita Griffin	For
		Elect Michael S. Hanley	For
		Elect Virginia A. Kamsky	For
		Elect Bridget E. Karlin	For
		Elect Albert Manifold	For
		Elect Peter Vanacker	For
		Ratification of Board Acts	Against
		Accounts and Reports	For
		Appointment of Dutch Statutory Auditor	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
Macquarie Group Ltd.	AU	Accounts and Reports	Not voted
		Re-elect Rebecca McGrath	For
		Re-elect Mike Roche	For
		Re-elect Glenn Stevens	For
		Remuneration Report	Against
		Equity Grant (Group CEO Shemara Wikramanayake)	Against
Maire S.p.A.	IT	Accounts and Reports	For
		Amendments to Article 6 (Additional Voting Rights)	
		Allocation of Dividends	For
		Remuneration Policy	Against

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Name of security	Country	Agenda items	Voting
Maire S.p.A.	IT	Remuneration Report	Against
		Ratification of Co-Option of Isabella Maria Nova	Against
		2024-2026 Long-Term Incentive Plan	Against
		Restricted and Matching Shares Plan	Against
		Authority to Repurchase and Reissue Shares	For
		Appointment of Auditor and Authority to Set Fees	For
		Amendments to Articles	Against
		Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For
Mapfre S.A.	ES	Accounts and Reports	For
		Integrated Reports	For
		Report on Non-Financial Information	For
		Allocation of Dividends	For
		Ratification of Board Acts	Against
		Elect Maria Letícia de Freitas Costa	For
		Elect Rosa María García García	For
		Ratify Co-Option and Elect Eduardo Pérez de Lema Holweg	Against
		Appointment of Auditor (2024)	For
		Appointment of Auditor (2025-2027)	Against
		Amendment to the Long-Term Incentive Plan	For
		Remuneration Report	Against
		Authorisation of Legal Formalities	For
		Minutes	For
Maple Leaf Foods Inc.	CA	Elect William E. Aziz	Against
		Elect Ronald G. Close	For
		Elect Curtis E. Frank	For
		Elect Thomas P. Hayes	For
		Elect Katherine N. Lemon	Against
		Elect Andrew G. MacDonald	For
		Elect Linda P. Mantia	For
		Elect Jonathan W.F. McCain	For
		Elect Michael H. McCain	Against
		Elect Beth Newlands Campbell	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
		Amendment to the Share Option Plan	For
MARA Holdings Inc.	US	Elect Frederick G. Thiel	Withhold

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Name of security	Country	Agenda items	Voting
MARA Holdings Inc.	US	Elect Kevin A. DeNuccio	Withhold
		Elect Said Ouissal	Withhold
		Ratification of Auditor	For
		The approval, on a non-binding advisory basis, of the frequency of future stockholder advisory votes to approve the compensation of our named executive officers: please vote on this resolution to approve 1 year	For
		The approval, on a non-binding advisory basis, of the frequency of future stockholder advisory votes to approve the compensation of our named executive officers: please vote on this resolution to approve 2 years	Against
		The approval, on a non-binding advisory basis, of the frequency of future stockholder advisory votes to approve the compensation of our named executive officers: please vote on this resolution to approve 3 years	Against
		The approval, on a non-binding advisory basis, of the frequency of future stockholder advisory votes to approve the compensation of our named executive officers: please vote on this resolution to approve for abstain	Against
		Amendment to the 2018 Equity Incentive Plan	For
Marathon Petroleum Corporation	US	Elect Abdulaziz F. Alkhayyal	Against
		Elect Jonathan Z. Cohen	Against
		Elect Michael J. Hennigan	Against
		Elect Frank M. Semple	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		1 YEAR - Frequency of Advisory Vote on Executive Compensation	For
		2 YEARS -Frequency of Advisory Vote on Executive Compensation	Against
		3 YEARS - Frequency of Advisory Vote on Executive Compensation	Against
		ABSTAIN - Frequency of Advisory Vote on Executive Compensation	Against
		Amendment to Articles Regarding Officer Exculpation	Against
		Repeal of Classified Board	Against

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Name of security	Country	Agenda items	Voting
Marathon Petroleum Corporation	US	Elimination of Supermajority Requirement	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Marks & Spencer Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Archie Norman	For
		Elect Stuart Machin	For
		Elect Evelyn Bourke	For
		Elect Fiona Dawson	For
		Elect Ronan Dunne	For
		Elect Tamara Ingram	Against
		Elect Justin King	For
		Elect Cheryl Potter	For
		Elect Sapna Sood	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Name of security	Country	Agenda items	Voting
Marks & Spencer Group Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Marriott International Inc.	US	Elect Anthony G. Capuano	For
		Elect Isabella D. Goren	For
		Elect Deborah Marriott Harrison	For
		Elect Frederick A. Henderson	Against
		Elect Lauren R. Hobart	For
		Elect Debra L. Lee	Against
		Elect Aylwin B. Lewis	For
		Elect David S. Marriott	For
		Elect Margaret M. McCarthy	For
		Elect Grant F. Reid	For
		Elect Horacio D. Rozanski	For
		Elect Susan C. Schwab	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Shareholder Proposal Regarding Civil Rights Audit	For
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
Marshalls Plc.	GB	Accounts and Reports	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Final Dividend	Against
		Elect Vanda Murray	For
		Elect Matt Pullen	For
		Elect Graham Prothero	For
		Elect Angela Bromfield	For
		Elect Avis Joy Darzins	For
		Elect Diana Houghton	For
		Elect Justin Lockwood	For
		Elect Simon G. Bourne	For

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Name of security	Country	Agenda items	Voting
Marshalls Plc.	GB	Remuneration Report	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Marsh & McLennan Cos. Inc.	US	Elect Anthony K. Anderson	For
		Elect John Q. Doyle	Against
		Elect Óscar Fanjul Martín	Against
		Elect H. Edward Hanway	Against
		Elect Judith Hartmann	For
		Elect Deborah C. Hopkins	For
		Elect Tamara Ingram	For
		Elect Jane Holl Lute	For
		Elect Steven A. Mills	Against
		Elect Morton O. Schapiro	Against
		Elect Lloyd M. Yates	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Right to Act by Written Consent	For
Martin Marietta Materials Inc.	US	Elect Dorothy M. Ables	Against
		Elect Sue W. Cole	Against
		Elect Anthony R. Foxx	For
		Elect John J. Koraleski	For

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Name of security	Country	Agenda items	Voting
Martin Marietta Materials Inc.	US	Elect Mary T. Mack	For
		Elect C. Howard Nye	Against
		Elect Laree E. Perez	Against
		Elect Thomas H. Pike	Against
		Elect Donald W. Slager	For
		Elect David C. Wajsgras	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
Marubeni Corporation	JP	Elect Fumiya Kokubu	Against
		Elect Masumi Kakinoki	Against
		Elect Akira Terakawa	Against
		Elect Takayuki Furuya	Against
		Elect Yuri Okina	For
		Elect Masato Kitera	Against
		Elect Shigeki Ishizuka	Against
		Elect Hisayoshi Ando	Against
		Elect Mutsuko Hatano	For
		Elect Soichiro Minami	Against
		Elect Kana Odawara	For
		Elect Hiroko Miyazaki	For
Marvell Technology Inc.	US	Elect Sara C. Andrews	For
		Elect William Tudor Brown	Against
		Elect Brad W. Buss	Against
		Elect Daniel Durn	Against
		Elect Rebecca House	For
		Elect Marachel L. Knight	For
		Elect Matthew J. Murphy	Against

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Name of security	Country	Agenda items	Voting
Marvell Technology Inc.	US	Elect Michael G. Strachan	Against
		Elect Robert E. Switz	Against
		Elect Ford Tamer	Against
		Elect Richard P. Wallace	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Masco Corporation	US	Elect Mark R. Alexander	Against
		Elect Marie A. Ffolkes	Against
		Elect John C. Plant	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Approval of the 2024 Long Term Stock Incentive Plan	For
		Shareholder Proposal Regarding Simple Majority Vote	Against
Mastercard Inc.	US	Elect Merit E. Janow	Against
		Elect Candido Botelho Bracher	For
		Elect Richard K. Davis	For
		Elect Julius Genachowski	Against
		Elect Goh Choon Phong	For
		Elect Oki Matsumoto	For
		Elect Michael Miebach	For
		Elect Youngme E. Moon	For
		Elect Rima Qureshi	For
		Elect Gabrielle Sulzberger	For
		Elect Harit Talwar	For
		Elect Lance Uggla	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
		Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Against
		Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Against
		Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Against
Mazda Motor Corporation	JP	Allocation of Profits/Dividends	Against
		Elect Kiyotaka Shobuda	Against

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Name of security	Country	Agenda items	Voting
Mazda Motor Corporation	JP	Elect Masahiro Moro	Against
		Elect Jeffrey H. Guyton	Against
		Elect Yasuhiro Aoyama	Against
		Elect Ichiro Hirose	Against
		Elect Takeshi Mukai	Against
		Elect Takeji Kojima	Against
		Elect Kiyoshi Sato	Against
		Elect Michiko Ogawa	For
		Approval of the Restricted Stock Plan	Against
McDonald's Corporation	US	Elect Anthony G. Capuano	For
		Elect Kareem Daniel	For
		Elect Lloyd H. Dean	For
		Elect Catherine Engelbert	For
		Elect Margaret H. Georgiadis	For
		Elect Michael D. Hsu	Against
		Elect Christopher Kempczinski	Against
		Elect John Mulligan	For
		Elect Jennifer Taubert	For
		Elect Paul S. Walsh	For
		Elect Amy Weaver	For
		Elect Miles D. White	For
		Advisory Vote on Executive Compensation	For
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Amendments to Certificate of Incorporation to Implement Miscellaneous Changes	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Policy on Use of Medically Important Antibiotics in the Beef and Pork Supply Chain	For
		Shareholder Proposal Regarding Cage-Free Eggs	For
		Shareholder Proposal Regarding Disclosure of Animal Welfare Indicators	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
McDonald's Corporation	US	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Against
		Shareholder Proposal Regarding Charitable Contributions Disclosure	Against
		Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	For
McKesson Corporation	US	Elect Richard H. Carmona	For
		Elect Dominic J. Caruso	For
		Elect W. Roy Dunbar	For
		Elect Deborah Dunsire	For
		Elect James H. Hinton	For
		Elect Donald R. Knauss	Against
		Elect Bradley E. Lerman	For
		Elect Maria Martinez	Against
		Elect Kevin M. Ozan	For
		Elect Brian S. Tyler	For
		Elect Kathleen Wilson-Thompson	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reproductive Health Care	For
MediaTek Inc.	TW	Adoption of 2023 Business Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	Against
		Adoption of Employee Restricted Stock Incentive Plan	For
		Elect TSAI Ming-Kai	Against
		Elect Rick TSAI	Against
		Elect Joe CHEN	Against
		Elect SUN Cheng-Yaw	Against
		Elect WU Chung-Yu	Against
		Elect CHANG Peng-Heng	Against
		Elect Shirley LIN Syaru	For
		Elect CHANG Yao-Wen	Against
		Non-Compete Restrictions for Directors	Against
		Extraordinary Motions	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Medibank Private Ltd.	AU	Re-elect Gerard Dalbosco	Against
		Elect Jay Weatherill	For
		Remuneration Report	For
		Equity Grant (MD/CEO David Koczkar)	For
		Amendment to Constitution	For
		Approve Increase in NEDs' Fee Cap	For
MEDICLIN AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report and group management report of MEDICLIN Aktiengesellschaft for the 2023 financial year and the report of the Supervisory Board as well as the explanatory report by the Management Board on the information in accordance with Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Resolution on election to the Supervisory Board: Michael Bock	Against
		Resolution on election to the Supervisory Board: Julia Dannath-Schuh	Against
		Resolution on election to the Supervisory Board: Joachim Gemmel	Against
		Resolution on election to the Supervisory Board: Hafid Rifi	Against
		Resolution on election to the Supervisory Board: Sara Sheikhzadeh	Against
		Resolution on election to the Supervisory Board: Cornelia Wolf	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of the remuneration system for the members of the Management Board	Against
		Resolution on the creation of a new authorised capital 2024 and a corresponding amendment to Section 4(4) of the Articles of Association	Against
		Resolution on an amendment to the Articles of Association to adjust the proof date due to the Future Financing Act	For
Mediobanca - Banca di Credito Finanziario S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Authority to Repurchase and Reissue Shares	For
		Remuneration Policy	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mediobanca - Banca di Credito Finanziario S.p.A.	IT	Remuneration Report	For
		2025 Performance Share Plan	For
		Cancellation of Shares	For
Medtronic Plc.	IE	Elect Craig Arnold	Against
		Elect Scott C. Donnelly	Against
		Elect Lidia L. Fonseca	For
		Elect Andrea J. Goldsmith	For
		Elect Randall J. Hogan, III	For
		Elect Gregory P. Lewis	For
		Elect Kevin E. Lofton	For
		Elect Geoffrey Straub Martha	Against
		Elect Elizabeth G. Nabel	Against
		Elect Kendall J. Powell	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Advisory Vote on Executive Compensation	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
Megmilk Snow Brand Co. Ltd.	JP	Amendments to Articles	For
		Elect Masatoshi Sato	Against
		Elect Tomomi Ishii	Against
		Elect Seiki Todaka	Against
		Elect Takehiko Inoue	Against
		Elect Satoshi Inaba	Against
		Elect Teiji Iwahashi	Against
		Elect Kumiko Bando	For
		Elect Hiroshi Fukushi	Against
		Elect Hiroyuki Ito	Against
		Elect Akito Hattori	Against
		Elect Tomohiko Manabe	Against
		Elect Kotaro Yamashita	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Megmilk Snow Brand Co. Ltd.	JP	Elect Ikuko Akamatsu	For
Meiji Holdings Co.Ltd.	JP	Elect Kazuo Kawamura	Against
		Elect Daikichiro Kobayashi	Against
		Elect Katsunari Matsuda	Against
		Elect Jun Furuta	Against
		Elect Jun Hishinuma	Against
		Elect Mariko Matsumura @ Mariko Hosoi	For
		Elect Masaya Kawata	Against
		Elect Michiko Kuboyama @ Michiko Iwasaki	For
		Elect Peter D. Pedersen	Against
		Elect Masakazu Komatsu as Alternate Statutory Auditor	For
Meituan	KY	Accounts and Reports	For
		Elect WANG Xing	Against
		Elect MU Rongjun	Against
		Directors' Fees	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Amendments to Articles	For
Mercadolibre Inc.	US	Elect Nicolás Galperin	Withhold
		Elect Henrique Dubugras	Withhold
		Elect Richard Sanders	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Mercedes-Benz Group AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for Mercedes-Benz Group AG and the group and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	For
		Resolution on the appointment of the auditor of interim financial reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mercedes-Benz Group AG	DE	Resolution on election to the Supervisory Board: Doris Höpke	For
		Resolution on election to the Supervisory Board: Martin Brudermüller	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
Merck & Co. Inc.	US	Elect Douglas M. Baker, Jr.	For
		Elect Mary Ellen Coe	For
		Elect Pamela J. Craig	For
		Elect Robert M. Davis	Against
		Elect Thomas H. Glocer	Against
		Elect Risa Lavizzo-Mourey	For
		Elect Stephen L. Mayo	For
		Elect Paul B. Rothman	For
		Elect Patricia F. Russo	Against
		Elect Christine E. Seidman	For
		Elect Inge G. Thulin	For
		Elect Kathy J. Warden	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Right to Act by Written Consent	Against
		Shareholder Proposal Regarding Government Censorship Transparency Report	Against
		Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	For
Merck KGaA	DE	Presentation of the annual financial statements approved by the Supervisory Board, the consolidated financial statements approved by the Supervisory Board and the combined management report (including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code, HGB) for the 2023 financial year together with the Supervisory Board report	Not voted
		Resolution on the approval of the annual financial statements for the 2023 financial year	For
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	For
		Resolution on the election of the auditor and Group auditor for the 2024 financial year and the auditor for the audit review of the condensed financial statements and the interim management report of the group as at 30 June 2024	For
		Resolution on the approval of the 2023 remuneration report	For
		New elections to the Supervisory Board: Katja Garcia Vila (nee Dürrfeld)	For
		New elections to the Supervisory Board: Michael Kleinemeier	For
		New elections to the Supervisory Board: Carla Kriwet	For
		New elections to the Supervisory Board: Barbara Lambert	For
		New elections to the Supervisory Board: Stefan Palzer	For
		New elections to the Supervisory Board: Susanne Schaffert	For
		Resolution on the remuneration of the Supervisory Board, including the remuneration system, and on the corresponding amendment to the Articles of Association	For
		Resolution on amendments to the Articles of Association in connection with the Future Financing Act	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Merida Industry Co. Ltd.	TW	Adoption of the 2023 Business Report and Financial Statements	For
		Adoption of the Proposal for Distribution of 2023 Profits	Against
		Amendment to the Company's Corporate Charter	For
		Elect TSENG Song-Zhu	Against
		Elect TSENG LU Min-Hua	Against
		Elect LO Tsai-Jen	Against
		Elect CHIANG Cha-Hsuan	Against
		Elect LAI Chun-Ku	Against
		Elect CHENG Wen-Hsiang	Against
		Elect YUAN Chi-Pin	Against
		Elect LAI Ju-Ting	Against
		Elect TSENG Ching-Cheng	Against
		Elect CHEN Shui-Jin	Against
		Elect CHEN Chien-Nan	Against
		Elect TSAI Wu-Ying	Against
		Elect LEI Hsin-Jung	Against
		Proposal for Release the Prohibition on Directors from Participation in Competitive Business	For
		Extraordinary Motions	Against
Meta Platforms Inc.	US	Elect Peggy Alford	Withhold
		Elect Marc L. Andreessen	Withhold
		Elect John Arnold	For
		Elect Andrew W. Houston	Withhold
		Elect Nancy Killefer	For
		Elect Robert M. Kimmitt	For
		Elect Hock E. Tan	For
		Elect Tracey T. Travis	For
		Elect Tony Xu	Withhold
		Elect Mark Zuckerberg	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Meta Platforms Inc.	US	Ratification of Auditor	Against
		Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Against
		Amendment to the 2012 Equity Incentive Plan	Against
		Shareholder Proposal Regarding Recapitalization	For
		Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	For
		Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	For
		Shareholder Proposal Regarding Report on Human Rights Risks in Non-U.S. Markets	For
		Shareholder Proposal Regarding Allowing Lead Independent Director to Set Agenda	For
		Shareholder Proposal Regarding Human Rights Impact Assessment of AI Used in Targeted Advertising	For
		Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	For
		Shareholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media	Against
		Shareholder Proposal Regarding Report on Prohibiting Political Advertising and Restoring Enhanced Actions	For
		Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	For
Metawater Co. Ltd.	JP	Elect Kenji Yamaguchi	Against
		Elect Masashi Sakai	Against
		Elect Michio Fujii	Against
		Elect Hajime Ito	Against
		Elect Kaoru Aizawa	Against
		Elect Fumiko Kosao	For
		Elect Tsuneo Tanai	Against
Metlen Energy & Metals S.A.	GR	Accounts and Reports	For
		Authority to Repurchase Shares	Against
		Allocation of Dividends	For
		Remuneration Report	Against
		Ratification of Board and Auditor's Acts	Against
		Appointment of Auditor and Authority to Set Fees	For
		Amendment to Equity-Based Incentive Plans	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Metlen Energy & Metals S.A.	GR	Amendments to Article 1 (Company Name)	Against
		Elect Polixeni Kazoli	For
		Creation of Special Reserve	For
Metro Inc.	CA	Elect Lori-Ann Beausoleil	For
		Elect Maryse Bertrand	For
		Elect Pierre Boivin	For
		Elect François J. Coutu	For
		Elect Michel Coutu	For
		Elect Stephanie Coyles	For
		Elect Geneviève Fortier	For
		Elect Marc Guay	For
		Elect Eric R. La Flèche	For
		Elect Christine Magee	For
		Elect Brian McManus	For
		Elect Pietro Satriano	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Cage-Free Eggs	For
		Shareholder Proposal Regarding In-Person Shareholder Meetings	For
		Shareholder Proposal Regarding Change of Auditor	For
		Shareholder Proposal Regarding Anticompetitive Practices	For
Mettler-Toledo International Inc.	US	Elect Roland Diggelmann	Against
		Elect Domitille Doat-Le Bigot	For
		Elect Elisha W. Finney	For
		Elect Richard Francis	For
		Elect Michael A. Kelly	Against
		Elect Thomas P. Salice	Against
		Elect Wolfgang Wienand	For
		Elect Ingrid Zhang	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
MeVis Medical Solutions AG	DE	Presentation of the approved annual financial statements as at 30 September 2023 as well as of the management report for MeVis Medical Solutions AG for the 2022/2023 financial year, including the Management Board's explanatory report on the information pursuant to section 289a of the German Commercial Code (HGB), and the Supervisory Board report for the 2022/2023 financial year	Not voted
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
MeVis Medical Solutions AG	DE	Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year	Against
		Resolution on the appointment of the auditor for the 2023/2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2022/2023 financial year prepared and audited in accordance with section 162 of the German Stock Corporation Act (AktG)	Against
Michelin et Cie S.C.p.A.	FR	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Consolidated Accounts and Reports	For
		Special Auditors Report on Regulated Agreements	For
		Authority to Repurchase and Reissue Shares	Against
		2024 Remuneration Policy (Managers)	Against
		2024 Remuneration Policy (Supervisory Board)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Florent Menegaux, General Managing Partner and CEO	Against
		2023 Remuneration of Yves Chapot, General Manager	Against
		2023 Remuneration of Barbara Dalibard, Supervisory Board Chair	For
		Elect Patrick de La Chevardière	For
		Elect Catherine Soubie	For
		Elect Pascal Vinet	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Increase Capital in Consideration for Contributions in Kind and in Case of Exchange Offer	Against
		Employee Stock Purchase Plan	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Michelin et Cie S.C.p.A.	FR	Global Ceiling on Capital Increases and Debt Issuances	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
Microchip Technology Inc.	US	Elect Ellen L. Barker	For
		Elect Matthew W. Chapman	Against
		Elect Karlton D. Johnson	Against
		Elect Ganesh Moorthy	Against
		Elect Robert A. Rango	Against
		Elect Karen M. Rapp	Against
		Elect Steve Sanghi	Against
		Amendment to the 2004 Equity Incentive Plan	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Report on Customer Due Diligence	For
Micron Technology Inc.	US	Elect Richard M. Beyer	Against
		Elect Lynn A. Dugle	For
		Elect Steven J. Gomo	For
		Elect Linnie M. Haynesworth	For
		Elect Mary Pat McCarthy	For
		Elect Sanjay Mehrotra	Against
		Elect Robert E. Switz	Against
		Elect MaryAnn Wright	For
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Against
		Frequency of Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Micron Technology Inc.	US	Ratification of Auditor	Against
		Shareholder Proposal Regarding Severance Approval Policy	Against
Microsoft Corporation	US	Elect Reid G. Hoffman	
		Elect Hugh F. Johnston	
		Elect Teri L. List	
		Elect Catherine MacGregor	
		Elect Mark Mason	
		Elect Satya Nadella	
		Elect Sandra E. Peterson	
		Elect Penny S. Pritzker	
		Elect Carlos A. Rodriguez	
		Elect Charles W. Scharf	
		Elect John W. Stanton	
		Elect Emma N. Walmsley	
		Advisory Vote on Executive Compensation	
		Ratification of Auditor	
		Shareholder Proposal Regarding Risks of Developing Military Weapons	
		Shareholder Proposal Regarding Assessment of Investments in Bitcoin	
		Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	
		Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	
		Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	
		Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	
MicroStrategy Inc.	US	Elect Michael J. Saylor	Withhold
		Elect Phong Le	Withhold
		Elect Stephen X. Graham	Withhold
		Elect Jarrod M. Patten	Withhold
		Elect Leslie J. Rechan	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
MicroStrategy Inc.	US	Elect Carl J. Rickertsen	Withhold
		Ratification of Auditor	Against
Midea Group Co. Ltd.	CN	2023 Directors' Report	For
		Amendments to Articles	For
		Repurchase and Cancellation of Some Incentive Stocks under 2018 Restricted Stock Incentive Plan	For
		Repurchase and Cancellation of Some Incentive Stocks Under the 2018 Restricted Stock Incentive Plan	For
		2023 Supervisors' Report	For
		Repurchase and Cancellation of Some Incentive Stocks under 2019 Restricted Stock Incentive Plan	For
		Repurchase and Cancellation of Some Incentive Stocks Under the 2019 Restricted Stock Incentive Plan	For
		2023 Accounts and Reports	For
		Repurchase and Cancellation of Some Incentive Stocks under 2021 Restricted Stock Incentive Plan	For
		Repurchase and Cancellation of Some Incentive Stocks Under the 2021 Restricted Stock Incentive Plan	For
		2023 Annual Report and Its Summary	For
		Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	For
		Repurchase and Cancellation of Some Incentive Stocks Under the 2022 Restricted Stock Incentive Plan	For
		Allocation of 2023 Profits/Dividends	For
		Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	For
		Repurchase and Cancellation of Some Incentive Stocks Under the 2023 Restricted Stock Incentive Plan	For
		ADJUSTMENT OF 2024 GUARANTEE FOR CONTROLLED SUBSIDIARIES	For
		Adjustment of the Guarantee for Controlled Subsidiaries Assets Pool Business	Against
		Approval of the 2024 Employee Stock Ownership Plan	Against
		Change of the Purpose of Repurchased Shares for Cancellation	Against
		Constitution of Procedural Rules for Management System of 2024 Employee Stock Ownership Plan	Against
		LAUNCHING THE ASSETS POOL BUSINESS AND PROVISION OF GUARANTEE	Against
		Board Authorization to Handle 2024 Employee Stock Ownership Plan	Against
		PROVISION OF GUARANTEE FOR A CONTROLLED SUBSIDIARY AND ITS SUBSIDIARIES	For
		ALLOWANCE STANDARDS FOR INDEPENDENT DIRECTORS	For
		Authority to Give Guarantees to Controlled Subsidiaries for FY2024	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Midea Group Co. Ltd.	CN	Amendments to Articles	For
		Approval to Engage in Business Investment of Foreign Exchange Fund Derivatives in FY2024	For
		Appointment of PwC Zhong Tian as External Auditor for FY2024	Against
		Elect FANG Hongbo	Against
		Amendments to Articles [Bundled]	Against
		Elect ZHAO Jun	Against
		Elect Wang Jianguo	Against
		Elect FU Yongjun	Against
		Elect Gu Yanmin	Against
		Elect GUAN Jinwei	Against
		Elect XIAO Geng	Against
		Elect XU Dingbo	Against
		Elect LIU Qiao	Against
		Elect QIU Lili	For
		Elect DONG Wentao	Against
		Elect REN Lingyan	Against
Midwich Group Plc.	GB	Accounts and Reports	For
		Elect Stephen Fenby	For
		Elect Andrew Herbert	Against
		Elect Michael Ashley	For
		Elect Stephen Lamb	For
		Elect Hilary Wright	For
		Elect Alison Seekings	For
		Appointment of Auditor and Authority to Set Fees	Against
		Final Dividend	For
		Remuneration Report	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Midwich Group Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Ratification of Dividends	For
MINISO Group Holding Ltd.	KY	Accounts and Reports	For
		Elect Guofu Ye	Against
		Elect WANG Yongping	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Mips AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Agenda	For
		Presentation of Accounts and Reports	Not voted
		Report of the Board of Directors	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Magnus Welander	For
		Ratification of Jonas Rahmn	For
		Ratification of Jenny Rosenberg	For
		Ratification of Thomas Brautigam	For
		Ratification of Anna Hallov	For
		Ratification of Maria Hedengren	For
		Ratification of Max Strandwitz	For
		Remuneration Report	Against
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Magnus Welander	For
		Elect Thomas Bräutigam	For
		Elect Maria Hedengren	For
		Elect Anna Hällöv	For
		Elect Jonas Rahmn	For
		Elect Jenny Rosberg	For
		Elect Magnus Welander as chair	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mips AB	SE	Appointment of Auditor	Against
		Remuneration Policy	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
Misumi Group Inc.	JP	Allocation of Profits/Dividends	For
		Elect Kosuke Nishimoto	Against
		Elect Ryusei Ono	Against
		Elect Arata Shimizu	Against
		Elect Tomoki Kanatani	Against
		Elect Shigetaka Shimizu	Against
		Elect XU Shaochun	For
		Elect Yoichi Nakano	Against
		Elect Tomoharu Suseki	Against
		Elect Keiko Yano	For
		Elect Ichiro Otokozawa as Statutory Auditor	Against
		Outside Directors' & Statutory Auditors' Fees	For
MITIE Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	For
		Amendment to Long-Term Incentive Plan	For
		Final Dividend	For
		Elect Derek Mapp	For
		Elect Phil Bentley	For
		Elect Simon Kirkpatrick	For
		Elect Jennifer Duvalier	For
		Elect Chetan Kumar Patel	For
		Elect Mary Reilly	For
		Elect Ommasalma Shah	For
		Elect Roger Yates	For
		Elect Penny J. James	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mitsubishi UFJ Financial Group Inc.	JP	Allocation of Profits/Dividends	For
		Elect Mariko Fujii	Against
		Elect Keiko Honda	Against
		Elect Kaoru Kato	Against
		Elect Satoko Kuwabara @ Satoko Ota	Against
		Elect Hirofumi Nomoto	Against
		Elect Mari Elka Pangestu	For
		Elect Hiroshi Shimizu	Against
		Elect David Sneider	Against
		Elect Koichi Tsuji	Against
		Elect Kenichi Miyanaga	Against
		Elect Ryoichi Shinke	Against
		Elect Kanetsugu Mike	Against
		Elect Hironori Kamezawa	Against
		Elect Iwao Nagashima	Against
		Elect Junichi Hanzawa	Against
		Elect Makoto Kobayashi	Against
		Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	For
		Shareholder Proposal Regarding Customers' Climate Change Transition Plans	For
Mitsui & Co. Ltd.	JP	Allocation of Profits/Dividends	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mitsui & Co. Ltd.	JP	Elect Tatsuo Yasunaga	For
		Elect Kenichi Hori	For
		Elect Yoshiaki Takemasu	For
		Elect Tetsuya Shigeta	For
		Elect Makoto Sato	For
		Elect Toru Matsui	For
		Elect Samuel Walsh	For
		Elect Takeshi Uchiyamada	For
		Elect Masako Egawa	For
		Elect Fujiyo Ishiguro	For
		Elect Sarah L. Casanova	For
		Elect Jessica TAN Soon Neo	For
		Amendment to the Restricted Stock Plan and Statutory Auditors' Fees	Against
Mitsui Fudosan Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	Against
		Elect Yutaka Saito	Against
		Elect Nobuhiko Mochimaru	Against
		Elect Takashi Hibino	Against
		Elect Yoshihiro Hirokawa	For
		Elect Michiko Chiba	For
		Bonus	Against
		Amendment to the Restricted Stock Plan	Against
MOBILEYE GLOBAL Inc.	US	Elect Amnon Shashua	Withhold
		Elect Patrick P. Gelsinger	Withhold
		Elect Eyal Desheh	Withhold
		Elect Claire C. McCaskill	For
		Elect Christine Pambianchi	Withhold
		Elect Frank D. Yeary	Withhold
		Elect Saf Yeboah-Amankwah	Withhold
		Elect Christoph Schell	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Modern Times Group MTG AB	SE	Opening of Meeting	Not voted
		Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Minutes	Not voted
		Voting List	For
		Agenda	For
		Compliance with the Rules of Convocation	For
		Issuance of Treasury Shares (PlaySimple Games Private Ltd)	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Issuance of Treasury Shares (Regulated Market or Accelerated Bookbuilding)	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Simon Duffy	Against
		Ratify Natalie Tydeman	Against
		Ratify Gerhard Florin	Against
		Ratify Liia Nõu	Against
		Ratify Susanne Maas	Against
		Ratify Chris Carvalho	Against
		Ratify Simon Leung	Against
		Ratify Florian Schuhbauer	Against
		Ratify Dawn Hudson	Against
		Ratify Marjorie Lao	Against
		Ratify Maria Redin (CEO)	Against
		Remuneration Report	Against
		Board Size	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Modern Times Group MTG AB	SE	Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Christopher Carvalho	Against
		Elect Simon Duffy	Against
		Elect Gerhard Florin	Against
		Elect Simon Leung	Against
		Elect Florian Schuhbauer	Against
		Elect Liia Nõu	Against
		Elect Susanne Maas	Against
		Elect Simon Duffy as Chair of the Board	Against
		Number of Auditors	For
		Appointment of Auditor	For
		Approval of Nomination Committee Guidelines	For
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (2024 Incentive Plan)	Against
		Authority to Issue Class C Shares (2024 Incentive Plan)	Against
		Authority to Repurchase Class C Shares (2024 Incentive Plan)	Against
		Authority to Transfer of B Shares (2024 Incentive Plan)	Against
		Approve Equity Swap Agreement	Against
		Authority to Repurchase and Reissue Shares	Against
		Cancellation of Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Molina Healthcare Inc.	US	Elect Barbara L. Brasier	Against
		Elect Daniel Cooperman	Against
		Elect Stephen H. Lockhart	Against
		Elect Steven J. Orlando	Against
		Elect Ronna E. Romney	Against
		Elect Richard M. Schapiro	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Molina Healthcare Inc.	US	Elect Dale B. Wolf	Against
		Elect Richard C. Zoretic	Against
		Elect Joseph M. Zubretsky	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Molson Coors Beverage Co.	US	Elect Roger G. Eaton	Withhold
		Elect Charles M. Herington	Withhold
		Elect H. Sanford Riley	Withhold
		Advisory Vote on Executive Compensation	Against
Moncler S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		2024 Performance Shares Plan	Against
		Directors' liabillity action	For
Mondelez International Inc.	US	Elect Cees ‘t Hart	For
		Elect Charles E. Bunch	For
		Elect Ertharin Cousin	For
		Elect Brian J. McNamara	For
		Elect Jorge S. Mesquita	For
		Elect Anindita Mukherjee	For
		Elect Jane Hamilton Nielsen	For
		Elect Paula A. Price	For
		Elect Patrick T. Siewert	For
		Elect Michael A. Todman	For
		Elect Dirk Van de Put	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Performance Incentive Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mondelez International Inc.	US	Ratification of Auditor	Against
		Shareholder Proposal Regarding Audit Committee Subcommittee Study on Company Affiliations	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Report on Child Labor in Cocoa Supply Chain	For
		Shareholder Proposal Regarding Third-Party Assessment of Human Rights Policy for Conflict-Affected and High-Risk Areas	For
Mondi Plc.	GB	Accounts and Reports	For
		Special Dividend	For
		Remuneration Report	For
		Share Consolidation	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Final Dividend	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Elect Svein Richard Brandtzæg	For
		Authority to Repurchase Shares	For
		Elect Susan M. Clark	For
		Elect Anke Groth	For
		Elect Andrew King	For
		Elect Sakumzi (Saki) J. Macozoma	For
		Elect Michael Powell	For
		Elect Dominique Reiniche	For
		Elect Dame Angela Strank	For
		Elect Philip Yea	For
		Elect Stephen Young	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
MongoDB Inc.	US	Elect Roelof F. Botha	Withhold
		Elect Dev Ittycheria	For
		Elect Ann Lewnes	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Monolithic Power Systems Inc.	US	Elect Eugen Elmiger	Withhold
		Elect Eileen Wynne	For
		Elect Jeff Zhou	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Monolithic Power Systems Inc.	US	Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Board Declassification	Against
Monster Beverage Corporation	US	Elect Rodney C. Sacks	Withhold
		Elect Hilton H. Schlosberg	Withhold
		Elect Mark J. Hall	For
		Elect Ana Demel	For
		Elect James Leonard Dinkins	For
		Elect Gary P. Fayard	For
		Elect Tiffany M. Hall	For
		Elect Jeanne P. Jackson	For
		Elect Steven G. Pizula	Withhold
		Elect Mark S. Vidergauz	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
Montrose Environmental Group Inc.	US	Elect J. Miguel Fernandez de Castro	Withhold
		Elect Vijay Manthripragada	Withhold
		Elect Robin L. Newmark	Withhold
		Ratification of Auditor	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Montrose Environmental Group Inc.	US	Advisory Vote on Executive Compensation	Against
		Elimination of Supermajority Requirement	Against
Mony Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Increase in NED Fee Cap	For
		Final Dividend	For
		Elect Robin Freestone	For
		Elect Peter Duffy	For
		Elect Sarah Warby	For
		Elect Caroline Britton	For
		Elect Lesley Jones	Against
		Elect Rakesh Sharma	For
		Elect Niall McBride	For
		Elect Mary Beth Christie	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Moody's Corporation	US	Elect Jorge A. Bermudez	Against
		Elect Thérèse Esperdy	For
		Elect Robert Fauber	For
		Elect Vincent A. Forlenza	For
		Elect Kathryn M. Hill	For
		Elect Lloyd W. Howell, Jr.	For
		Elect Jose M. Minaya	For
		Elect Leslie Seidman	For
		Elect Zig Serafin	For
		Elect Bruce Van Saun	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Adoption of Right to Call a Special Meeting	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Moody's Corporation	US	Shareholder Proposal Regarding Right to Call Special Meetings	For
Morgan Stanley	US	Elect Megan Butler	For
		Elect Thomas H. Glocer	Against
		Elect James P. Gorman	Against
		Elect Robert H. Herz	Against
		Elect Erika H. James	For
		Elect Hironori Kamezawa	Against
		Elect Shelley B. Leibowitz	For
		Elect Stephen J. Luczo	For
		Elect Judith A. Miscik	Against
		Elect Masato Miyachi	Against
		Elect Dennis M. Nally	For
		Elect Edward Pick	Against
		Elect Mary L. Schapiro	For
		Elect Perry M. Traquina	For
		Elect Rayford Wilkins Jr.	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	For
Motorola Solutions Inc.	US	Elect Gregory Q. Brown	Against
		Elect Nicole Anasenes	For
		Elect Kenneth D. Denman	For
		Elect Ayanna M. Howard	For
		Elect Clayton M. Jones	For
		Elect Judy C. Lewent	Against
		Elect Gregory K. Mondre	For
		Elect Joseph M. Tucci	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Amendment Regarding Officer Exculpation	Against
Mowi ASA	NO	Election of Presiding Chair	For
		Minutes	For
		Notice of Meeting; Agenda	For
		CEO's Address	Not voted
		Election of Ørjan Svanevik to the Board of Directors	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mowi ASA	NO	Accounts and Reports; Allocation of Profits and Dividends	For
		Corporate Governance Report	Not voted
		Allocation of Options to Executive Management	Against
		Remuneration Report	Against
		Directors' Fees	For
		Nomination Committee Fees	For
		Authority to Set Auditor's Fees	For
		Elect Kathrine Fredriksen	For
		Elect Peder Strand	For
		Elect Kjersti Hobøl	For
		Elect Leif Teksum	For
		Elect Anne Lise Ellingsen Gryte to the Nomination Committee	For
		Elect Peder Weidemann Egseth to the Nomination Committee	For
		Authority to Distribute Dividends	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Issue Convertible Debt Instruments	For
MS&AD Insurance Group Holdings Inc.	JP	Allocation of Profits/Dividends	For
		Elect Noriyuki Hara	Against
		Elect Yasuzo Kanasugi	Against
		Elect Shinichiro Funabiki	Against
		Elect Tetsuji Higuchi	Against
		Elect Tomoyuki Shimazu	Against
		Elect Yusuke Shirai	Against
		Elect Mariko Bando	For
		Elect Junichi Tobimatsu	Against
		Elect Rochelle Kopp	For
		Elect Akemi Ishiwata	For
		Elect Jun Suzuki	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
MS&AD Insurance Group Holdings Inc.	JP	Elect Taisei Kunii as Statutory Auditor	For
MSCI Inc.	US	Elect Henry A. Fernandez	Against
		Elect Robert G. Ashe	For
		Elect Chirantan J. Desai	For
		Elect Wayne Edmunds	For
		Elect Robin L. Matlock	For
		Elect Jacques P. Perold	For
		Elect C.D. Baer Pettit	For
		Elect Sandy C. Rattray	For
		Elect Linda H. Riefler	Against
		Elect Marcus L. Smith	For
		Elect Rajat Taneja	For
		Elect Paula Volent	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Chinese Military-Industry Companies in Indices	Against
msg life ag	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management and group management report and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year	Against
		Amendments to the Articles of Association: Section 10(1) of the Articles of Association	Against
		Amendments to the Articles of Association: Section 14 of the Articles of Association	Against
		Further amendments to the Articles of Association: Section 16(3), sentence 5 of the Articles of Association	For
		Further amendments to the Articles of Association: Capital heading before Section 20 of the Articles of Association	Against
		Further amendments to the Articles of Association: Section 20 of the Articles of Association (annual report, annual financial statements) is repealed. Section 21 (Appropriation of net income) becomes Section 20. Section 22 (conversion costs) becomes Section 21	Against
MTU Aero Engines AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for the Company and the group, and the Supervisory Board report including the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), in each case for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
MTU Aero Engines AG	DE	Resolution on the appointment of the auditor for the 2024 financial year	For
		Resolution on the appointment of the auditor of the sustainability report for the 2024 financial year	For
		Election of a Supervisory Board member: Johannes Bussmann	Against
		Resolution on the approval of the Management Board's remuneration system	Against
		Resolution on the approval of the remuneration report	Against
		Resolution on the authorisation to purchase and use treasury shares in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) and exclude subscription and any tender rights	For
Münchener Rückversicherungs-Gesellschaft AG in München	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for Münchener Rückversicherungs-Gesellschaft Aktiengesellschaft in Munich and the Group, in each case for the 2023 financial year, and the report of the Supervisory Board and the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of the net income achieved in the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board: Joachim Wenning	For
		Resolution on the discharge of the members of the Management Board: Thomas Blunck	For
		Resolution on the discharge of the members of the Management Board: Nicholas Gartside	For
		Resolution on the discharge of the members of the Management Board: Stefan Golling	For
		Resolution on the discharge of the members of the Management Board: Christoph Jurecka	For
		Resolution on the discharge of the members of the Management Board: Achim Kassow	For
		Resolution on the discharge of the members of the Management Board: Michael Kerner	For
		Resolution on the discharge of the members of the Management Board: Clarisse Kopff	For
		Resolution on the discharge of the members of the Management Board: Mari-Lizette Malherbe	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Münchener Rückversicherungs-Gesellschaft AG in München	DE	Resolution on the discharge of the members of the Management Board: Markus Rieß	For
		Resolution on the discharge of the members of the Supervisory Board: Nikolaus von Bomhard	For
		Resolution on the discharge of the members of the Supervisory Board: Anne Horstmann	For
		Resolution on the discharge of the members of the Supervisory Board: Ann-Kristin Achleitner	For
		Resolution on the discharge of the members of the Supervisory Board: Clement B. Booth	For
		Resolution on the discharge of the members of the Supervisory Board: Ruth Brown	For
		Resolution on the discharge of the members of the Supervisory Board: Stephan Eberl	For
		Resolution on the discharge of the members of the Supervisory Board: Frank Fassin	For
		Resolution on the discharge of the members of the Supervisory Board: Ursula Gather	For
		Resolution on the discharge of the members of the Supervisory Board: Gerd Häusler	For
		Resolution on the discharge of the members of the Supervisory Board: Angelika Judith Herzog	For
		Resolution on the discharge of the members of the Supervisory Board: Renata Jungo Brüngger	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Kaindl	For
		Resolution on the discharge of the members of the Supervisory Board: Carinne Knoche-Brouillon	For
		Resolution on the discharge of the members of the Supervisory Board: Gabriele Mücke	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Münchener Rückversicherungs-Gesellschaft AG in München	DE	Resolution on the discharge of the members of the Supervisory Board: Ulrich Plottke	For
		Resolution on the discharge of the members of the Supervisory Board: Manfred Rassy	For
		Resolution on the discharge of the members of the Supervisory Board: Carsten Spohr	For
		Resolution on the discharge of the members of the Supervisory Board: Karl-Heinz Streibich	For
		Resolution on the discharge of the members of the Supervisory Board: Markus Wagner	For
		Resolution on the discharge of the members of the Supervisory Board: Maximilian Zimmerer	For
		Resolution on the appointment of the auditor and Group auditor, of the auditor of the solvability overviews, as well as of the auditor for the audit review of the condensed financial statements and the interim management report, and for any additional financial information during the year	For
		Election of the Auditor for Sustainability Reporting	For
		Approval of the remuneration report	For
		Resolution on the Election of Supervisory Board Members: Nikolaus von Bomhard	For
		Resolution on the Election of Supervisory Board Members: Clement B. Booth	For
		Resolution on the Election of Supervisory Board Members: Roland Busch	For
		Resolution on the Election of Supervisory Board Members: Julia Jäkel	For
		Resolution on the Election of Supervisory Board Members: Renata Jungo Brüngger	For
		Resolution on the Election of Supervisory Board Members: Carinne Knoche-Brouillon	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Münchener Rückversicherungs-Gesellschaft AG in München	DE	Resolution on the Election of Supervisory Board Members: Victoria E. Ossadnik	For
		Resolution on the Election of Supervisory Board Members: Carsten Spohr	For
		Resolution on the Election of Supervisory Board Members: Jens Weidmann	For
		Resolution on the Election of Supervisory Board Members: Maximilian Zimmerer	For
		Resolution on the remuneration system and remuneration for the Supervisory Board members as well as on the corresponding amendment to Article 15 of the Articles of Association	For
		Resolution on the authorisation to acquire and use treasury shares, on the possibility of excluding tender and subscription rights, on the retirement of acquired treasury shares, and on the cancellation of the existing authorisation	For
Munters Group AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Compliance with the Rules of Convocation	For
		Minutes	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Håkan Buskhe	Against
		Ratification of Helen Fasth Gillstedt	Against
		Ratification of Klas Forsström (CEO)	For
		Ratification of Simon Henriksson	Against
		Ratification of Maria Håkansson	Against
		Ratification of Tor Jansson (deputy employee representative)	Against
		Ratification of Anders Lindqvist	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Munters Group AB	SE	Ratification of Linus Morell (deputy employee representative)	Against
		Ratification of Magnus Nicolin	Against
		Ratification of Kristian Sildeby	Against
		Ratification of Sabine Simeon-Aissaoui	Against
		Ratification of Robert Wahlgren	Against
		Ratification of Anna Westerberg	Against
		Board Size	For
		Directors' Fees	For
		Elect Magnus R. Nicolin	Against
		Elect Kristian Sildeby	Against
		Elect Sabine Simeon Aissaoui	For
		Elect Helen Fasth Gillstedt	For
		Elect Maria Håkansson	For
		Elect Anders Lindqvist	For
		Elect Elizabeth Nugent	For
		Elect Magnus R. Nicolin as Chair	Against
		Authority to Set Auditor's Fees	For
		Remuneration Policy	Against
		Remuneration Report	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Issuance of Treasury Shares	Against
Murata Manufacturing Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	Against
		Elect Norio Nakajima	Against
		Elect Hiroshi Iwatsubo	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Murata Manufacturing Co. Ltd.	JP	Elect Masanori Minamide	Against
		Elect Hiroshi Izumitani	Against
		Elect Takaki Murata	Against
		Elect Yuko Yasuda	For
		Elect Takashi Nishijima	Against
		Elect Hiroyuki Ina	Against
		Elect Yoshiro Ozawa	Against
		Elect Takatoshi Yamamoto	Against
		Elect Naoko Munakata @ Naoko Doi	For
		Elect Seiichi Enomoto	Against
Musti Group Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports; CEO's Review	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Remuneration Report	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendment to Directors' Fees Structure	For
Mutares SE & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of Mutares SE & Co. KGaA as at 31 December 2023	For
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of Mutares Management SE's personally liable partner for the 2023 financial year	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mutares SE & Co. KGaA	DE	Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the ratification of the actions of shareholder committee members for the 2023 financial year	Against
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the appointment of the auditor for a possible audit review of additional financial information during the year (Section 115(7) of the German Securities Trading Act) in the 2024 financial year	Against
		Resolution on the appointment of the auditor for a possible auditor's review of additional financial information during the year (Section 115(7) of the German Securities Trading Act) in the 2025 financial year until the next general meeting	Against
		Resolution on the appointment of the auditor of the 2024 sustainability report for the company and the group	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the new election of the members of the Supervisory Board: Volker Rofalski	Against
		Resolution on the new election of the members of the Supervisory Board: Lothar Koniarski	Against
		Resolution on the new election of the members of the Supervisory Board: Axel Müller	For
		Resolution on the new election of the members of the Supervisory Board: Raffaela Rein	Against
		Resolution on the election of shareholder committee members: Volker Rofalski	Against
		Resolution on the election of shareholder committee members: Lothar Koniarski	Against
		Resolution on the election of shareholder committee members: Axel Müller	For
		Resolution on the election of shareholder committee members: Raffaela Rein	Against
		Resolution on the granting of a new authorisation to issue convertible bonds, bonds with warrants, participation rights and/or income bonds (or combinations of these instruments) with the option to exclude subscription rights, the cancellation of Conditional Capital 2019/I, the creation of Conditional Capital 2024/I, as well as the corresponding amendment to the Articles of Association	Against
		Resolution on the authorisation to acquire and use treasury shares, including the authorisation to redeem acquired treasury shares and to reduce the share capital and to exclude subscription rights	Against
		Resolution on the authorisation to use equity derivatives in the acquisition of treasury shares	Against
		Resolution on the cancellation of approved capital 2023/I and the creation of new approved capital 2024/I with the option of excluding subscription rights as well as on the corresponding change to the Articles of Association	Against
		Resolution on the remuneration system and the remuneration paid to the members of the company's shareholder committee	For
Mycronic AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Mycronic AB	SE	Ratify Patrik Tigerschiöld	For
		Ratify Arun Bansal	For
		Ratify Anna Belfrage	For
		Ratify Katarina Bonde	For
		Ratify Staffan Dahlström	For
		Ratify Bo Risberg	For
		Ratify Robert Larsson	For
		Ratify Anders Lindqvist	For
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	For
		Elect Patrik Tigerschiöld	Against
		Elect Arun Bansal	Against
		Elect Anna Belfrage	Against
		Elect Katarina Bonde	For
		Elect Staffan Dahlström	Against
		Elect Bo Riseberg	Against
		Elect Jens Hinrichsen	Against
		Elect Patrik Tigerschiöld as Chair of the Board	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Approval of Nomination Committee Guidelines	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Adoption of Share-Based Incentives (LTIP 2024)	Against
		Authority to Issue Treasury Shares (LTIP 2024)	Against
		Approve Equity Swap Agreement	Against
		Other Matters Related to LTIP 2024	Against
Naspers Ltd.	ZA	Approve Payment of Dividend	For
		Appointment of Auditor	For
		Elect Fabricio Bloisi	Against
		Re-elect Hendrik J. du Toit	For
		Re-elect Craig Enenstein	Against
		Re-elect Angelien Kemna	For
		Re-elect Nolo Letele	Against
		Re-elect Roberto Oliveira de Lima	Against
		Elect Audit Committee Member (Sharmistha Dubey)	For
		Elect Audit Committee Member (Manisha Girotra)	For
		Elect Audit Committee Member (Angelien Kemna)	For
		Elect Audit Committee Chair (Steve J.Z. Pacak)	Against
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		General Authority to Issue Shares	Against
		Authority to Issue Shares for Cash	Against
		Amendment to the Naspers Restricted Stock Plan Trust	For
		Authorisation of Legal Formalities	For
		Approve NEDs' Fees (Board - Chair)	For
		Approve NEDs' Fees (Board - Member)	For
		Approve NEDs' Fees (Audit Committee - Chair)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Naspers Ltd.	ZA	Approve NEDs' Fees (Audit Committee - Member)	For
		Approve NEDs' Fees (Risk Committee - Chair)	For
		Approve NEDs' Fees (Risk Committee - Member)	For
		Approve NEDs' Fees (Human Resources and Remuneration Committee - Chair)	For
		Approve NEDs' Fees (Human Resources and Remuneration Committee - Member)	For
		Approve NEDs' Fees (Nomination Committee - Chair)	For
		Approve NEDs' Fees (Nomination Committee - Member)	For
		Approve NEDs' Fees (Social, Ethics and Sustainability Ethics Committee - Chair)	For
		Approve NEDs' Fees (Social, Ethics and Sustainability Committee - Member)	For
		Approve NEDs' Fees (Trustee of Group Share Schemes/Other Personnel Funds)	For
		Approve Financial Assistance (Section 44)	For
		Approve Financial Assistance (Section 45)	For
		Authority to Repurchase N Ordinary Shares	Against
		Specific Authority to Repurchase Shares	Against
		Authority to Repurchase A Ordinary Shares	Against
National Australia Bank Ltd.	AU	Elect Warwick Hunt	
		Remuneration Report	
		Equity Grant (MD/CEO Deferred Rights)	
		Equity Grant (MD/CEO Performance Rights)	
		Accounts and Reports	
		Shareholder Proposal Regarding Facilitating Nonbinding Proposals	
		Shareholder Proposal Regarding Transition Plan Assessments	
National Grid Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Elect Paula Rosput Reynolds	For
		Elect John Pettigrew	For
		Elect Andy Agg	For
		Elect Jacqui Ferguson	For
		Elect Ian P. Livingston	For
		Elect Iain J. Mackay	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
National Grid Plc.	GB	Elect Anne Robinson	For
		Elect Earl L. Shipp	For
		Elect Jonathan Silver	For
		Elect Antony Wood	For
		Elect Martha B. Wyrsch	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	For
		Approval of Updated Climate Transition Plan	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Naturgy Energy Group S.A.	ES	Individual Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Dividends	For
		Ratification of Board Acts	Against
		Remuneration Report	Against
		Appointment of Auditor	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Set General Meeting Notice Period at 15 days	Against
		Authorisation of Legal Formalities	For
NatWest Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NatWest Group Plc.	GB	Final Dividend	For
		Elect Richard Haythornthwaite	For
		Elect Paul Thwaite	For
		Elect Katie Murray	For
		Elect Frank E. Dangeard	For
		Elect Roisin Donnelly	For
		Elect Patrick Flynn	For
		Elect Yasmin Jetha	For
		Elect Stuart Lewis	For
		Elect Mark Seligman	For
		Elect Lena Wilson	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
		Authorisation of Political Donations	For
		Authority to Repurchase Shares	Against
		Amendment to Authority to Repurchase Shares from HM Treasury	Against
		Authority to Repurchase Shares from HM Treasury	Against
		Authority to Repurchase Preference Shares	Against
		Approval of the Employee Share Plan	For
		Scrip Dividend	For
Naver Corporation	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Article 48 - Audit Committee	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Naver Corporation	KR	Article 56 - Dividend Record Date	For
		Article 17-2 - Issuance of Bonds	For
		Election of Independent Director to Be Appointed as Audit Committee Member: BYUN Jae Sang	Against
		Elect Samuel Rhee	Against
		Election of Audit Committee Member: Samuel Rhee	Against
		Directors' Fees	For
NCAB Group AB (Publ)	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Christian Salamon	Against
		Ratification of Magdalena Persson	Against
		Ratification of Hans Ramel	Against
		Ratification of Gunilla Rudebjer	Against
		Ratification of Hans Ståhl	Against
		Ratification of Peter Kruk	Against
		Ratification of Peter Kruk (CEO)	For
		Ratification of Jan-Olof Dahlén	Against
		Ratification of Per Hesselmark	Against
		Board Size	For
		Fees to the Board Chair	For
		Fees to Directors with Major Shareholding	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NCAB Group AB (Publ)	SE	Fees to Other directors	For
		Fees to Audit committee chair	For
		Fees to Audit committee members	For
		Fees to Remuneration committee members	For
		Authority to Set Auditor's Fees	For
		Elect Christian Salamon	Against
		Elect Magdalena Persson	For
		Elect Hans Ramel	Against
		Elect Gunilla Rudebjer	For
		Elect Hans Ståhl	Against
		Elect Peter Kruk	For
		Election of Christian Salamon as Chair	Against
		Elect Anders Lindqvist	Against
		Elect Sarah Eccleston	For
		APPOINTMENT OF AUDITOR	Against
		Approval of Nomination Committee Guidelines	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Adoption of Share-Based Incentives (LTIP 2024/2027)	Against
		Issuance of Warrants Pursuant to LTIP 2024/2027	Against
		Transfer of Warrants Pursuant to LTIP 2024/2027	Against
		Authority to Repurchase Shares Pursuant to Incentive Plans	Against
		Transfer of Treasury Shares Pursuant to Incentive Plans	Against
		Remuneration Policy	Against
		Remuneration Report	Against
Ncc AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ncc AB	SE	Compliance with the Rules of Convocation	For
		Report of the Board of Directors; CEO's Address	Not voted
		Shareholder Questions to the Board of Directors	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Ratification of Board and CEO Acts	Against
		Board Size	For
		Directors and Auditors' Fees	For
		Election of Directors	Against
		Appointment of Auditor	Against
		Amend Nomination Committee Guidelines	For
		Elect Nomination Committee Members	For
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (LTI 2024 Share Savings Program)	Against
		Authority to Transfer Shares (LTI 2024)	Against
		Approve Equity Swap Agreement	Against
		Authority to Transfer Shares (LTI 2021 and LTI 2023)	Against
		Authority to Repurchase Shares	For
NEC Corp.	JP	Elect Christina L. Ahmadjian	For
		Elect Masashi Oka	Against
		Elect Kyoko Okada	For
		Elect Harufumi Mochizuki	Against
		Elect Joji Okada	Against
		Elect Yoshihito Yamada	Against
		Elect Shinjiro Sato	Against
		Elect Shiori Nagata	For
		Elect Takashi Niino	Against
		Elect Takayuki Morita	Against
		Elect Osamu Fujikawa	Against
		Elect Hajime Matsukura	Against
		Elect Shinobu Obata	Against
NEL ASA	NO	Opening of Meeting; Voting List	Not voted
		Election of Presiding Chair; Minutes	For
		Agenda	For
		Accounts and Reports	For
		Corporate Governance Report	Not voted
		Directors' Fees	For
		Committee Fees	For
		Authority to Set Auditor's Fees	For
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Issue Shares Pursuant to Incentive Programs	Against
		Authority to Repurchase Shares Pursuant to Incentive Programs	Against
		Authority to Repurchase Shares	Against
		Elect Ole Enger	Against
		Elect Hanne Blume	Against

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Name of security	Country	Agenda items	Voting
NEL ASA	NO	Elect Charlotta Falvin	Against
		Elect Beatriz Malo de Molina	Against
		Elect Arvid Moss	Against
		Elect Tom Røtjer	Against
		Elect Jens Bjørn Staff	Against
		Elect Eivind Veddeng Sars	For
		Elect Mai-Lill Ibsen	For
		Elect Andreas Poole	For
		Elect Nanna Sjaastad	For
		Dividend in Kind (Nel Hydrogen Fueling)	For
Nemetschek SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for Nemetschek SE and the group, the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Yves Padrines	Against
		Resolution on the discharge of the Management Board for the 2023 financial year: Louise Öfverström	Against
		Resolution on the discharge of the Management Board for the 2023 financial year: Viktor Várkonyi	Against
		Resolution on the discharge of the Management Board for the 2023 financial year: Jon Elliott	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Kurt Dobitsch	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Bill Krouch	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Patricia Geibel-Conrad	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Christine Schöneweis	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Andreas Söffing	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Gernot Strube	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Iris M. Helke	Against
		Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	Against
		Election to the Supervisory Board: Iris M. Helke	For
		Resolution on the authorisation to purchase and use treasury shares in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) and exclude subscription and any tender rights	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
Neste Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For

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Name of security	Country	Agenda items	Voting
Neste Oyj	FI	Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		REMUNERATION REPORT	Against
		REMUNERATION POLICY	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Approve Payment of Fees to Sustainability Auditor	For
		Appointment of Auditor for Sustainability Reporting	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendments to Articles Regarding Sustainability Auditor	For
		Amendment of Nomination Committee Guidelines	For
Nestlé S.A.	CH	Approval of the management report, the annual accounts of Nestlé AG and the consolidated financial statements for the Nestlé Group 2023	For
		Approval of the 2023 remuneration report (advisory vote)	Against
		Approval of the creating shared value and sustainability report 2023 (advisory vote)	For
		Discharge of the members of the Board of Directors and the Group Executive Board for 2023	Against
		Appropriation of net income of Nestlé AG (requested dividend) for the 2023 financial year	For
		Re-election of the Chair and members of the Board of Directors: Paul Bulcke (as member and Chairman)	Against
		Re-election of the Chair and members of the Board of Directors: Ulf Mark Schneider	Against
		Re-election of the Chair and members of the Board of Directors: Renato Fassbind	Against
		Re-election of the Chair and members of the Board of Directors: Pablo Isla	Against
		Re-election of the Chair and members of the Board of Directors: Patrick Aebischer	Against
		Re-election of the Chair and members of the Board of Directors: Dick Boer	Against
		Re-election of the Chair and members of the Board of Directors: Dinesh Paliwal	Against
		Re-election of the Chair and members of the Board of Directors: Hanne Jimenez de Mora	Against
		Re-election of the Chair and members of the Board of Directors: Lindiwe Majele Sibanda	Against
		Re-election of the Chair and members of the Board of Directors: Chris Leong	Against
		Re-election of the Chair and members of the Board of Directors: Luca Maestri	Against
		Re-election of the Chair and members of the Board of Directors: Rainer Blair	For
		Re-election of the Chair and members of the Board of Directors: Marie-Gabrielle Ineichen-Fleisch	Against
		Election to the Board of Directors: Geraldine Matchett	For
		Election of the members of the Remuneration Committee: Dick Boer	Against
		Election of the members of the Remuneration Committee: Patrick Aebischer	Against
		Election of the members of the Remuneration Committee: Pablo Isla	Against
		Election of the members of the Remuneration Committee: Dinesh Paliwal	Against
		Election of the auditors	For
		Election of the independent proxy	For
		Approval of the remuneration of the Board of Directors	For

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Name of security	Country	Agenda items	Voting
Nestlé S.A.	CH	Approval of the remuneration paid to group management	Against
		Capital reduction (through the cancellation of shares)	For
		Shareholder motion to amend the Articles of Association relating to the sale of healthier and less healthy foods	Against
		Ad hoc	Against
NetApp Inc.	US	Elect T. Michael Nevens	For
		Elect Deepak Ahuja	For
		Elect Anders Gustafsson	For
		Elect Gerald D. Held	For
		Elect Deborah L. Kerr	For
		Elect George Kurian	For
		Elect Carrie Palin	For
		Elect Scott F. Schenkel	For
		Elect June Yang	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2021 Equity Incentive Plan	For
NetDragon Websoft Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Elect LIU Dejian	Against
		Elect LIU Luyuan	Against
		Elect Eddie LEE Kwan Hung	Against
		Directors' Fees	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Termination of the 2018 Share Option Scheme	For
		Adoption of the 2024 Share Option Scheme	Against

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Name of security	Country	Agenda items	Voting
NetDragon Websoft Holdings Ltd.	KY	Termination of the 2008 Share Award Scheme	For
		Adoption of the 2024 Share Award Scheme	Against
		Adoption of the Scheme Mandate Limit Under the 2024 Share Option Scheme and the 2024 Share Award Scheme	Against
		Adoption of the Service Provider Sublimit Under the 2024 Share Option Scheme and the 2024 Share Award Scheme	Against
NetEase Inc.	KY	Elect William DING Lei	Against
		Elect Alice Yu-Fen Cheng	Against
		Elect Grace Hui Tang	Against
		Elect Joseph Tong	Against
		Elect Michael LEUNG Man Kit	Against
		Appointment of Auditor	Against
Netflix Inc.	US	Elect Richard N. Barton	Against
		Elect Mathias Döpfner	Against
		Elect Reed Hastings	Against
		Elect Jay Hoag	Against
		Elect Greg Peters	Against
		Elect Susan Rice	Against
		Elect Theodore A. Sarandos	Against
		Elect Bradford L. Smith	Against
		Elect Anne M. Sweeney	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Report on Use of Artificial Intelligence	For
		Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	Against
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
		Shareholder Proposal Regarding Amending Code of Ethics and Reporting	For
		Shareholder Proposal Regarding Right to Call Special Meeting	For
Newmont Corporation	US	Elect Philip Aiken	Withhold
		Elect Gregory H. Boyce	For
		Elect Bruce R. Brook	Withhold
		Elect Maura J. Clark	For
		Elect Emma Fitzgerald	For
		Elect Sally-Anne Layman	For
		Elect José Manuel Madero Garza	For
		Elect René Medori	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Newmont Corporation	US	Elect Jane Nelson	For
		Elect Thomas Palmer	For
		Elect Julio M. Quintana	For
		Elect Susan N. Story	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Nexi S.p.A.	IT	Accounts and Reports; Allocation of Losses	For
		Ratification of Co-Option of Luca Velussi	For
		Amendments to Article 10 (Closed-door Meetings)	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
		Ratification of Co-Option of Francesco Casiraghi	For
		Cancellation of Shares	For
		Directors' liability action	For
Nexity S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Allocation of Profits	For
		Consolidated Accounts and Reports	For
		Special Auditors Report on Regulated Agreements	For
		Ratification of the Co-option of Florence Verzelen	Against
		Elect Enrique Martinez	Against
		Elect Jérôme Grivet	For
		Elect Magali Smets	For
		Elect Eddie Belmokhtar as Employee Representative	For
		Elect Bruno Saldarkhan as Employee Representative	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Véronique Bédague, Chair and CEO	Against
		2023 Remuneration of Jean-Claude Bassien, Deputy CEO	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Deputy CEO)	Against
		Appointment of Auditor for Sustainability Reporting (KPMG)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Performance Shares	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights; W/ Priority subscription	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement (ORNANE 2018)	Against
		Greenshoe	Against
		Authority to Increase Capital Through Capitalisations	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nexity S.A.	FR	Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Global Ceiling on Capital Increases and Debt Issuances	Against
		Textual References Applicable in Case of Regulation Updates	For
		Authorisation of Legal Formalities	For
Nextdc Ltd.	AU	Remuneration Report	Against
		Re-elect Douglas R. Flynn	Against
		Approve Increase in NEDs' Fee Cap	For
		Ratify Placement of Securities	For
		Equity Grant (MD/CEO Craig Scroggie)	Against
NextEra Energy Inc.	US	Elect Nicole S. Arnaboldi	For
		Elect James L. Camaren	Against
		Elect Naren K. Gursahaney	Against
		Elect Kirk S. Hachigian	Against
		Elect Maria G. Henry	For
		Elect John W. Ketchum	Against
		Elect Amy B. Lane	For
		Elect David L. Porges	For
		Elect Deborah Stahlkopf	For
		Elect John Arthur Stall	For
		Elect Darryl L. Wilson	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	For
		Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	For
NEXT Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Venetia Butterfield	For
		Elect Amy Stirling	For
		Elect Jonathan Bewes	For
		Elect Soumen Das	For
		Elect Tom Hall	For
		Elect Tristia Harrison	For
		Elect Amanda James	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NEXT Plc.	GB	Elect Richard Papp	For
		Elect Michael J. Roney	Against
		Elect Jane Shields	For
		Elect Jeremy Stakol	For
		Elect Simon Wolfson	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against
		Authority to Repurchase Shares Off-Market	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
NIBE Industrier AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Board Size	For
		Number of Auditors	For
		Directors and Auditors' Fees	For
		Election of Directors	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Remuneration Policy	Against
NIKE Inc.	US	Elect Cathleen A. Benko	For
		Elect John W. Rogers, Jr.	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NIKE Inc.	US	Elect Robert Holmes Swan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Report on Supply Chain Management	For
		Shareholder Proposal Regarding Worker-Driven Social Responsibility	For
		Shareholder Proposal Regarding Report on Sustainability Targets and Strategy	For
		Shareholder Proposal Regarding Partnership Congruency With Fiduciary Duties	Against
Nikon Corporation	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Toshikazu Umatate	Against
		Elect Muneaki Tokunari	Against
		Elect Yasuhiro Omura	Against
		Elect Shiro Hiruta	Against
		Elect Makoto Sumita	Against
		Elect Tsuneyoshi Tatsuoka	Against
		Elect Seiji Kikuchi	Against
		Elect Shigeru Murayama	Against
		Elect Asako Yamagami	For
		Non-Audit Committee Directors' Fees	For
Nintendo Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Shuntaro Furukawa	Against
		Elect Shigeru Miyamoto	Against
		Elect Shinya Takahashi	For
		Elect Satoru Shibata	For
		Elect Ko Shiota	For
		Elect Yusuke Beppu	For
		Elect Chris Meledandri	For
		Elect Miyoko Demay	For
		Elect Takuya Yoshimura	Against
		Elect Katsuhiro Umeyama	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nintendo Co. Ltd.	JP	Elect Asa Shinkawa	For
		Elect Eiko Osawa	For
		Elect Keiko Akashi	For
		Non-Audit Committee Directors' Fees	For
Nippon Sanso Holdings Coporation	JP	Allocation of Profits/Dividends	For
		Elect Toshihiko Hamada	Against
		Elect Kenji Nagata	Against
		Elect Thomas Scott Kallman	Against
		Elect Raoul Giudici	Against
		Elect Miri Hara	For
		Elect Katsumi Nagasawa	Against
		Elect Masako Miyatake	For
		Elect Hideo Nakajima	Against
		Elect Katsuhito Yamaji	Against
		Elect Kentaro Akashi	For
		Elect Kohei Ichiya	For
Nippon Steel Corporation	JP	Allocation of Profits/Dividends	For
		Elect Eiji Hashimoto	Against
		Elect Tadashi Imai	Against
		Elect Takahiro Mori	Against
		Elect Naoki Sato	Against
		Elect Takashi Hirose	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nippon Steel Corporation	JP	Elect Kazuhisa Fukuda	Against
		Elect Hirofumi Funakoshi	Against
		Elect Hiroyuki Minato	Against
		Elect Tetsuro Tomita	Against
		Elect Kuniko Urano	For
		Elect Kazumasa Shinkai	Against
		Elect Eiji Sogo	Against
		Elect Kenji Hiramatsu	Against
		Elect Aiko Sekine @ Aiko Sano	For
		Elect Sumiko Takeuchi @ Sumiko Kobayashi	For
		Non-Audit Committee Directors' Fees	For
		Audit Committee Directors' Fees	For
		Shareholder Proposal Regarding Aligning GHG Emission Targets with the Paris Agreement	Against
		Shareholder Proposal Regarding Linking Compensation to GHG Reduction Targets	Against
		Shareholder Proposal Regarding Aligning Climate Policies and Lobbying Activities with Carbon Neutrality Goal	For
Nippon Telegraph and Telephone Corporation	JP	Allocation of Profits/Dividends	For
		Elect Jun Sawada	For
		Elect Akira Shimada	For
		Elect Katsuhiko Kawazoe	For
		Elect Takashi Hiroi	For
		Elect Sachiko Onishi @ Sachiko Iijima	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nippon Telegraph and Telephone Corporation	JP	Elect Ken Sakamura	For
		Elect Yukako Uchinaga	For
		Elect Koichiro Watanabe	For
		Elect Noriko Endo @ Noriko Tsujihiro	For
		Elect Natsuko Takei	For
		Shareholder Proposal Regarding Election of Tomoki Maeda as Director	Against
NISOURCE Inc.	US	Elect Peter A. Altabef	Against
		Elect Sondra L. Barbour	For
		Elect Theodore H. Bunting, Jr.	For
		Elect Eric L. Butler	For
		Elect Deborah Ann Henretta	For
		Elect Deborah A.P. Hersman	For
		Elect Michael E. Jesanis	Against
		Elect William D. Johnson	For
		Elect Kevin T. Kabat	For
		Elect Cassandra S. Lee	For
		Elect John McAvoy	For
		Elect Lloyd M. Yates	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Against
Nissan Chemical Corporation	JP	Allocation of Profits/Dividends	For
		Elect Kojiro Kinoshita	Against
		Elect Shinsuke Yagi	Against
		Elect Takashi Honda	Against
		Elect Motoaki Ishikawa	Against
		Elect Hideki Daimon	Against
		Elect Takeshi Matsuoka	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nissan Chemical Corporation	JP	Elect Hidehito Obayashi	Against
		Elect Kazunori Kataoka	Against
		Elect Miyuki Nakagawa	For
		Elect Yuko Takeoka	For
		Elect Shigeru Takahama as Statutory Auditor	For
Nissan Motor Co. Ltd.	JP	Allocation of Profits/Dividends	Against
		Elect Yasushi Kimura	Against
		Elect Jean-Dominique Senard	Against
		Elect Bernard Delmas	Against
		Elect Keiko Ihara @ Keiko Motojima	For
		Elect Motoo Nagai	Against
		Elect Andrew House	Against
		Elect Brenda Harvey	Against
		Elect Teruo Asada	Against
		Elect Mariko Tokuno	For
		Elect Pierre Fleuriot	Against
		Elect Makoto Uchida	Against
		Elect Hideyuki Sakamoto	Against
Nisshin Oillio Group Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Takahisa Kuno	Against
		Elect Hidetoshi Ogami	Against
		Elect Arata Kobayashi	Against
		Elect Masato Saegusa	Against
		Elect Yoshiharu Okano	Against
		Elect Masayuki Sato	Against
		Elect Isao Yamamoto	Against
		Elect Naomi Eto	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nisshin Oillio Group Ltd.	JP	Elect Satoko Shisai	For
		Elect Keiko Mizuguchi as Statutory Auditor	For
		Elect Tatsuhiko Matsumura as Alternate Statutory Auditor	For
		Statutory Auditors' Fees	For
Nissin Foods Holdings Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Koki Ando	Against
		Elect Noritaka Ando	For
		Elect Yukio Yokoyama	For
		Elect Ken Kobayashi	For
		Elect Masahiro Okafuji	For
		Elect Masato Mizuno	Against
		Elect Yukiko Nakagawa @ Yukiko Schreiber	For
		Elect Eietsu Sakuraba	For
		Elect Yuka Ogasawara @ Yuka Fujimura	For
		Elect Keiko Yamaguchi	For
		Elect Kyo Nishikawa as Statutory Auditor	For
Nitori Holdings Co. Ltd.	JP	Elect Akio Nitori	Against
		Elect Toshiyuki Shirai	Against
		Elect Fumihiro Sudo	Against
		Elect Masanori Takeda	Against
		Elect Hiromi Abiko	For
		Elect Takaaki Okano	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nitori Holdings Co. Ltd.	JP	Elect Yoshihiko Miyauchi	Against
		Elect Naoko Yoshizawa	For
		Elect Takao Kubo	Against
		Elect Yoshiyuki Izawa	Against
		Elect Hisayoshi Ando	Against
Nkt A/S	DK	Report of the Board of Directors	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Ratification of Board and Management Acts	Against
		Directors' Fees	For
		Elect Jens Due Olsen	Abstain
		Elect René Svendsen-Tune	For
		Elect Nebahat Albayrak	Abstain
		Elect Karla Marianne Lindahl	Abstain
		Elect Andreas Nauen	For
		Elect Anne Vedel	For
		Appointment of Auditor	For
		Appointment of Auditor for Sustainability Reporting	For
		Amendment to Remuneration Policy (Indemnification of Directors/Officers)	For
NN Group NV	NL	Opening	Not voted
		Presentation of Annual Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Discussion on Amendments to Supervisory Board Profile	Not voted
		Elect Robert Jenkins to the Supervisory Board	For
		Elect Koos Timmermans to the Supervisory Board	For
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Authority to Issue Shares w/ or w/o Preemptive Rights (Solvency II Securities)	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Suppress Preemptive Rights	Against
		Additional Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Against
		Authority to Repurchase Shares	Against
		Cancellation of Shares	For
		Other Business and Closing	Not voted
Nokia Oyj	FI	Opening of Meeting	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nokia Oyj	FI	Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	For
		Remuneration Report	For
		Remuneration Policy	For
		Directors' Fees	For
		Board Size	For
		Elect Timo Ahopelto	For
		Elect Sari Baldauf	For
		Elect Elizabeth Crain	For
		Elect Thomas Dannenfeldt	For
		Elect Lisa Hook	For
		Elect Michael E. McNamara	For
		Elect Thomas Saueressig	For
		Elect Søren Skou	For
		Elect Carla Smits-Nusteling	For
		Elect Kai Öistämö	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Authority to Set Sustainability Reporting Auditor's Fees	For
		Appointment of Auditor for Sustainability Reporting	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendments to Articles	For
		Amendments to Articles (Article 2 - Object)	For
		Amendments to Articles (Article 7 - Auditors)	For
		Amendments to Articles (Article 9 - General Meeting)	For
		Amendments to Articles (Article 12 - Matters to be considered at the Annual General Meeting)	For
Nomura Research Institute Ltd.	JP	Elect Shingo Konomoto	Against
		Elect Yo Akatsuka	Against
		Elect Kaga Yanagisawa	For
		Elect Ken Ebato	Against
		Elect Hidenori Anzai	Against
		Elect Fumihiko Sagano	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nomura Research Institute Ltd.	JP	Elect Shinoi Sakata	For
		Elect Tetsuji Ohashi	Against
		Elect Hideki Kobori	Against
		Elect Takeshi Hihara as Statutory Auditor	For
Nordea Bank Abp	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	For
		Remuneration Report	For
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Elect Stephen Hester	For
		Elect Petra van Hoeken	For
		Elect John Maltby	For
		Elect Risto Murto	For
		Elect Lene Skole	For
		Elect Per Strömberg	For
		Elect Jonas Synnergren	For
		Elect Arja Talma	For
		Elect Kjersti Wiklund	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nordea Bank Abp	FI	Elect Lars Rohde	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Authority to Set Sustainability Reporting Auditor's Fees	For
		Appointment of Auditor for Sustainability Reporting	For
		Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Against
		Authority to Trade in Company Stock (Repurchase)	For
		Authority to Trade in Company Stock (Issuance)	Against
		Authority to Repurchase Shares	For
		Issuance of Treasury Shares	Against
		Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	For
NORMA Group SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for NORMA Group SE and the group including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board of NORMA Group SE for the 2023 financial year: Miguel Ángel López Borrego	For
		Resolution on the discharge of the Management Board of NORMA Group SE for the 2023 financial year: Guido Grandi	For
		Resolution on the discharge of the Management Board of NORMA Group SE for the 2023 financial year: Daniel Heymann	For
		Resolution on the discharge of the Management Board of NORMA Group SE for the 2023 financial year: Friedrich Klein	For
		Resolution on the discharge of the Management Board of NORMA Group SE for the 2023 financial year: Annette Stieve	Against
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Miguel Ángel López Borrego	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Markus Distelhoff	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Rita Forst	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Günter Hauptmann	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Denise Koopmans	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Knut J. Michelberger	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Erika Schulte	For
		Resolution on the discharge of the Supervisory Board of NORMA Group SE for the 2023 financial year: Mark Wilhelms	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NORMA Group SE	DE	Resolution on the appointment of the auditor of the financial statements and auditor of the consolidated financial statements for the 2024 financial year	For
		Election of a Supervisory Board member: Mark Wilhelms	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
		Resolution on the approval of the remuneration system for Management Board members	For
Norsk Hydro ASA	NO	Opening of Meeting; Voting List	Not voted
		Election of Presiding Chair	For
		Minutes	For
		Notice of Meeting; Agenda	For
		Accounts and Reports; Allocation of Profits andDividends; Report of the Board of Directors	Against
		Cancellation of Shares	For
		Authority to Repurchase Shares	Against
		Authority to Set Auditor's Fees	For
		Corporate Governance Report	Not voted
		Remuneration Policy	Against
		Remuneration Report	Against
		Elect Rune Bjerke	For
		Elect Kristin Fejerskov Kragseth	For
		Elect Marianne Wiinholt	For
		Elect Peter Kukielski	For
		Elect Philip Graham New	For
		Elect Jane Toogood	For
		Elect Espen Gundersen	For
		Elect Berit Ledel Henriksen as Chair to the Nomination Committee	For
		Elect Susanne Munch Thore to the Nomination Committee	For
		Directors' Fees	For
		Nomination Committee Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Northern Data AG	DE	Presentation of the adopted annual financial statements and the management report of Northern Data AG for the 2022 financial year, the approved consolidated financial statements and the group management report for the 2022 financial year and the Supervisory Board report	Not voted
		Presentation of the adopted annual financial statements and the management report of Northern Data AG for the 2023 financial year, the approved consolidated financial statements and the group management report for the 2023 financial year and the Supervisory Board report	Not voted
		Resolution on the discharge of the member of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the members of the Management Board for the 2022 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2022 financial year	Against
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements	For
		Election to the Supervisory Board: Tom Oliver Schorling	Against
		Resolution on the cancellation of the existing authorised capital 2023/II and the creation of a new authorised capital 2024/I with the option to exclude subscription rights, and a corresponding amendment to the Articles of Association	Against
		Election to the Supervisory Board: Bernd Hartmann	Against
		Resolution on the repeal of the authorisation approved by the general meeting on 7 September 2023 to issue convertible bonds and/or bonds with warrants with or without conversion or subscription rights, the granting of a new authorisation to issue convertible bonds and/or bonds with warrants with the option of excluding subscription rights, the repeal of the Conditional Capital 2023 and creation of Conditional Capital 2024/I and the corresponding amendments to the Articles of Association	Against
		Resolution on the cancellation of the existing authorised capital 2024/I and the creation of a new authorised capital 2024/II with the option to exclude subscription rights, and a corresponding amendment to the Articles of Association	Against
		Resolution on the repeal of the authorisation to implement the 2023 stock option programme, the granting of a new authorisation to implement a new 2024 stock option programme, the amendment of Conditional Capital 2020/II to 2023 to Conditional Capital 2020/II to 2024 to service the 2020 stock option programme, the 2021 stock option programme, the 2021/II stock option programme, the 2023 stock option programme and the 2024 stock option programme together with the corresponding amendment to the Articles of Association	Against
		Election to the Supervisory Board: Bertram Pachaly	Against
		Resolution on the repeal of the authorisation approved by the general meeting on 6 May 2024 to issue convertible bonds and/or bonds with warrants with or without conversion or subscription rights, the granting of a new authorisation to issue convertible bonds and/or bonds with warrants with the option of excluding subscription rights, the repeal of the Conditional Capital 2024/I and creation of Conditional Capital 2024/II and the corresponding amendments to the Articles of Association	Against
Northland Power Inc.	CA	Elect John W. Brace	For
		Elect Doyle N. Beneby	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Northland Power Inc.	CA	Elect Lisa Colnett	For
		Elect Kevin Glass	For
		Elect Keith R. Halbert	For
		Elect Helen Mallovy Hicks	For
		Elect Ian W. Pearce	For
		Elect Eckhardt Ruemmler	For
		Elect Ellen S. Smith	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Novartis AG	CH	Approval of the operational and financial management report of Novartis AG, the annual financial statements of Novartis AG and the consolidated financial statements for the 2023 financial year	For
		Advisory vote on the report on non-financial matters for the 2023 financial year	For
		Discharge of the members of the Board of Directors and management	Against
		Appropriation of available profits of Novartis AG according to the balance sheet and declaration of dividend for 2023	For
		Reduction of share capital	For
		Voting on the remuneration of the members of the Board of Directors and the management: Binding vote on the maximum aggregate amount of remuneration of the Board of Directors from the 2024 Annual General Meeting to the 2025 Annual General Meeting	For
		Voting on the remuneration of the members of the Board of Directors and the management: Binding vote on the maximum aggregate amount of remuneration for management for the 2025 financial year	Against
		Voting on the remuneration of the members of the Board of Directors and the management: Advisory vote on the 2023 remuneration report	Against
		Re-election of the Chair and members of the Board of Directors: Jörg Reinhardt (as member and Chairman)	For
		Re-election of the Chair and members of the Board of Directors: Nancy C. Andrews	For
		Re-election of the Chair and members of the Board of Directors: Ton Buechner	For
		Re-election of the Chair and members of the Board of Directors: Patrice Bula	For
		Re-election of the Chair and members of the Board of Directors: Elizabeth Doherty	For
		Re-election of the Chair and members of the Board of Directors: Bridgette Heller	For
		Re-election of the Chair and members of the Board of Directors: Daniel Hochstrasser	Against
		Re-election of the Chair and members of the Board of Directors: Frans van Houten	For
		Re-election of the Chair and members of the Board of Directors: Simon Moroney	For
		Re-election of the Chair and members of the Board of Directors: Ana de Pro Gonzalo	For
		Re-election of the Chair and members of the Board of Directors: Charles L. Sawyers	Against
		Re-election of the Chair and members of the Board of Directors: William T. Winters	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Novartis AG	CH	Re-election of the Chair and members of the Board of Directors: John D. Young	For
		Re-election to the Remuneration Committee: Patrice Bula	For
		Re-election to the Remuneration Committee: Bridgette Heller	For
		Re-election to the Remuneration Committee: Simon Moroney	For
		Re-election to the Remuneration Committee: William T. Winters	Against
		Re-election of the auditors	For
		Re-election of the independent proxy	For
		Ad hoc	Against
Novonesis A/S	DK	Amendments to Articles (Name)	For
		Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Elect Jesper Brandgaard as Vice-Chair of the Board of Directors	For
		Allocation of Profits/Dividends	For
		Elect Lise Kaae	For
		Elect Kevin Lane	For
		Remuneration Report	Against
		Directors' Fees	For
		Elect Kim Stratton	Abstain
		Authorization of Legal Formalities	For
		Elect Cees de Jong as Chair	For
		Elect Jesper Brandgaard as Vice Chair	For
		Elect Heine Dalsgaard	Abstain
		Elect Sharon James	For
		Elect Kasim Kutay	For
		Elect Lise Kaae	For
		Elect Kevin Lane	For
		Elect Morten Otto Alexander Sommer	For
		Elect Kim Stratton	Abstain
		Appointment of Auditor	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Authority to distribute extraordinary dividend	For
		Amendments to Articles (Language of Shareholder Meetings)	For
		Amendments to Articles (Nominal share capital)	For
		Amendments to Articles (Indemnification)	For
		Amendments to Articles (Editorial Amendments)	For
		Remuneration Policy	Against
		Authorization of Legal Formalities	For
NP3 Fastigheter AB [publ]	SE	Opening of Meeting	For
		Election of Presiding Chair	For
		Voting List	Not voted
		Voting List	For
		Minutes	For
		Compliance with the Rules of Convocation	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NP3 Fastigheter AB [publ]	SE	Agenda	For
		Issuance of Preference Shares for Acquisition	Against
		Acquisition of Frösö Park Fastighets AB and a 29.6% stake in Cibola Holding AB	Against
NRG Energy Inc.	US	Elect E. Spencer Abraham	Against
		Elect Antonio Carrillo	For
		Elect Matthew Carter, Jr.	For
		Elect Lawrence S. Coben	For
		Elect Heather Cox	Against
		Elect Elisabeth B. Donohue	For
		Elect Marwan Fawaz	For
		Elect Kevin T. Howell	For
		Elect Paul W. Hobby	Against
		Elect Alexander J. Pourbaix	Against
		Elect Alexandra Pruner	For
		Elect Anne C. Schaumburg	Against
		Elect Marcie C. Zlotnik	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Nu Holdings Ltd.	KY	Accounts and Reports	For
		Elect David Vélez Osorno	Against
		Elect Anita M. Sands	For
		Elect Daniel Krepel Goldberg	Against
		Elect David Alexandre Marcus	Against
		Elect Douglas M. Leone	Against
		Elect Jacqueline D. Reses	Against
		Elect Luis Alberto Moreno	Against
		Elect Rogério Paulo Calderón Peres	Against
		Elect Thuan Quang Pham	Against
Nutrien Ltd.	CA	Elect Christopher M. Burley	For
		Elect Maura J. Clark	For
		Elect Russell K. Girling	For
		Elect Michael J. Hennigan	Against
		Elect Miranda C. Hubbs	For
		Elect Raj S. Kushwaha	For
		Elect Julie A. Lagacy	For
		Elect Consuelo E. Madere	For
		Elect Keith G. Martell	For
		Elect Aaron W. Regent	For
		Elect Kenneth A. Seitz	For
		Elect Nelson L.C. Silva	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
NV Bekaert S.A.	BE	Amendments to Articles	For
		Presentation of Board Report	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NV Bekaert S.A.	BE	Authority to Repurchase and Pledge Shares	Against
		Presentation of Auditor Report	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Issuance of Treasury Shares	Against
		Increase in Authorised Capital	Against
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Remuneration Report	Against
		Elect Christophe Jacobs van Merlen to the Board of Directors	Against
		Elect Yves Kerstens to the Board of Directors	Against
		Elect Emilie van de Walle de Ghelcke to the Board of Directors	Against
		Elect Henri Jean Velge to the Board of Directors	Against
		Non-Executive Directors' Fees	For
		Committee Fees	For
		Directors' Fees (CEO)	For
		Appointment of Auditor and Authority to Set Fees	For
		Change in Control Clause	For
		Presentation of Consolidated Financial Statements and Statutory Reports	Not voted
NVIDIA Corporation	US	Elect Robert K. Burgess	Against
		Elect Tench Coxe	Against
		Elect John O. Dabiri	For
		Elect Persis S. Drell	For
		Elect Jen-Hsun Huang	Against
		Elect Dawn Hudson	Against
		Elect Harvey C. Jones	Against
		Elect Melissa B. Lora	For
		Elect Stephen C. Neal	For
		Elect A. Brooke Seawell	Against
		Elect Aarti Shah	Against
		Elect Mark A. Stevens	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	For
NXP Semiconductors NV	NL	Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
NXP Semiconductors NV	NL	Ratification of Board Acts	For
		Elect Kurt Sievers	For
		Elect Annette K. Clayton	For
		Elect Anthony R. Foxx	For
		Elect Moshe N. Gavrielov	For
		Elect Chunyuan Gu	For
		Elect Lena Olving	For
		Elect Julie Southern	For
		Elect Jasmin Staiblin	For
		Elect Gregory L. Summe	For
		Elect Karl-Henrik Sundström	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Authority to Cancel Repurchased Shares	For
		Appointment of Auditor	For
		Directors' Fees	For
		Advisory Vote on Executive Compensation	Against
Nyfosa AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Nyfosa AB	SE	Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Report of the Board of Directors	Not voted
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Johan Ericsson	For
		Ratify Lisa Dominguez Flodin	For
		Ratify Jens Engwall	For
		Ratify Per Lindblad	For
		Ratify David Mindus	For
		Ratify Marie Bucht Toresäter	For
		Ratify Claes Magnus Åkesson	For
		Ratify Patrick Gylling	For
		Ratify Stina Lindh Hök (CEO)	For
		Remuneration Report	Against
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Jens Engwall	For
		Elect Per Lindblad	For
		Elect David Mindus	For
		Elect Marie Bucht Toresäter	Against
		Elect Claes Magnus Åkesson	For
		Elect Ulrika Danielsson	For
		Elect David Mindus as Chair	For
		Elect Maria Björklund	For
		Appointment of Auditor	Against
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (LTIP 2024)	Against
		Authority to Issue Class A Shares w/ or w/o Preemptive Rights	For
		Authority to Issue Convertible Debt Instruments	For
		Authority to Issue Class D Shares w/ or w/o Preemptive Rights	For
		Authority to Issue Preference Shares w/ or w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
Occidental Petroleum Corporation	US	Elect Vicky A. Bailey	Against
		Elect Andrew Gould	Against
		Elect Carlos M. Gutierrez	Against
		Elect Vicki A. Hollub	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Occidental Petroleum Corporation	US	Elect William R. Klesse	Against
		Elect Jack B. Moore	Against
		Elect Claire O'Neill	Against
		Elect Avedick B. Poladian	Against
		Elect Kenneth B. Robinson	Against
		Elect Robert M. Shearer	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Lobbying Report	For
OC Oerlikon Corporation AG	CH	Approval of the Group management report, the annual financial statements of OC Oerlikon Corporation AG, Pfäffikon and the 2023 consolidated financial statements	For
		Appropriation of 2023 net income and distribution of a dividend	For
		Advisory vote on the report on non-financial matters in 2023 (sustainability report)	For
		Discharge of the members of the Board of Directors and the Group Executive Board for the 2023 financial year	Against
		Re-election to the Board of Directors: Michael Süss (as Chairman of the Board of Directors)	Against
		Re-election to the Board of Directors: Paul Adams	Against
		Re-election to the Board of Directors: Jürg Fedier	Against
		Re-election to the Board of Directors: Inka Koljonen	For
		Re-election to the Board of Directors: Irina Matveeva	Against
		Re-election to the Board of Directors: Alexey V. Moskov	Against
		Re-election to the Board of Directors: Gerhard Pegam	Against
		Re-election to the Board of Directors: Zhenguo Yao	Against
		Re-election to the Human Resources Committee: Paul Adams	Against
		Re-election to the Human Resources Committee: Inka Koljonen	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
OC Oerlikon Corporation AG	CH	Re-election to the Human Resources Committee: Alexey V. Moskov	Against
		Re-election to the Human Resources Committee: Gerhard Pegam	Against
		Re-election to the Human Resources Committee: Zhenguo Yao	Against
		Re-election of the auditors	For
		Re-election of the independent voting proxy	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of the maximum total remuneration of the Board of Directors	Against
		Approval of the maximum total amount of fixed remuneration for the group management	Against
		Approval of the total amount of the variable remuneration of the Group Executive Board	Against
		Ad hoc	Against
Offshore Oil Engineering Co. Ltd.	CN	2023 Directors' Report	For
		Appointment of Auditor	For
		2023 Supervisors' Report	For
		2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		2023 Annual Report and its Summary	For
		2024 Re-appointment of the Company's Auditor and Internal Auditor	Against
		Amendments to Work System for Independent Directors	Against
		Shareholder Return Plan for Next Three Years (2024-2026)	For
Old Mutual Ltd.	ZA	Re-elect Elect Itumeleng Kgaboesele	For
		Re-elect Jaco Langner	For
		Re-elect Trevor Manuel	Against
		Re-elect Nomkhita Nqweni	For
		Elect Busisiwe P. Silwanyana	For
		Elect Jurie Strydom	For
		Election of Audit Committee Member (Olufunke Ighodaro)	For
		Election of Audit Committee Member (Itumeleng Kgaboesele)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Old Mutual Ltd.	ZA	Election of Audit Committee Member (Jaco Langner)	For
		Election of Audit Committee Member (John Lister)	For
		Election of Audit Committee Member (Nomkhita Nqweni)	For
		Election of Audit Committee Member (Busisiwe Silwanyana)	For
		Election of Audit Committee Member (Jurie Strydom)	For
		Appointment of Joint Auditor (Deloitte & Touche)	For
		Appointment of Joint Auditor (Ernst & Young)	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		Approve NEDs' Fees	For
		Authority to Repurchase Shares	For
		Approve Financial Assistance	For
Olympus Corporation	JP	Elect Sumitaka Fujita	Against
		Elect David Robert Hale	Against
		Elect Jimmy C. Beasley	Against
		Elect Sachiko Ichikawa	For
		Elect Kohei Kan	Against
		Elect Gary John Pruden	Against
		Elect Luann Marie Pendy	For
		Elect Masato Iwasaki	Against
		Elect Yasuo Takeuchi	Against
		Elect Stefan Kaufmann	Against
		Elect Toshihiko Okubo	Against
OMV AG	AT	Presentation of the adopted annual financial statements for 2023 including the management report, the (consolidated) corporate governance report, the (consolidated) report on payments to public bodies, the consolidated non-financial report, the consolidated financial statements for 2023 including the Group management report, the proposal on the appropriation of income and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income disclosed in the annual financial statements for 2023: Regular dividend	For
		Resolution on the appropriation of net income disclosed in the annual financial statements for 2023: Special dividend	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	For
		Election of the auditor and Group auditor and (if need be) the auditor of the sustainability reporting for the 2024 financial year	Against
		Resolution on the remuneration report for the Management Board and the Supervisory Board	For
		Resolution on the remuneration policy for the Supervisory Board	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
OMV AG	AT	Resolution on the remuneration of the Supervisory Board members for the 2024 financial year	For
		Resolution on the long-term incentive plan (LTIP)	For
		Resolution on the equity deferral	For
		Elections to the Supervisory Board: Dorothee Deuring	Against
		Elections to the Supervisory Board: Patrick Lammers	For
		Elections to the Supervisory Board: Khaled Salmeen	Against
		Elections to the Supervisory Board: Khaled Mohamed Alalkeem Al Zaabi	Against
		Resolution on the amendments to Sections 2 A.(2) and (10) of the Articles of Association (business purpose)	For
		Resolution on the amendments to Section 21 of the Articles of Association (virtual AGM)	Against
		Resolution on the amendments to Section 11(2), Section 12(1), Section 16(1), (2) and (4), Section 18(2), Section 27(6), Section 28(2) and Section 29 (other amendments) to the Articles of Association	For
		Adopting a resolution on the authorisation of the Management Board to acquire treasury shares of the company in accordance with Section 65(1)(8) of the German Stock Corporation Act (AktG), on the authorisation of the Management Board to cancel shares and on the authorisation of the Supervisory Board to amend the Articles of Association as a result of the cancellation of shares and revocation of the relevant resolution of the Annual General Meeting of 31 May 2023	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Oneok Inc. [New]	US	Elect Brian L. Derksen	Against
		Elect Julie H. Edwards	Against
		Elect Lori A. Gobillot	For
		Elect Mark W. Helderman	For
		Elect Randall J. Larson	For
		Elect Pattye L. Moore	Against
		Elect Pierce H. Norton II	For
		Elect Eduardo A. Rodriguez	Against
		Elect Gerald B. Smith	For
		Elect Wayne T. Smith	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
On Holding AG	CH	Acknowledgement of the annual report and the audit reports and approval of the management report, the annual consolidated financial statements of On Holding AG and the annual financial statements of On Holding AG for 2023	For
		Appropriation of 2023 financial results	For
		Approval of the report on non-financial matters	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
On Holding AG	CH	Discharge of the members of the Board of Directors and of the Executive Committee	Against
		Re-election of proposed representative of the holders of class A shares on the Board of Directors: Alex Pérez	Against
		Re-election of members of the Board of Directors: David Allemann	Against
		Re-election of members of the Board of Directors: Amy Banse	Against
		Re-election of members of the Board of Directors: Olivier Bernhard	Against
		Re-election of members of the Board of Directors: Caspar Coppetti	Against
		Re-election of members of the Board of Directors: Dennis Durkin	Against
		Re-election of members of the Board of Directors: Kenneth Fox	Against
		Re-election of members of the Board of Directors: Alex Pérez	Against
		Elections of new members of the Board of Directors: Laura Miele	Against
		Re-election of the co- of the Board of Directors: David Allemann	Against
		Re-election of the co- of the Board of Directors: Caspar Coppetti	Against
		Re-elections of the members of the Nomination and Remuneration Committee: Kenneth Fox	Against
		Re-elections of the members of the Nomination and Remuneration Committee: Alex Pérez	Against
		Re-elections of the members of the Nomination and Remuneration Committee: Amy Banse	Against
		Re-election of the independent proxy representative	For
		Re-election of the statutory auditors	Against
		Advisory vote on the 2023 remuneration report	Against
		Approval of the maximum aggregate remuneration for the non-executive members of the Board of Directors for the period between this Annual General Meeting and the next Annual General Meeting to be held in 2025	For
		Approval of the maximum aggregate amount of remuneration of the Global Executive Committee for the 2025 financial year	Against
		Ad hoc	Against
ON Semiconductor Corporation	US	Elect Atsushi Abe	For
		Elect Alan Campbell	For
		Elect Susan K. Carter	For
		Elect Thomas L. Deitrich	For
		Elect Hassane S. El-Khoury	For
		Elect Bruce E. Kiddoo	For
		Elect Christina Lampe-Önnerud	For
		Elect Paul A. Mascarenas	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ON Semiconductor Corporation	US	Elect Gregory L. Waters	For
		Elect Christine Y. Yan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Open Text Corporation	CA	Elect P. Thomas Jenkins	Against
		Elect Mark J. Barrenechea	Against
		Elect Randy Fowlie	Against
		Elect David Fraser	For
		Elect Robert Hau	For
		Elect Goldy Hyder	For
		Elect Ann M. Powell	Against
		Elect Annette P. Rippert	For
		Elect Stephen Sadler	Against
		Elect Katharine B. Stevenson	Against
		Elect Deborah Weinstein	Against
		Appointment of Auditor	Withhold
		Amendment to the Employee Stock Purchase Plan	For
		Advisory Vote on Executive Compensation	Against
Opera Ltd. ADR	KY	Share Consolidation	For
Oracle Corporation	US	Elect Awo Ablo	For
		Elect Jeffrey S. Berg	Withhold
		Elect Michael J. Boskin	Withhold
		Elect Safra A. Catz	Withhold
		Elect Bruce R. Chizen	Withhold
		Elect George H. Conrades	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Oracle Corporation	US	Elect Lawrence J. Ellison	Withhold
		Elect Rona Fairhead	For
		Elect Jeffrey O. Henley	Withhold
		Elect Charles W. Moorman	Withhold
		Elect Leon E. Panetta	Withhold
		Elect William G. Parrett	For
		Elect Naomi O. Seligman	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Against
Orange S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Christel Heydemann	For
		Elect Frédéric Sanchez	For
		Elect Thierry Chatelier (Employee Shareholder Representative)	Not voted
		Appointment of Auditor for Sustainability Reporting (Deloitte)	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Christel Heydemann, CEO	For
		2023 Remuneration of Jacques Aschenbroich, Chair	For
		2024 Remuneration Policy (CEO)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Performance Shares	For
		Employee Stock Purchase Plan	For
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
		Shareholder Proposal A Regarding Equity Remuneration for Employee	Against
Organo Corporation	JP	Allocation of Profits/Dividends	For
		Elect Masayuki Yamada	Against
		Elect Yasutoshi Nakayama	Against
		Elect Nobuyoshi Suda	Against
		Elect Tetsushi Honda	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Organo Corporation	JP	Elect Kenji Hirai	Against
		Elect Morifumi Wada	Against
		Elect Daisaku Abe	Against
		Elect Nobuko Hanano	For
		Elect Naomi Kodama	For
		Elect Chikara Furuuchi	For
		Elect Mio Minaki	For
Oriental Land Co. Ltd.	JP	Allocation of Profits/Dividends	Against
		Elect Toshio Kagami	Against
		Elect Yumiko Takano	For
		Elect Kenji Yoshida	Against
		Elect Yuichi Katayama	Against
		Elect Wataru Takahashi	Against
		Elect Yuichi Kaneki	Against
		Elect Rika Kambara	For
		Elect Tsutomu Hanada	Against
		Elect Yuzaburo Mogi	Against
		Elect Kunio Tajiri	Against
		Elect Misao Kikuchi	Against
		Elect Koichiro Watanabe	Against
		Elect Shigeru Suzuki	Against
		Elect Tatsuo Kainaka	Against
		Elect Norio Saigusa	Against
		Elect Yukihito Mashimo	Against
		Trust Type Equity Plan	Against
		Statutory Auditors' Fees	For
		Approval of Disposition of Treasury Shares and Third Party Allotment	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Orion Corporation	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees; Authority to Set Sustainability Auditor's Fees	For
		Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Orion Corporation of Republic of Korea	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect LEE Wook	Against
		Elect SONG Chan Yeop	Against
		Election of Audit Committee Member: LEE Wook	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Orion Corporation of Republic of Korea	KR	Election of Audit Committee Member: SONG Chan Yeop	Against
		Directors' Fees	Against
Orion Holdings Corporation	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect HUR Inn Chul	Against
		Elect KIM Young Ki	Against
		Elect KIM Jong Yang	Against
		Election of Audit Committee Member: KIM Young Ki	Against
		Election of Audit Committee Member: KIM Jong Yang	Against
		Directors' Fees	For
ORIX Corporation	JP	Elect Makoto Inoue	Against
		Elect Satoru Matsuzaki	Against
		Elect Stan Koyanagi	Against
		Elect Yasuaki Mikami	Against
		Elect Hidetake Takahashi	Against
		Elect Michael A. Cusumano	Against
		Elect Sakie Akiyama	For
		Elect Hiroshi Watanabe	Against
		Elect Aiko Sekine @ Aiko Sano	For
		Elect Chikatomo Hodo	Against
		Elect Noriyuki Yanagawa	Against
Ormat Technologies Inc.	US	Elect Isaac Angel	For
		Elect Ravit Barniv	For
		Elect Karin Corfee	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ormat Technologies Inc.	US	Elect David Granot	For
		Elect Michal Marom Brikman	For
		Elect Mike Nikkel	For
		Elect Dafna Sharir	For
		Elect Stanley B. Stern	For
		Elect Byron G. Wong	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Amendment to the 2018 Incentive Compensation Plan	Against
Orsted A/S	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Remuneration Report	Against
		Ratification of Board and Management Acts	Against
		Allocation of Profits/Dividends	For
		Board Size	For
		Elect Lene Skole-Sørensen as Chair	For
		Elect Andrew R. D. Brown as Vice Chair	For
		Elect Peter Korsholm	For
		Elect Dieter Wemmer	For
		Elect Julia King	For
		Elect Annica Bresky	For
		Directors' Fees	For
		Appointment of Auditor	Abstain
		Appointment of Sustainability Auditor	Abstain
OSB GROUP Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Remuneration Policy	For
		Final Dividend	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
OSB GROUP Plc.	GB	Elect Noël Harwerth	For
		Elect Sarah Hedger	For
		Elect Rajan Kapoor	For
		Elect Simon Walker	For
		Elect Kal Atwal	Against
		Elect David A. Weymouth	For
		Elect Andrew Golding	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Osisko Gold Royalties Ltd.	CA	Elect Jason Attew	For
		Elect Joanne S. Ferstman	Withhold
		Elect Edie M. Hofmeister	For
		Elect W. Murray John	Withhold
		Elect Robert Krcmarov	For
		Elect Pierre Labbé	For
		Elect Norman MacDonald	For
		Elect Candace J. MacGibbon	For
		Elect David Smith	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Approval of Unallocated Options Under the Employee Share Purchase Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Osisko Gold Royalties Ltd.	CA	Amendment to the Restricted Share Unit Plan	For
		Advisory Vote on Executive Compensation	Against
Österreichische Post AG	AT	Presentation of the annual financial statements including the management report and corporate governance report, the consolidated financial statements including the group management report, the proposal for the appropriation of profits, the non-financial report and the report prepared by the Supervisory Board for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the remuneration of the members of the Supervisory Board	For
		Election of the auditor and group auditor and the auditor of the sustainability report for the 2024 financial year	Against
		Resolution on the remuneration report	For
		Resolution on the remuneration policy	For
		Elections to the Supervisory Board: Felicia Kölliker	For
		Elections to the Supervisory Board: Maria Zesch	For
		Resolution on the amendment of the Articles of Association to § 14(1) "Supervisory Board - Remuneration" and on the amendment of the Articles of Association by inserting a new provision § 20a "Virtual/hybrid general meeting"	Against
		Resolution on the authorisation of the Management Board: a) to acquire treasury shares pursuant to § 65(1), nos. 4 and 8 as well as paras. 1a and 1b of the German Stock Corporation Act both on and off the stock exchange in an amount of up to 10% of the share capital, also excluding the right to sell on a pro rata basis that may accompany this acquisition (reverse exclusion of subscription rights); b) pursuant to § 65(1b) of the German Stock Corporation Act (Aktiengesetz), to decide on a method of sale or use of treasury shares other than via the stock exchange or by means of a public offer, applying mutatis mutandis the provisions on the exclusion of shareholders' subscription rights; c) to reduce the share capital by cancelling these treasury shares without any further resolution by the general meeting	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Otis Worldwide Corporation	US	Elect Thomas A. Bartlett	For
		Elect Jeffrey H. Black	For
		Elect Jill C. Brannon	For
		Elect Nelda J. Connors	For
		Elect Kathy Hopinkah Hannan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Otis Worldwide Corporation	US	Elect Shailesh G. Jejurikar	For
		Elect Christopher J. Kearney	For
		Elect Judith F. Marks	Against
		Elect Margaret M.V. Preston	Against
		Elect Shelley Stewart, Jr.	For
		Elect John H. Walker	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
Outokumpu Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Appointment of Auditor for Sustainability Reporting	Against
		Amendments to Articles	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Amendment of Shareholders' Nomination Board Charter	For
OVS S.p.A.	IT	Special Dividend	For
		Authority to Repurchase and Reissue Shares	Against
Owens Corning [New]	US	Elect Brian D. Chambers	Against
		Elect Eduardo E. Cordeiro	For
		Elect Adrienne D. Elsner	For
		Elect Alfred E. Festa	For
		Elect Edward F. Lonergan	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Owens Corning [New]	US	Elect Maryann T. Mannen	Against
		Elect Paul E. Martin	For
		Elect W. Howard Morris	Against
		Elect Suzanne P. Nimocks	Against
		Elect John D. Williams	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
OX2 AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Johan Ihrfelt	Against
		Ratify Thomas von Otter	Against
		Ratify Anna-Karin Eliasson Celsing	Against
		Ratify Niklas Midby	Against
		Ratify Petter Samlin	Against
		Ratify Jan Frykhammar	Against
		Ratify Malin Persson	Against
		Ratify Ann Grevelius	Against
		Ratify Paul Stormoen	Against
		Remuneration Report	Against
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	For
		Elect Johan Ihrfelt	Against
		Elect Thomas von Otter	Against
		Elect Anna-Karin Eliasson Celsing	Against
		Elect Niklas Midby	For
		Elect Malin Persson	Against
		Elect Ann Grevelius	For
		Elect Øystein Løseth	For
		Elect Peter Wallin	For
		Elect Kristina Patek	For
		Elect Johan Ihrfelt as Chair	Against
		Appointment of Auditor	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Adoption of Share-Based Incentives (Share Savings Program)	Against
		Nomination Committee Guidelines	For
PACCAR Inc.	US	Elect Mark C. Pigott	Against
		Elect Dame Alison J. Carnwath	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PACCAR Inc.	US	Elect Franklin Lee Feder	Against
		Elect R. Preston Feight	Against
		Elect Kirk S. Hachigian	Against
		Elect Barbara B. Hulit	For
		Elect Roderick C. McGeary	Against
		Elect Cynthia A. Niekamp	For
		Elect John M. Pigott	Against
		Elect Ganesh Ramaswamy	Against
		Elect Mark A. Schulz	Against
		Elect Gregory M. Spierkel	Against
		Approval of the Restricted Stock and Deferred Compensation Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Advisory Vote on the Frequency of Executive Compensation Votes: Please Vote For on This Resolution to Approve 1 Year	For
		Advisory Vote on the Frequency of Executive Compensation Votes: Please Vote For on This Resolution to Approve 2 Years	Against
		Advisory Vote on the Frequency of Executive Compensation Votes: Please Vote For on This Resolution to Approve 3 Years	Against
		Advisory Vote on the Frequency of Executive Compensation Votes: Please Vote For on This Resolution to Approve Abstain	Against
		Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	For
Packaging Corporation of America	US	Elect Cheryl K. Beebe	Against
		Elect Duane C. Farrington	Against
		Elect Karen Gowland	For
		Elect Donna A. Harman	For
		Elect Mark W. Kowlzan	Against
		Elect Robert C. Lyons	Against
		Elect Thomas P. Maurer	Against
		Elect Samuel M. Mencoff	Against
		Elect Roger B. Porter	Against
		Elect Thomas S. Souleles	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Packaging Corporation of America	US	Elect Paul T. Stecko	Against
		Ratification of Auditor	Against
		Amendment to the 1999 Long-Term Equity Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
Pagseguro Digital Ltd.	KY	Elect Luiz Frias	Against
		Elect Maria Judith de Brito	For
		Elect Eduardo Alcaro	For
		Elect Maria Carolina Ferreira Lacerda	Against
		Elect Cleveland P. Teixeira	Against
		Elect Márcia Nogueira de Mello	For
		Financial Statements	For
		Ratification of Long-Term Incentive Plan	For
		Ratification of Board Acts	Against
Palantir Technologies Inc.	US	Elect Alexander C. Karp	Withhold
		Elect Stephen Cohen	Withhold
		Elect Peter A. Thiel	Withhold
		Elect Alexander Moore	Withhold
		Elect Alexandra Schiff	Withhold
		Elect Lauren Friedman Stat	For
		Elect Eric Woersching	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Palantir Technologies Inc.	US	Ratification of Auditor	Against
Palo Alto Networks Inc.	US	Elect John Key	
		Elect Mary Pat McCarthy	
		Elect Nir Zuk	
		Ratification of Auditor	
		To approve, on an advisory basis, the frequency of holding future advisory votes on named executive officer compensation: please vote for on this resolution to approve 1 year	
		To approve, on an advisory basis, the frequency of holding future advisory votes on named executive officer compensation: please vote for on this resolution to approve 2 years	
		To approve, on an advisory basis, the frequency of holding future advisory votes on named executive officer compensation: please vote for on this resolution to approve 3 years	
		To approve, on an advisory basis, the frequency of holding future advisory votes on named executive officer compensation: please vote for on this resolution to approve abstain	
		Advisory Vote on Executive Compensation	
		Amendment to the 2021 Equity Incentive Plan	
		Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	
Pan American Silver Corporation	CA	Board Size	For
		Elect John Begeman	Withhold
		Elect Neil de Gelder	Withhold
		Elect Chantal Gosselin	Withhold
		Elect Charles A. Jeannes	Withhold
		Elect Kimberly Keating	Withhold
		Elect Jennifer Maki	Withhold
		Elect Kathleen Sendall	Withhold
		Elect Michael Steinmann	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Pan American Silver Corporation	CA	Elect Gillian D. Winckler	Withhold
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Panasonic Holdings Corporation	JP	Appoint a Director Tsuga, Kazuhiro	Against
		Appoint a Director Kusumi, Yuki	Against
		Appoint a Director Homma, Tetsuro	Against
		Appoint a Director Sato, Mototsugu	Against
		Appoint a Director Umeda, Hirokazu	Against
		Appoint a Director Miyabe, Yoshiyuki	Against
		Appoint a Director Shotoku, Ayako	For
		Appoint a Director Matsui, Shinobu	For
		Appoint a Director Nishiyama, Keita	Against
		Appoint a Director Noji, Kunio	Against
		Appoint a Director Sawada, Michitaka	Against
		Appoint a Director Toyama, Kazuhiko	Against
		Appoint a Director Shigetomi, Ryusuke	Against
		Appoint a Corporate Auditor Yufu, Setsuko	For
		Appoint a Corporate Auditor Tokuda, Yoshiaki	For
Pandora A/S	DK	Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Remuneration Report	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Pandora A/S	DK	Directors' Fees	For
		Allocation of Profits/Dividends	For
		Elect Peter A. Ruzicka	For
		Elect Christian Frigast	For
		Elect Lilian Fossum Biner	For
		Elect Birgitta Stymne Göransson	For
		Elect Marianne Kirkegaard	For
		Elect Catherine Spindler	Abstain
		Elect Jan Zijderveld	For
		Appointment of Auditor	Abstain
		Ratification of Board and Management Acts	For
		Cancellation of Shares	For
		Indemnification Scheme	For
		Amendment to Remuneration Policy (Derogation Clause)	Against
		Amendment to Remuneration Policy (STI Maximum Opportunity)	Against
		Amendment to Remuneration Policy (Travel Allowance for Members of the Board)	Against
		Authority to Repurchase Shares	Against
		Authorization of Legal Formalities	For
Pan Pacific International Holdings Corporation	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Naoki Yoshida	Against
		Elect Hideki Moriya	Against
		Elect Kosuke Suzuki	Against
		Elect Ken Sakakibara	Against
		Elect Kazuhiro Matsumoto	Against
		Elect Yuji Ishii	Against
		Elect Hitomi Ninomiya @ Hitomi Yasui	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Pan Pacific International Holdings Corporation	JP	Elect Isao Kubo	Against
		Elect Takao Yasuda	Against
		Elect Yusaku Yasuda	Against
		Elect Yasunori Yoshimura	Against
		Elect Masaharu Kamo	Against
		Elect Takaki Ono	Against
		Elect Naoko Kishimoto @ Naoko Kawamura	For
Paradox Interactive AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Håkan Sjunnesson	Against
		Ratify Fredrik Wester	Against
		Ratify Mathias Hermansson	Against
		Ratify Linda Höglund	Against
		Ratify Andras Vajlok	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Paradox Interactive AB	SE	Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Håkan Sjunnesson	Against
		Elect Fredrik Wester	Against
		Elect Mathias Hermansson	Against
		Elect Linda Höglund	For
		Elect Andras Vajlok	Against
		Elect Håkan Sjunnesson as Chair	Against
		Appointment of Auditor	For
		Nomination Committee Guidelines	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Adoption of Share-Based Incentives (Option Program 2024/2028)	Against
Paragon Banking Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Zoe Howorth	For
		Elect Robert D. East	For
		Elect Nigel S. Terrington	For
		Elect Richard Woodman	For
		Elect Tanvi Davda	For
		Elect Peter A. Hill	For
		Elect Alison Morris	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Paragon Banking Group Plc.	GB	Elect Barbara Ridpath	For
		Elect Hugo R. Tudor	For
		Elect Graeme Yorston	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Issue Additional Tier 1 Securities w/ Preemptive Rights	Against
		Authority to Issue Additional Tier 1 Securities w/o Preemptive Rights	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Parker-Hannifin Corporation	US	Elect Denise Russell Fleming	For
		Elect Lance M. Fritz	For
		Elect Linda A. Harty	Against
		Elect Kevin A. Lobo	Against
		Elect Jennifer A. Parmentier	Against
		Elect E. Jean Savage	For
		Elect Joseph Scaminace	Against
		Elect Laura K. Thompson	For
		Elect James R. Verrier	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Parker-Hannifin Corporation	US	Elect James L. Wainscott	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Partners Group Holding AG	CH	Approval of 2023 annual report with management report, consolidated financial statements and individual financial statements	For
		Approval of the report on non-financial matters for the 2023 financial year (sustainability report)	For
		Appropriation of net income and determination of dividends for 2023	For
		Discharge of the members of the Board of Directors and management	Against
		Introduction of a capital band	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of the budget for the fixed remuneration/fee of the Board of Directors for the period until the next ordinary general meeting 2025	For
		Approval of the variable, long-term remuneration of the executive members of the Board of Directors for the previous term of office (ordinary general meeting 2023 to ordinary general meeting 2024)	For
		Approval of the technical non-financial income of the Board of Directors for the previous term of office (ordinary general meeting 2023 to ordinary general meeting 2024)	For
		Approval of the budget for the basic remuneration of the management for the 2025 financial year	Against
		Approval of the variable, long-term remuneration paid to management for the 2023 financial year	Against
		Approval of the performance-related entitlements for former members of management for the financial year 2023	Against
		Approval of the technical non-financial income of the management for the 2023 financial year	Against
		Election to the Board of Directors: Steffen Meister (as member and as Chairman)	Against
		Election to the Board of Directors: Marcel Erni	Against
		Election to the Board of Directors: Alfred Gantner	Against
		Election to the Board of Directors: Anne Lester	For
		Election to the Board of Directors: Gaëlle Olivier	For
		Election to the Board of Directors: Urs Wietlisbach	Against
		Election to the Board of Directors: Flora Zhao	For
		Elections to the Nomination & Remuneration Committee: Flora Zhao	For
		Elections to the Nomination & Remuneration Committee: Anne Lester	For
		Elections to the Nomination & Remuneration Committee: Gaëlle Olivier	For
		Election of the independent proxy	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Partners Group Holding AG	CH	Election of the auditors	Against
		Ad hoc	Against
Paychex Inc.	US	Elect Martin Mucci	Against
		Elect Thomas F. Bonadio	Against
		Elect Joseph G. Doody	Against
		Elect John B. Gibson	Against
		Elect B. Thomas Golisano	Against
		Elect Pamela A. Joseph	Against
		Elect Theresa M. Payton	For
		Elect Kevin A. Price	Against
		Elect Joseph M. Tucci	Against
		Elect Joseph M. Velli	Against
		Elect Kara Wilson	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
PayPal Holdings Inc.	US	Elect Rodney C. Adkins	Against
		Elect Alex Chriss	Against
		Elect Jonathan Christodoro	Against
		Elect John J. Donahoe II	Against
		Elect David W. Dorman	Against
		Elect Enrique Lores	Against
		Elect Gail J. McGovern	Against
		Elect Deborah M. Messemer	For
		Elect David M. Moffett	Against
		Elect Ann M. Sarnoff	For
		Elect Frank D. Yeary	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2015 Equity Incentive Award Plan	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Against
		Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Against
Pearson Plc.	GB	Accounts and Reports	For
		Final Dividend	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Pearson Plc.	GB	Elect Omar P. Abbosh	For
		Elect Alison Dolan	For
		Elect Alexandra H. Hardiman	For
		Elect Sherry Coutu	For
		Elect Sally Johnson	For
		Elect Omid R. Kordestani	For
		Elect Esther S. Lee	For
		Elect Graeme D. Pitkethly	For
		Elect Annette Thomas	For
		Elect Lincoln Wallen	For
		Remuneration Report	Against
		Save for Shares Plan	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Pembina Pipeline Corporation	CA	Elect Anne-Marie N. Ainsworth	For
		Elect J. Scott Burrows	For
		Elect Cynthia B. Carroll	For
		Elect Ana Dutra	For
		Elect Maureen E. Howe	For
		Elect Gordon J. Kerr	For
		Elect David M.B. LeGresley	For
		Elect Andy J. Mah	For
		Elect Leslie A. O'Donoghue	Withhold
		Elect Bruce D. Rubin	For
		Elect Henry W. Sykes	For
		Appointment of Auditor and Authority to Set Fees	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Pembina Pipeline Corporation	CA	Advisory Vote on Executive Compensation	Against
Pennon Group Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Remuneration Report	For
		Elect David Sproul	For
		Elect Steve Buck	For
		Elect Susan J. Davy	For
		Elect Iain Evans	For
		Elect Jon Butterworth	For
		Elect Claire Ighodaro	For
		Elect Loraine Woodhouse	For
		Elect Dorothy M. Burwell	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Approval of the Company's Climate-Related Financial Disclosure	For
		Approval of the Sharesave Scheme	For
		Approval of the All-Employee Share Incentive Plan	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Amendments to Articles	For
PensionBee Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Elect Romina Savova	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PensionBee Group Plc.	GB	Elect Jonathan Lister Parsons	For
		Elect Christoph J. Martin	For
		Elect Mark Wood	For
		Elect Mary Francis	For
		Elect Michelle Cracknell	For
		Elect Lara Oyesanya	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Pentair Plc.	IE	Elect Mona Abutaleb Stephenson	Against
		Elect Melissa Barra	Against
		Elect Tracey C. Doi	Against
		Elect T. Michael Glenn	Against
		Elect Theodore L. Harris	Against
		Elect David A. Jones	Against
		Elect Gregory E. Knight	Against
		Elect Michael T. Speetzen	Against
		Elect John L. Stauch	Against
		Elect Billie I. Williamson	Against
		Advisory Vote on Executive Compensation	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Set Price Range for Re-Issuance of Treasury Shares	For
People's Insurance Co. [Group] of China Ltd., The	CN	Remuneration Scheme for Directors and Supervisors for 2022	For
PepsiCo Inc.	US	Elect Segun Agbaje	For
		Elect Jennifer Bailey	For
		Elect Cesar Conde	For
		Elect Ian M. Cook	Against
		Elect Edith W. Cooper	For
		Elect Susan M. Diamond	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PepsiCo Inc.	US	Elect Dina Dublon	Against
		Elect Michelle D. Gass	For
		Elect Ramon L. Laguarta	Against
		Elect Dave Lewis	For
		Elect David C. Page	Against
		Elect Robert C. Pohlad	For
		Elect Daniel L. Vasella	Against
		Elect Darren Walker	For
		Elect Alberto Weisser	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Amendment to the Long-Term Incentive Plan	For
		Shareholder Proposal Regarding Severance Approval Policy	Against
		Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Against
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
		Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	For
		Shareholder Proposal Regarding Report on Biodiversity Loss	For
		Shareholder Proposal Regarding Racial Equity Audit	For
		Shareholder Proposal Regarding Diversity and Inclusion Report	Against
		Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	For
Pernod-Ricard S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Virginie Fauvel	For
		Elect Alexandre Ricard	Against
		Elect César Giron	For
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Appointment of Auditor for Sustainability Reporting (KPMG)	For
		2023 Remuneration of Alexandre Ricard, Chair and CEO	Against
		2024 Remuneration Policy (Chair and CEO)	Against
		2023 Remuneration Report	Against
		2024 Remuneration Policy (Board of Directors)	For
		Special Auditors Report on Regulated Agreements	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Performance Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Pernod-Ricard S.A.	FR	Authority to Issue Restricted Shares	For
		Authorisation of Legal Formalities	For
Pfeiffer Vacuum Technology AG	DE	Presentation of the adopted annual financial statements of Pfeiffer Vacuum Technology AG and the approved consolidated financial statements as at 31 December 2023, the combined management and group management report for Pfeiffer Vacuum Technology AG and Pfeiffer Vacuum Technology Group, the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report on the 2023 financial year	Not voted
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Britta Giesen	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Wolfgang Ehrk	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ayla Busch	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Götz Timmerbeil	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Minja Lohrer	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Henrik Newerla	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Timo Birkenstock	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Stefan Röser	Against
		Resolution on the appointment of the auditor and group auditor for the 2024 financial year	Against
		Resolution on the approval of the 2023 remuneration report	Against
		Resolution on amending Section 12 of the Articles of Association	For
Pfizer Inc.	US	Elect Ronald E. Blaylock	For
		Elect Albert Bourla	Against
		Elect Susan Desmond-Hellmann	For
		Elect Joseph J. Echevarria	For
		Elect Scott Gottlieb	For
		Elect Helen H. Hobbs	For
		Elect Susan Hockfield	For
		Elect Dan R. Littman	For
		Elect Shantanu Narayen	Against
		Elect Suzanne Nora Johnson	Against
		Elect James Quincey	Against
		Elect James C. Smith	Against
		Ratification of Auditor	Against
		Amendment to the 2019 Stock Plan	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For
		Shareholder Proposal Regarding Director Resignation Policy	Not voted
		Shareholder Proposal Regarding Corporate Contributions Disclosure	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PharmaSGP Holding SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of PharmaSGP Holding SE, the report on the situation of PharmaSGP Holding SE and the group including the explanations on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report, each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board members of PharmaSGP Holding SE for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members of PharmaSGP Holding SE for the 2023 financial year: Clemens Fischer	Against
		Resolution on the discharge of the Supervisory Board members of PharmaSGP Holding SE for the 2023 financial year: Madlena Hohlefelder	Against
		Resolution on the discharge of the Supervisory Board members of PharmaSGP Holding SE for the 2023 financial year: Axel Rebien	Against
		Election of the auditor of the financial statements for the 2024 financial year and of the auditor for a review or audit of interim financial reports/financial information in the 2024 financial year and in the 2025 financial year for the period up to the next annual general meeting	Against
		Resolution on the approval of the remuneration system for the members of the Management Board	Against
		Resolution on the approval of the remuneration report	Against
		Resolution in accordance with Section 71(1)(8) of the German Stock Corporation Act (AktG) on a new authorisation to acquire and use treasury shares, also with the exclusion of subscription rights, and on the rescinding of the existing authorisations pursuant to Section 71(1)(8) AktG to acquire treasury shares or to purchase treasury shares using derivatives	Against
		Resolution on a new authorisation to use derivatives in connection with the acquisition of treasury shares, with the exclusion of shareholders' subscription or tender rights	Against
		Resolution on the cancellation of the existing authorised capital (Authorised Capital 2020), the creation of new authorised capital with authorisation to exclude subscription rights (Authorised Capital 2024) and a corresponding amendment to the Articles of Association in Section 4 (Share capital)	Against
		Resolution on the cancellation of the existing authorisation and granting of a new authorisation to issue convertible bonds and/or bonds with warrants with the authorisation to exclude subscription rights, the cancellation of the existing Conditional Capital 2020, the creation of a new Conditional Capital 2024 as well as a corresponding amendment to the Articles of Association	Against
Philip Morris International Inc.	US	Elect Brant (Bonin) Bough	For
		Elect André Calantzopoulos	For
		Elect Michel Combes	For
		Elect Juan José Daboub	For
		Elect Werner Geissler	For
		Elect Victoria D. Harker	For
		Elect Lisa Hook	For
		Elect Kalpana Morparia	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Philip Morris International Inc.	US	Elect Jacek Olczak	For
		Elect Robert B. Polet	For
		Elect Dessislava Temperley	For
		Elect Shlomo Yanai	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Phillips 66	US	Elect Julie L. Bushman	For
		Elect Lisa A. Davis	For
		Elect Mark E. Lashier	Against
		Elect Douglas T. Terreson	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Virgin Plastic Demand	For
Piaggio & C. S.p.A.	IT	Adoption of New Articles (Adoption of One-Tier Board Structure)	Against
		Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
		Board Size	For
		Board Term Length	For
		List presented by Immsi S.p.A.	Not voted
		List presented by Diego Della Valle & C. S.r.l.	Not voted
		List presented by Group of Institutional Investors representing 2.72% of Share Capital	For
		Directors' fees	For
		Directors' liability action	For
PICC Property & Casualty Co. Ltd.	CN	Allocation of Interim Dividend	For
		Directors' Report	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PICC Property & Casualty Co. Ltd.	CN	Elect DING Xiangqun	
		Elect XUE Shuang	For
		Construction of Western Data Centre	For
		Elect GONG Xinyu	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Appointment of International and PRC Auditors and Authority to Set Fees	For
		Capital Planning Outline (2024-2026)	For
		Authority to Issue Capital Supplementary Bonds	For
Ping An Healthcare and Technology Co. Ltd.	KY	Accounts and Reports	For
		Elect LI Dou	Against
		Elect Michael GUO	Against
		Elect CAI Fangfang	Against
		Elect ZHU Ziyang	Against
		Elect TANG Yunwei	Against
		Elect Anthony CHOW Wing Kin	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ping An Healthcare and Technology Co. Ltd.	KY	Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
Ping An Insurance [Group] Co. of China Ltd.	CN	Directors' Report	For
		Supervisors' Report	For
		Annual Report	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Appointment of Auditor and Authority to Set Fees	For
		Elect MA Mingzhe as Executive Director	Against
		Elect XIE Yonglin as Executive Director	Against
		Elect Michael GUO as Executive Director	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ping An Insurance [Group] Co. of China Ltd.	CN	Elect CAI Fangfang as Executive Director	Against
		Elect FU Xin as Executive Director	Against
		Elect Soopakij Chearavanont XIE Jiren as Non-executive Director	Against
		Elect YANG Xiaoping as Non-executive Director	Against
		Elect HE Jianfeng as Non-executive Director	Against
		Elect CAI Xun as Non-executive Director	Against
		Elect ZHU Xinrong as Independent Supervisor	For
		Elect LIEW Fui Kiang as Independent Supervisor	For
		Elect Clement HUNG Ka Hai as Independent Supervisor	For
		Authority to Issue H Shares w/o Preemptive Rights	For
		Authority to Issue Debt Financing Instruments	For
		Amendments to Articles	For
		Elect Kenneth NG Sing Yip as Independent Director	Against
		Elect CHU Yiyun as Independent Director	Against
		Elect LIU Hong as Independent Director	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ping An Insurance [Group] Co. of China Ltd.	CN	Elect Albert NG Kong Ping as Independent Director	Against
		Elect JIN Li as Independent Director	Against
		Elect WANG Guangqian as Independent Director	Against
Pinterest Inc.	US	Elect Fredric G. Reynolds	Against
		Elect Scott F. Schenkel	Against
		Elect Andrea Wishom	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Piraeus Financial Holdings S.A.	GR	Accounts and Reports	For
		Allocation of Dividends	For
		Allocation of Profits	For
		Ratification of Board and Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	For
		Presentation of Audit Committee's Report	Not voted
		Presentation of Independent Non-Executive Directors' Report	Not voted
		Directors' Fees	For
		Use of Reserves for Profit Distribution	For
		Remuneration Report	Against
		Amendments to Suitability Policy	For
		Amendments to Remuneration Policy	Against
		Ratify Co-option of Maria Semedalas	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Piraeus Financial Holdings S.A.	GR	Board Transactions	For
		Announcements	Not voted
Pirelli & C. S.p.A.	IT	Accounts and Reports	For
		Amendments to Articles	
		Allocation of Dividends	For
		Amendments to Articles	
		List presented by Marco Polo International Italy S.r.l., Camfin S.p.A., Camfin Alternative Assets and Longmarch Holding S.r.l.	Not voted
		Restatement of General Meeting Regulations	
		List presented by Group of Institutional Investors representing 1.05% of Share Capital	For
		Election of Chair of Board of Statutory Auditors	For
		Statutory Auditors' Fees	For
		Appointment of Auditor and Authority to Set Fees (EY S.p.A.; Preferred Option)	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Approval of the 2024-2026 Long Term Incentive Plan	Against
Platzer Fastigheter Holding AB [publ]	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Platzer Fastigheter Holding AB [publ]	SE	Presentation of Accounts and Reports	Not voted
		Report of the Board of Directors	Not voted
		Presentation of Auditor's report	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Anders Jarl	Against
		Ratification of Anneli Jansson	Against
		Ratification of Caroline Krensler	Against
		Ratification of Charlotte Hybinette	Against
		Ratification of Eric Crimlund	Against
		Ratification of Henrik Forsberg Schoultz	Against
		Ratification of Maximilian Hobohm	Against
		Ratification of Ricard Robbstål	Against
		Ratification of PG Persson	For
		Ratification of Johanna Hult Rentsch	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Platzer Fastigheter Holding AB [publ]	SE	Board Size	For
		Number of Auditors	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Anders Jarl	Against
		Elect Anneli Jansson	For
		Elect Eric Grimlund	Against
		Elect Henrik Forsberg Schoultz	Against
		Elect Maximilian Hobohm	Against
		Elect Ricard Robbstål	Against
		Elect Carina Åkerström	For
		Elect Henrik Forsberg Schoultz as Chair of the Board	Against
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Platzer Fastigheter Holding AB [publ]	SE	Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Plus500 Ltd.	IL	Elect Anne Grim	Against
		Elect David Zruia	Against
		Elect Elad Even-Chen	Against
		Elect Tamar Gottlieb	Against
		Elect Daniel King	Against
		Elect Steven Baldwin	Against
		Elect Varda Liberman	Against
		Elect Jacob Frenkel	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
		Remuneration Report	Against
		Authority to Repurchase Shares	For
PNE AG	DE	Presentation of the adopted annual financial statements of PNE AG as at 31 December 2023 and the approved consolidated financial statements as at 31 December 2023 as well as of the combined management report for PNE AG and the group (including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)), and of the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Markus Lesser	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jörg Klowat	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Harald Wilbert	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Per Hornung Pedersen	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christoph Oppenauer	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Roberta Benedetti	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Alberto Donzelli	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Marcel Egger	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Marc van't Noordende	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PNE AG	DE	Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Susanna Zapreva	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Selection of the auditor for any audit review of financial statements and reports during the year for the 2024 financial year and the first quarter of the 2025 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG)	Against
		Resolution on the creation of a new authorised capital 2024 (also with the possibility to exclude subscription rights for fractional amounts) and corresponding amendment of Section 5 of the Articles of Association (amount and division of the share capital)	Against
		Resolution on the creation of a new authorised capital 2024/II (also with the possibility to exclude subscription rights) and corresponding amendment of Section 5 of the Articles of Association (amount and division of the share capital)	Against
PolyPeptide Group AG	CH	Amendment to the Articles of Association (repeal of Article 25(3))	For
		Approval of consolidated report, the annual accounts and the consolidated financial statements, , each for the 2023 financial year	For
		Advisory vote on the 2023 remuneration report	Against
		Advisory vote on the report on non-financial matters for the 2023 financial year	For
		Discharge of the members of the Board of Directors and management	Against
		Appropriation of net loss	For
		Re-election of members of the Board of Directors: Peter Wilden	Against
		Re-election of members of the Board of Directors: Patrick Aebischer	Against
		Re-election of members of the Board of Directors: Beat In-Albon	Against
		Re-election of members of the Board of Directors: Jane Salik	Against
		Re-election of members of the Board of Directors: Erik Schropp	Against
		Re-election of members of the Board of Directors: Philippe Weber	Against
		Re-election of the Chair of the Board of Directors: Peter Wilden	Against
		Re-election of members of the remuneration and nomination committee: Philippe Weber	Against
		Re-election of members of the remuneration and nomination committee: Peter Wilden	Against
		Re-election of the auditors	For
		Re-election of the independent proxy	For
		Approval of maximum total remuneration for the Board of Directors	For
		Approval of maximum total remuneration for the management	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PolyPeptide Group AG	CH	Ad hoc	Against
Pool Corporation	US	Elect Peter D. Arvan	Against
		Elect Martha S. Gervasi	For
		Elect James D. Hope	Against
		Elect Debra S. Oler	For
		Elect Manuel J. Perez de la Mesa	Against
		Elect Carlos A. Sabater	Against
		Elect John E. Stokely	Against
		Elect David G. Whalen	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Portland General Electric Co.	US	Elect Dawn L. Farrell	Against
		Elect Marie Oh Huber	Against
		Elect Kathryn Jackson	Against
		Elect Michael A. Lewis	Against
		Elect Michael Millegan	Against
		Elect John O'Leary	Against
		Elect Patricia Salas Pineda	Against
		Elect Maria Pope	Against
		Elect James Torgerson	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2007 Employee Stock Purchase Plan	For
POSCO Holdings Inc.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Elect CHANG In Hwa	Against
		Elect JEONG Ki Seop	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
POSCO Holdings Inc.	KR	Elect KIM Jun Hyung	Against
		Elect KIM Ki Soo	Against
		Elect YOO Young Sook	Against
		Elect KWON Tae Kyun	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: PARK Sung Wook	Against
		Directors' Fees	For
Poste Italiane S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	For
		Remuneration Report	For
		Adoption of Equity Incentive Plans	For
		Authority to Repurchase and Reissue Shares to Service Incentive Plans	For
		Amendments to Article 4 (Corporate Purpose)	For
		Amendments to Article 11 (Closed-Door Meetings)	Against
		Amendments to Article 12 (Secretary of General Meetings)	For
		Amendments to Article 14 (Board Committees)	For
		Amendments to Article 16 (Board Meetings)	For
		Amendments to Article 20 (Appointment of Control Functions)	For
PostNL NV	NL	Opening	Not voted
		CEO's Address	Not voted
		Presentation of Board Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	For
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	Against
		Ratification of Supervisory Board Acts	Against
		Management Board Remuneration Policy	For
		Supervisory Board Remuneration Policy	For
		Notification of Vacancies to the Supervisory Board	Not voted
		Opportunity to make Recommendations to the Supervisory Board	Not voted
		Announcement of Nominations to the Supervisory Board	Not voted
		Elect Ad Melkert to the Supervisory Board	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PostNL NV	NL	Elect Jeroen Hoencamp to the Supervisory Board	For
		Notification of Vacancies to the Supervisory Board (2025 Annual General Meeting)	Not voted
		Appointment of Auditor	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Questions	Not voted
		Closing of Meeting	Not voted
PPG Industries Inc.	US	Elect Michael W. Lamach	Against
		Elect Martin H. Richenhagen	Against
		Elect Christopher Roberts III	For
		Elect Catherine R. Smith	For
		Advisory Vote on Executive Compensation	Against
		Adoption of Right to Call a Special Meeting	For
		Amendment to Articles of Incorporation Regarding Officer Exculpation	Against
		Ratification of Auditor	Against
Prada S.p.A.	IT	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Board Size; Board Term Length	For
		Elect Patrizio Bertelli	Against
		Elect Paolo Zannoni	Against
		Elect Andrea Guerra	Against
		Elect Miuccia Prada Bianchi	Against
		Elect Andrea Bonini	Against
		Elect Lorenzo Bertelli	Against
		Elect Yoël Zaoui	For
		Elect Marina Sylvia Caprotti	Against
		Elect Pamela Yvonne Culpepper	For
		Elect Anna Maria Rugarli	For
		Elect Cristiana Ruella	For
		Election of Patrizio Bertelli as Chair	Against
		Directors' Fees	For
		Elect Roberto Spada as Effective Statutory Auditor	For
		Elect Maria Luisa Mosconi as Effective Statutory Auditor	For
		Elect Patrizia Arienti as Effective Statutory Auditor	For
		Elect Stefania Bettoni as Alternate Statutory Auditor	For
		Elect Cristiano Proserpio as Alternate Statutory Auditor	For
		Statutory Auditors' Fees	For
		Elect Roberto Spada	Against
		Elect Maria Luisa Mosconi	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Prada S.p.A.	IT	Elect Patrizia Arienti	Against
		Elect Roberto Spada	Against
		Elect Maria Luisa Mosconi	For
		Elect Roberto Spada	Against
		Elect Patrizia Arienti	Against
		Elect Maria Luisa Mosconi	For
		Elect Patrizia Arienti	Against
President Chain Store Corporation	TW	2023 Business Report and Financial Statements	For
		2023 Profits Distribution Plan	For
		Amendments to Articles	For
		Elect LO Chih-Hsien	Against
		Elect KAO Shiow-Ling	Against
		Elect HUANG Jui-Tien	Against
		Elect HUANG Jau-Kai	Against
		Elect WU Tsung-Pin	Against
		Elect WU Wen-Chi	For
		Elect HSU Ke-Wei	Against
		Elect CHEN Liang	Against
		Elect HUNG Yung-Chen	Against
		Release of Restrictions of Competitive Activities of Directors	For
		Extraordinary Motions	Against
Primax Electronics Ltd.	TW	2023 Business Operation Report and Financial Statements	For
		2023 Allocation of Profits/Dividends	For
		Approval of the Restricted Share Plan	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Primax Electronics Ltd.	TW	Elect DUH Jia-Bin	Against
		Elect PAN Yung-Tai	Against
		Elect PAN Yung-Chung	Against
		Elect LEE Ji-Ren	Against
		Elect WU Chun-Pang	Against
		Elect WANG Jia-Chyi	For
		Elect MA Hui-Fan	For
		Elect HUANG Shiou-Chuan	Against
		Elect LAI Fei-Pei	Against
		Non-Compete Restrictions for Directors	Against
		Extraordinary Motions	Against
Primo Water Corporation	CA	Reverse Merger (with Triton Water Parent, Inc.)	For
		Advisory Vote on Golden Parachutes	Against
Principal Financial Group Inc.	US	Elect Roger C. Hochschild	Against
		Elect Daniel J. Houston	Against
		Elect Diane C. Nordin	For
		Elect Alfredo Rivera	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Progressive Corporation	US	Elect Danelle M. Barrett	For
		Elect Philip F. Bleser	For
		Elect Stuart B. Burgdoerfer	Against
		Elect Pamela J. Craig	For
		Elect Charles A. Davis	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Progressive Corporation	US	Elect Roger N. Farah	Against
		Elect Lawton W. Fitt	Against
		Elect Susan Patricia Griffith	Against
		Elect Devin C. Johnson	For
		Elect Jeffrey D. Kelly	Against
		Elect Barbara R. Snyder	Against
		Elect Kahina Van Dyke	For
		Approval of the 2024 Equity Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Diversity and Inclusion Report	Against
ProLogis Inc.	US	Elect Hamid R. Moghadam	Against
		Elect Cristina G. Bita	For
		Elect James B. Connor	Against
		Elect George L. Fotiades	Against
		Elect Lydia H. Kennard	Against
		Elect Irving F. Lyons, III	Against
		Elect Guy Metcalfe	Against
		Elect Avid Modjtabai	For
		Elect David P. O'Connor	Against
		Elect Olivier Piani	Against
		Elect Carl B. Webb	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Elimination of Supermajority Requirement	Against
		Amendment to By-Laws to Reduce Voting Threshold	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
ProSiebenSat.1 Media SE	DE	Presentation of the approved annual financial statements and the approved consolidated financial statements, and of the management report and combined management report for ProSiebenSat.1 Media SE, including the explanations regarding the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), and of the Supervisory Board report, each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income in the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2022 financial year: Hubertus Maria Habets	For
		Resolution on the discharge of the Management Board for the 2022 financial year: Wolfgang Link	For
		Resolution on the discharge of the Management Board for the 2022 financial year: Rainer Beaujean (deferment)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ProSiebenSat.1 Media SE	DE	Resolution on the discharge of the Management Board for the 2022 financial year: Ralf Peter Gierig (deferment)	For
		Resolution on the discharge of the Management Board for the 2022 financial year: Christine Scheffler (deferment)	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Hubertus Maria Habets	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Wolfgang Link	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Martin Mildner	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Ralf Peter Gierig (deferment)	For
		Resolution on the discharge of the Management Board for the 2023 financial year: Christine Scheffler (deferment)	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Andreas Wiele	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Rolf Nonnenmacher	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Lawrence A. Aidem	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Katharina Behrends	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Klára Brachtlová	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Katrin Burkhardt	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Marion Helmes	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Erik Huggers	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Thomas Ingelfinger	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Marjorie Kaplan	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Ketan Mehta	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Antonella Mei-Pochtler	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year: Cai-Nicolas Ziegler	For
		Election of the auditor of the financial statements for the 2024 financial year and of the auditor for a review or audit of interim financial reports/financial information in the 2024 financial year and in the 2025 financial year for the period up to the next annual general meeting	For
		Resolution on the approval of the remuneration report	Against
		Election to the Supervisory Board: Klára Brachtlová	For
		Election to the Supervisory Board: Marjorie Kaplan	For
		Election to the Supervisory Board: Pim Schmitz	For
		Resolution on the approval of intra-group reorganisation regarding the direct and then indirect transfer of all business units in Seven.One Entertainment Group GmbH into another subsidiary wholly owned by ProSiebenSat.1 Media SE and related measures	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ProSiebenSat.1 Media SE	DE	Resolution on the approval of the conclusion of a control agreement between ProSiebenSat.1 Media SE and Seven.One Entertainment Group GmbH	For
		Resolution on the preparation of a separation and takeover agreement pursuant to Section 83(1) of the German Stock Corporation Act (AktG) in conjunction with Art. 52 of the Societas Europaea Regulation (SE-VO)	Against
		Resolution on the cancellation of authorised capital 2021	Against
		Resolution on the creation of a new authorised capital 2024	Against
		Resolution on the removal of a member of the Supervisory Board (Rolf Nonnenmacher) and the appointment of a new member (Simone Scettri)	Against
		Resolution on the amendment to Section 9(1) of the Articles of Association (transactions subject to approval)	Against
Prosus NV	NL	Presentation of Board Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Allocation of Dividends	Against
		Ratification of Executives' Acts	For
		Ratification of Non-Executives' Acts	Against
		Executive Remuneration Policy	Against
		Non-Executive Remuneration Policy	For
		Elect Fabricio Bloisi to the board of directors	Against
		Elect Hendrik J. du Toit to the Board of Directors	For
		Elect Craig Enenstein to the Board of Directors	Against
		Elect Angelien Kemna to the Board of Directors	For
		Elect Nolo Letele to the Board of Directors	Against
		Elect Roberto Oliveira de Lima to the Board of Directors	Against
		Appointment of Auditor	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against
		Cancellation of Shares	Against
		Voting Results	Not voted
		Closing of Meeting	Not voted
Proya Cosmetics Co. Ltd.	CN	Amendments to Articles	For
		Elect HOU Juncheng	Against
		Elect HOU Yameng	Against
		Elect JIN Yanhua	Against
		Elect MA Dongming	Against
		Elect GE Weijun	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Proya Cosmetics Co. Ltd.	CN	Elect HOU Luting	Against
		Elect WANG Shunguo	Against
Prudential Financial Inc.	US	Elect Gilbert F. Casellas	Against
		Elect Robert M. Falzon	Against
		Elect Martina Hund-Mejean	Against
		Elect Wendy E. Jones	For
		Elect Charles F. Lowrey	Against
		Elect Kathleen A. Murphy	For
		Elect Sandra Pianalto	For
		Elect Christine A. Poon	Against
		Elect Douglas A. Scovanner	Against
		Elect Michael A. Todman	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	Against
Prudential Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Elect Mark Saunders	For
		Elect Shriti Vadera	For
		Elect Anil Wadhwani	For
		Elect Jeremy Anderson	For
		Elect Arijit Basu	For
		Elect Chua Sock Koong	For
		Elect Ming Lu	Against
		Elect George D. Sartorel	Against
		Elect Claudia Süssmuth Dyckerhoff	For
		Elect Jeanette Wong	For
		Elect Yok Tak Amy Yip	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Repurchased Shares w/ Preemptive Rights	Against
		Authority to Issue Preference Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Prudential Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Scrip Dividend	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Prysmian S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Board Size	For
		Board Term Length	For
		List presented by Board of Directors	For
		List presented by Group of Institutional Investors representing 2.76% of Share Capital	Not voted
		Directors' Fees	For
		Authority to Repurchase and Reissue Shares	For
		Appointment of Auditor and Authority to Set Fees	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Directors' liability action	For
Publicis Groupe S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (Grant Thornton)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Maurice Lévy, Supervisory Board Chair	Against
		2023 Remuneration of Arthur Sadoun, Management Board Chair	Against
		2023 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Against
		2023 Remuneration of Michel-Alain Proch, Management Board Member	Against
		2024 Remuneration Policy (Supervisory Board Chair)	Against
		2024 Remuneration Policy (Supervisory Board Members)	For
		2024 Remuneration Policy (Management Board Chair)	Against
		2024 Remuneration Policy (Management Board Members)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Publicis Groupe S.A.	FR	Greenshoe	Against
		Authority to Set Offering Price of Shares	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to issue performance shares	Against
		Employee Stock Purchase Plan (Domestic and Overseas)	For
		Employee Stock Purchase Plan (Specific Categories)	For
		Amendment to Articles Regarding the Corporate Purpose	For
		Amendment Regarding the Company's Duration	For
		Amendment to Governing Structure (Two-tier to One-tier) and Adoption of New Articles	Against
		Elect Arthur Sadoun	Against
		Elect Elisabeth Badinter	Against
		Elect Simon Badinter	Against
		Elect Jean Charest	Against
		Elect Sophie Dulac	Against
		Elect Thomas H. Glocer	For
		Elect Marie-Josée Kravis	Against
		Elect André Kudelski	Against
		Elect Suzan LeVine	For
		Elect Antonella Mei-Pochtler	For
		Elect Tidjane Thiam	For
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Elect Sophie Dulac	Against
		Elect Thomas H. Glocer	For
		Elect Marie-Josée Kravis	Against
		Elect André Kudelski	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Publicis Groupe S.A.	FR	Authorisation of Legal Formalities	For
Public Storage Inc. - Management	US	Elect Ronald L. Havner, Jr.	Against
		Elect Tamara Hughes Gustavson	Against
		Elect Shankh Mitra	Against
		Elect Rebecca L. Owen	For
		Elect Kristy M. Pipes	For
		Elect Avedick B. Poladian	Against
		Elect John Reyes	Against
		Elect Joseph D. Russell, Jr.	Against
		Elect Tariq M. Shaukat	Against
		Elect Ronald P. Spogli	Against
		Elect Paul S. Williams	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
PUMA SE	DE	Presentation of the adopted annual financial statements of PUMA SE and the approved consolidated financial statements as at 31 December 2023, the combined management report for PUMA SE and the PUMA group (including the Management Board's explanatory report on acquisition-related information) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on amending Section 10 of the Articles of Association (expansion of the Supervisory Board)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
PUMA SE	DE	Resolution on the election of Supervisory Board members: Harsh Saini	For
		Resolution on the election of Supervisory Board members: Roland Krüger	For
		Resolution on the amendment of the remuneration system for the members of the Supervisory Board and an amendment to Section 15.1 and 15.2 of the Articles of Association	For
		Resolution on the cancellation of the existing authorisation for the acquisition and use of treasury shares and the granting of a new authorisation for the acquisition and use of treasury shares with the option of excluding subscription rights	Against
		Resolution on amending Section 18.2(3) of the Articles of Association	For
Pure Storage Inc.	US	Elect Jeff Rothschild	For
		Elect Susan Taylor	Withhold
		Elect Mallun Yen	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Qiagen NV	NL	Opening	Not voted
		Management Board Report	Not voted
		Dutch Corporate Governance Code	Not voted
		Supervisory Board Report on Annual Accounts	Not voted
		Accounts and Reports	For
		Remuneration Report	Against
		Dividends and Reserves Policy	Not voted
		Ratification of Management Acts	Against
		Ratification of Supervisory Board Acts	Against
		Elect Metin Colpan	Against
		Elect Toralf Haag	For
		Elect Ross L. Levine	For
		Elect Elaine Mardis	For
		Elect Eva Pisa	For
		Elect Lawrence A. Rosen	Against
		Elect Stephen H. Rusckowski	For
		Elect Elizabeth E. Tallett	Against
		Elect Bert van Meurs	For
		Elect Eva van Pelt	For
		Elect Thierry Bernard	For
		Elect Roland Sackers	For
		Supervisory board Remuneration Policy	Against
		Directors' Fees	Against
		Appointment of Auditor for 2024	For
		Appointment of Auditor for 2025	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Suppress Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Capitalisation of Reserves	For
		Cancellation of Fractional Shares	For
		Questions	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Qiagen NV	NL	Closing	Not voted
Qifu Technology Inc. ADR	KY	Appointment of Auditor and Authority to Set Fees	Against
Qingdao Port International Co. Ltd.	CN	Distribution of Interim Dividends	For
		Satisfaction of the Condition for the Proposed Acquisition, Issuance of A Shares and Cash Payment and Raising Ancillary Funds	Against
		Proposed Acquisition, Issuance of A Shares and Cash Payment and Raising Ancillary Funds	Against
		Acquisition Through Issuance of Shares and Cash Payment - Target Assets	Against
		Acquisition Through Issuance of Shares and Cash Payment - Price and Method	Against
		Acquisition Through Issuance of Shares and Cash Payment - Types and Par Value	Against
		Acquisition Through Issuance of Shares and Cash Payment - Pricing	Against
		Acquisition Through Issuance of Shares and Cash Payment - Method of Issuance	Against
		Acquisition Through Issuance of Shares and Cash Payment - Target Subscriber	Against
		Acquisition Through Issuance of Shares and Cash Payment - Lock-up Arrangement	Against
		Acquisition Through Issuance of Shares and Cash Payment - Listing Location	Against
		Acquisition Through Issuance of Shares and Cash Payment - Attribution of Gains and Losses	Against
		Acquisition Through Issuance of Shares and Cash Payment - Arrangement of Undistributed Profits	Against
		Acquisition Through Issuance of Shares and Cash Payment - Performance Undertaking	Against
		Acquisition Through Issuance of Shares and Cash Payment - Transfer of Assets and Liability for Breach of Contract	Against
		Raising Ancillary Funds - Types and Par Value	Against
		Raising Ancillary Funds - Pricing	Against
		Raising Ancillary Funds - Method of Issuance and Target Subscriber	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Qingdao Port International Co. Ltd.	CN	Raising Ancillary Funds - Amount	Against
		Raising Ancillary Funds - Lock-up Arrangement	Against
		Raising Ancillary Funds - Listing Location	Against
		Raising Ancillary Funds - Use of Proceeds	Against
		Raising Ancillary Funds - Arrangement of Undistributed Profits	Against
		Validity Period	Against
		Approve Proposed Acquisition and Issuance of A Shares and Cash Payment and Raising Ancillary Funds and Related Party Transactions	Against
		Asset Purchase Agreement	Against
		Compensation Agreements	Against
		Approve Acquisition Not Constituting Major Asset Restructuring	Against
		Approve Audit Reports, Review Reports and Valuation Reports	Against
		Dilution and Remedial Measures	Against
		Board Authority	Against
Qorvo Inc.	US	Elect Robert A. Bruggeworth	Against
		Elect Judy Bruner	For
		Elect John R. Harding	Against
		Elect David H. Y. Ho	Against
		Elect Roderick D. Nelson	Against
		Elect Walden C. Rhines	Against
		Elect Susan L. Spradley	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Quadient S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Allocation of Profits/Dividends	For
		Consolidated Accounts and Reports	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Didier Lamouche, Chair	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Quadient S.A.	FR	2023 Remuneration of Geoffrey Godet, CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Elect Geoffrey Godet	For
		Elect Hélène Boulet Supau	For
		Elect Vincent Mercier	For
		Elect Richard Troksa	Against
		Ratification of Co-Option of Bpifrance Investissement (Emmanuel Blot)	For
		Elect Bpifrance Investissement (Emmanuel Blot)	For
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares Through Private Placement	Against
		Authority to Issue Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Convertible Debt Through Private Placement	Against
		Greenshoe	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Restricted Shares	For
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
QUALCOMM Inc.	US	Elect Sylvia Acevedo	For
		Elect Cristiano R. Amon	For
		Elect Mark Fields	For
		Elect Jeffrey W. Henderson	For
		Elect Gregory N. Johnson	For
		Elect Ann M. Livermore	For
		Elect Mark D. McLaughlin	For
		Elect Jamie S. Miller	For
		Elect Irene B. Rosenfeld	For
		Elect Kornelis Smit	For
		Elect Jean-Pascal Tricoire	For
		Elect Anthony J. Vinciquerra	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
		Amendment to the 2023 Long-Term Incentive Plan	For
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Amendment to Bylaws to Add Federal Forum Selection Provision	Against
Quanta Services Inc.	US	Elect Earl C. Austin, Jr.	Against
		Elect Warner L. Baxter	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Quanta Services Inc.	US	Elect Doyle N. Beneby	Against
		Elect Vincent D. Foster	Against
		Elect Bernard Fried	Against
		Elect Worthing F. Jackman	Against
		Elect Holli C. Ladhani	For
		Elect Jo-ann dePass Olsovsky	For
		Elect R. Scott Rowe	Against
		Elect Raúl J. Valentín	Against
		Elect Martha B. Wyrsch	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
Quebecor Inc.	CA	Elect Chantal Bélanger	For
		Elect Lise Croteau	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	For
		Shareholder Proposal Regarding In-Person Shareholder Meetings	For
		Shareholder Proposal Regarding Say on Climate	For
Quest Diagnostics Inc.	US	Elect James E. Davis	Against
		Elect Luis Diaz, Jr.	For
		Elect Tracey C. Doi	For
		Elect Vicky B. Gregg	Against
		Elect Wright L. Lassiter III	For
		Elect Timothy L. Main	Against
		Elect Denise M. Morrison	For
		Elect Gary M. Pfeiffer	Against
		Elect Timothy M. Ring	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Quest Diagnostics Inc.	US	Amendment Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	For
Radiant Opto-Electronics Corporation	TW	Recognition of the 2023 Business Report and Financial Report	For
		Recognition of the 2023 Earnings Distribution	For
		Elect WANG Pen-Jan	Against
		Elect WANG Been-Fong	Against
		Elect SU Hui-Chu	Against
		Elect WANG Pen-Tsung	Against
		Elect WANG Pen-Chin	Against
		Elect PU Hsiang-Kuan	Against
		Elect WANG Yu-Chao	Against
		Elect HUANG Tzi-Chen	Against
		Elect TSENG Lun-Pin	Against
		Elect HSIEH Jung-Yao	Against
		Elect CHIANG Yao-Chung	Against
		Elect LIN Hung-Wen	Against
		Discussion of Certain Articles Amendments in the Operational Procedures for Endorsements Guarantees	For
		Discussion of Certain Articles Amendments in the Operational Procedures for Loaning of Funds to Others	For
		Discussion of Certain Articles Amendments in the Procedures for the Acquisition and Disposal of Assets	For
		Lifting of Non Complete Clause Against the Company's Newly Appointed Directors Upon Re-election	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Radiant Opto-Electronics Corporation	TW	Extraordinary Motions	Against
Raiffeisen Bank International AG	AT	Presentation of the approved annual financial statements including the management report, the consolidated financial statements including the group management report as at 31 December 2023 and the proposal on the appropriation of earnings, the separate non-financial report, the Supervisory Board report for the 2023 financial year and the corporate governance report of the Management Board	Not voted
		Resolution on the appropriation of the net income disclosed in the annual financial statements as at 31 December 2023	For
		Resolution on the report on the remuneration of the members of the Management Board and the Supervisory Board in the 2023 financial year (2023 remuneration report)	Against
		Resolution on the basic principles of remuneration (remuneration policy)	Against
		Resolution on the discharge of the Management Board members for the 2023 financial year	Against
		Resolution on the discharge of Supervisory Board members for the 2023 financial year:	Against
		Election to the Supervisory Board: Martin Schaller	Against
		Resolution on fixing of the remuneration for Supervisory Board members	For
		Election of the auditor for the sustainability reporting for the 2024 financial year	Against
		Election of the auditor (bank auditor) for the annual and consolidated financial statements and for sustainability reporting for the 2025 financial year	Against
		Resolution on the revocation of the authorisation of the Management Board in accordance with section 169 of the German Stock Corporation Act (AktG) (authorised capital) and the creation of new authorised capital against contributions in cash and/or in kind, with the option to exclude subscription rights, and the corresponding amendment to section 4(5) of the Articles of Association	Against
		Resolution on the authorisation to acquire and, if applicable, to redeem treasury shares pursuant to sections 65(1)(8) and (1a) and (1b) of the German Stock Corporation Act (AktG) together with the authorisation of the Management Board with the approval of the Supervisory Board to exclude the right to tender of the shareholders and the authorisation, with the approval of the Supervisory Board, to sell the treasury shares in a manner other than via the stock exchange or through a public offering excluding the subscription rights of the shareholders	Against
		Resolution on the approval to acquire treasury shares pursuant to § 65(1(7) of the German Stock Corporation Act (AktG) for the purpose of securities trading	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Rai Way S.p.A.	IT	Accounts and Reports	For
		Amendments to Articles	
		Allocation of Dividends	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		2024-2026 Shares Plan	Against
		Authority to Repurchase and Reissue Shares	Against
		List presented by Radiotelevisione Italiana S.p.A.	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rai Way S.p.A.	IT	List presented by Group of Institutional Investors representing 4.68% Share Capital	For
		Statutory Auditors' Fees	For
		Directors' liability action	For
Ralph Lauren Corporation	US	Elect Linda Findley	For
		Elect Hubert Joly	For
		Elect Darren Walker	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Ramaco Resources Inc.	US	Elect Peter A. Leidel	Withhold
		Elect C. Lynch Christian, III	Withhold
		Elect Aurelia Skipwith Giacometto	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
RATIONAL AG	DE	Presentation of the adopted annual financial statements of RATIONAL Aktiengesellschaft with the management report of RATIONAL Aktiengesellschaft and the approved consolidated financial statements together with group management report, as at 31 December 2023, as well as the Supervisory Board report	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board for the 2023 financial year	Against
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	Against
		Resolution on the approval of the 2023 remuneration report of RATIONAL Aktiengesellschaft	Against
		Election of the auditor for the 2024 financial year	Against
		Resolution on the amendment to Section 13(4)(3) of the Articles of Association of RATIONAL Aktiengesellschaft (convening, place, participation): Adjustment of the proof date in accordance with the law on the financing of future-proof investments (Future Financing Act - ZuFinG)	For
		Election of Supervisory Board members: Erich Baumgärtner	Against
		Election of Supervisory Board members: Johannes Würbser	Against
		Election of Supervisory Board members: Werner Schwind	Against
		Election of Supervisory Board members: Clarissa Käfer	For
		Election of Supervisory Board members: Christoph Lintz	Against
RaySearch Laboratories AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
RaySearch Laboratories AB	SE	Minutes	Not voted
		Agenda	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Carl Filip Bergendal	Against
		Ratification of Johan Löf	Against
		Ratification of Günther Mårder	Against
		Ratification of Britta Wallgren	Against
		Ratification of Hans Wigzell	Against
		Ratification of Johan Löf (CEO)	For
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Carl Filip Bergendal	Against
		Elect Johan Löf	Against
		Elect Günther Mårder	Against
		Elect Britta Wallgren	For
		Elect Hans Wigzell	Against
		Elect Hans Wigzell as Chair	Against
		Number of Auditors	For
		Appointment of Auditor	For
		Remuneration Report	Against
Reckitt Benckiser Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Reckitt Benckiser Group Plc.	GB	Final Dividend	For
		Elect Andrew RJ Bonfield	For
		Elect Olivier Bohuon	For
		Elect Margherita Della Valle	For
		Elect Mehmood Khan	For
		Elect Elane B. Stock	For
		Elect Mary Harris	For
		Elect D. Jeremy Darroch	For
		Elect Tamara Ingram	For
		Elect Kris Licht	For
		Elect Shannon Eisenhardt	For
		Elect Marybeth Hays	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Reckitt Benckiser Group Plc.	GB	Authority to Set General Meeting Notice Period at 14 Days	For
Recordati - Industria Chimica e Farmaceutica S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For
Recruit Holdings Co. Ltd.	JP	Elect Masumi Minegishi	For
		Elect Hisayuki Idekoba	For
		Elect Ayano Senaha	For
		Elect Rony Kahan	For
		Elect Naoki Izumiya	For
		Elect Hiroki Totoki	For
		Elect Keiko Honda	For
		Elect Katrina Lake	For
		Elect Yukiko Nagashima @ Yukiko Watanabe	For
		Elect Yoichiro Ogawa	For
		Elect Katsuya Natori	For
		Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Recruit Holdings Co. Ltd.	JP	Statutory Auditors' Fees	For
Redcare Pharmacy NV	NL	Opening	Not voted
		Presentation of Management Board Report	Not voted
		Remuneration Report	Against
		Corporate Governance Report	Not voted
		Report of ESG Activities	Not voted
		Presentation of Auditor Report	Not voted
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Losses	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Appointment of Auditor	For
		Elect Björn Söder to the Supervisory Board	For
		Ratification of Stephan Webers' Management Acts (Final)	For
		Ratification of Marc Fischers' Management Acts (Final)	For
		Elect Jasper Eenhorst to the Management Board	Against
		Elect Dirk Brüse to the Management Board	Against
		Elect Lode Fastré to the Management Board	Against
		Extension of the Exercise Period of Stock Options Granted (2020 Stock Option Plan Stephan Weber and Marc Fischer)	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Grant Shares under the 2019 ESOP	Against
		Authority to Grant Shares under the 2023 Stock Option Plan	For
		Authority to Repurchase Shares	For
		Supervisory Board Remuneration Policy	For
		Other Business	Not voted
		Closing of Meeting	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Redeia Corporacion S.A.	ES	Individual Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	Against
		Elect Beatriz Corredor Sierra	Against
		Elect Roberto García Merino	Against
		Elect Guadalupe de la Mata Muñoz	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Issue Debt Instruments	For
		Authority to Repurchase and Reissue Shares	Against
		Employee Share Purchase Plan	For
		Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan	For
		Remuneration Report	Against
		Directors' Fees	For
		Remuneration Policy	Against
		Authorisation of Legal Formalities	For
		Presentation of Corporate Governance Report	Not voted
		Presentation of Sustainability Report	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Regeneron Pharmaceuticals Inc.	US	Elect N. Anthony Coles	For
		Elect Kathryn Guarini	For
		Elect Arthur F. Ryan	Against
		Elect David P. Schenkein	Against
		Elect George L. Sing	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Regions Financial Corporation	US	Elect Mark A. Crosswhite	For
		Elect Noopur Davis	For
		Elect Zhanna Golodryga	For
		Elect J. Thomas Hill	Against
		Elect Joia M. Johnson	For
		Elect Ruth Ann Marshall	For
		Elect James T. Prokopanko	For
		Elect Alison S. Rand	For
		Elect William C. Rhodes, III	For
		Elect Lee J. Styslinger III	Against
		Elect José S. Suquet	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Regions Financial Corporation	US	Elect John M. Turner, Jr.	Against
		Elect Timothy Vines	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Advisory vote on frequency of future advisory votes on executive compensation: please vote for on this resolution to approve 1 year	For
		Advisory vote on frequency of future advisory votes on executive compensation: please vote for on this resolution to approve 2 years	Against
		Advisory vote on frequency of future advisory votes on executive compensation: please vote for on this resolution to approve 3 years	Against
		Advisory vote on frequency of future advisory votes on executive compensation: please vote for on this resolution to approve Abstain	Against
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
Reliance Inc.	US	Elect Lisa L. Baldwin	For
		Elect Karen W. Colonias	For
		Elect Frank J. Dellaquila	For
		Elect Mark V. Kaminski	Against
		Elect Karla R. Lewis	For
		Elect Robert A. McEvoy	For
		Elect David W. Seeger	For
		Elect Douglas W. Stotlar	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to the 2015 Incentive Award Plan	For
Relx Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Elect Bianca Tetteroo	For
		Elect Paul A. Walker	Against
		Elect Erik Engstrom	For
		Elect Nicholas Luff	For
		Elect Alistair Cox	For
		Elect June Felix	For
		Elect Charlotte Hogg	For
		Elect Robert J. MacLeod	For
		Elect Andrew J. Sukawaty	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Relx Plc.	GB	Elect Suzanne Wood	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
RenaissanceRe Holdings Ltd.	BM	Elect Brian G. J. Gray	Against
		Elect Duncan P. Hennes	Against
		Elect Kevin J. O'Donnell	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Renault S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Presentation of Report on profit sharing securities	For
		Related Party Transactions (Previously Approved)	For
		Related Party Transactions (Framework Agreement)	For
		Related Party Transactions (New Alliance Agreement)	For
		Related Party Transactions (Ampere Investment Agreement)	For
		Related Party Transactions (Nissan Share Transfer Agreement)	For
		Related Party Transactions (Termination of Governance Agreement)	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Dominique Senard, Chair	For
		2023 Remuneration of Luca de Meo, CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
Renesas Electronics Corporation	JP	Allocation of Profits/Dividends	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Renesas Electronics Corporation	JP	Amendments to Articles	Against
		Amendments to Articles	For
		Elect Hidetoshi Shibata	Against
		Elect Jiro Iwasaki	Against
		Elect Selena Loh Lacroix	For
		Elect Noboru Yamamoto	For
		Elect Takuya Hirano	For
		Elect Tomoko Mizuno	For
Renewi Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Report	For
		Elect Bernardus Verwaayen	For
		Elect Allard Castelein	For
		Elect Katleen Vandeweyer	For
		Elect Jolande Sap	For
		Elect Luc Sterckx	Against
		Elect Neil Hartley	For
		Elect Otto de Bont	For
		Elect Annemieke den Otter	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
RENK Group AG	DE	Presentation of the annual financial statements, the consolidated financial statements and the combined management report for RENK Group AG and the Group, and of the Supervisory Board report	Not voted
		Appropriation of net income	For
		Discharge of the managing directors of RENK Holding GmbH	For
		Discharge of the Supervisory Board members of RENK Holding GmbH	For
		Discharge of the Management Board members	For
		Discharge of the Supervisory Board members	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and of the auditor for the semi-annual financial report as at 30 June 2024	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
RENK Group AG	DE	Election of the auditor of the (group) sustainability report	For
		Election to the Supervisory Board: Florian Hohenwarter	For
		Election to the Supervisory Board: Karin Sonnenmoser	For
		Election to the Supervisory Board: Axel Scheibel (as a replacement member)	Against
		Approval of the remuneration system for the members of the Management Board	For
		Remuneration of Supervisory Board members	For
		Election of a further member of the Supervisory Board: Doreen Nowotne	For
REN - Redes Energeticas Nacionais, SGPS, S.A.	PT	Accounts and Reports; Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Board and Supervisory Council Acts	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Repurchase and Reissue Debt Instruments	Against
		Remuneration Policy	Against
		Special Dividend	For
		Election of Corporate Bodies	Against
		Remuneration Committee Fees	For
Rentokil Initial Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Final Dividend	For
		Elect David J. Frear	For
		Elect Stuart Ingall-Tombs	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rentokil Initial Plc.	GB	Elect Sally Johnson	For
		Elect Sarosh Mistry	For
		Elect John Pettigrew	For
		Elect Andy Ransom	For
		Elect Richard Solomons	For
		Elect Cathy Turner	For
		Elect Linda Yueh	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
RepliGen Corporation	US	Elect Tony J. Hunt	For
		Elect Karen Dawes	Against
		Elect Nicolas M. Barthelemy	Against
		Elect Carrie Eglinton Manner	For
		Elect Konstantin Konstantinov	For
		Elect Martin D. Madaus	For
		Elect Rohin Mhatre	For
		Elect Glenn P. Muir	For
		Elect Margaret A. Pax	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Reply S.p.A.	IT	Amendments to Article 12 (Closed-Door Meetings)	Against
		Amendments to Article 12 (Additional Voting Rights)	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Reply S.p.A.	IT	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	Against
Repsol S.A.	ES	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	For
		Appointment of Auditor	For
		Special Dividend	For
		First Authority to Cancel Treasury Shares and Reduce Capital	For
		Second Authority to Cancel Treasury Shares and Reduce Capital	For
		Remuneration Report	Against
		Advisory Vote on Energy Transition Strategy	For
		Authorisation of Legal Formalities	For
Republic Services Inc.	US	Elect Manuel Kadre	For
		Elect Tomago Collins	For
		Elect Michael A. Duffy	For
		Elect Thomas W. Handley	For
		Elect Jennifer M. Kirk	For
		Elect Michael Larson	For
		Elect N. Thomas Linebarger	For
		Elect Meg Reynolds	For
		Elect James P. Snee	Against
		Elect Brian S. Tyler	For
		Elect Jon Vander Ark	For
		Elect Sandra M. Volpe	For
		Elect Katharine B. Weymouth	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Just Transition Reporting	For
ResMed Inc.	US	Elect Carol J. Burt	Against
		Elect Christopher DelOrefice	Against
		Elect Jan De Witte	Against
		Elect Karen Drexler	For
		Elect Michael J. Farrell	Against
		Elect Peter C. Farrell	Against
		Elect Harjit Gill	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
ResMed Inc.	US	Elect John Hernandez	Against
		Elect Richard Sulpizio	Against
		Elect Desney Tan	Against
		Elect Ronald Taylor	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Resona Holdings Inc.	JP	Amendments to Articles	For
		Elect Masahiro Minami	Against
		Elect Shigeki Ishida	Against
		Elect Mikio Noguchi	Against
		Elect Hisahiko Oikawa	Against
		Elect Chiharu Baba	Against
		Elect Kimie Iwata	For
		Elect Setsuko Egami @ Setsuko Kusumoto	For
		Elect Fumihiko Ike	Against
		Elect Sawako Nohara	For
		Elect Masaki Yamauchi	Against
		Elect Katsuyuki Tanaka	Against
		Elect Ryuji Yasuda	Against
Rexel S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (CEO)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Ian Meakins, Chair (until August 31, 2023)	For
		2023 Remuneration of Agnès Touraine, Chair (from September 1, 2023)	For
		2023 Remuneration of Guillaume Texier, CEO	Against
		Elect Éric Labaye	For
		Elect Catherine Vandenborre	Against
		Elect Brigitte Cantaloube	For
		Appointment of Auditor (PricewaterhouseCoopers)	Against
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		Appointment of Auditor for Sustainability Reporting (KPMG SA)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rexel S.A.	FR	Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Performance Shares	For
		Authority to Issue Restricted Shares Through Employee Shareholding Schemes	For
		Authorisation of Legal Formalities	For
Rheinmetall AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the management report of the company which is combined with the group management report, and the Supervisory Board report, in each case for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	Against
		Resolution on the election of the auditor of the financial statements for the 2024 financial year	For
		Election of shareholder representatives to the Supervisory Board: Saori Dubourg	For
		Election of shareholder representatives to the Supervisory Board: Marc Tüngler	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	For
		Resolution on the approval of the remuneration system for the Management Board members according to Section 120a of the German Stock Corporation Act (AktG)	For
		Resolution on adjusting the remuneration of the Supervisory Board and a corresponding amendment to the Articles of Association	For
		Resolution on the authorisation to acquire and use treasury shares and to potentially exclude subscription and tender rights	Against
		Resolution on the creation of Authorised Capital 2024 with possible exclusion of subscription rights (amendment to the Articles of Association) with cancellation of Authorised Capital 2021	For
		Resolution on the authorisation to issue bonds with warrants and/or convertible bonds, profit participation rights and/or participating bonds with a possible exclusion of subscription rights and to create Conditional Capital 2024 (amendment to the Articles of Association)	Against
		Resolution on the approval of the conclusion of a control and profit and loss transfer agreement	For
		Resolution on the adjustment of the Articles of Association: Section 11 of the Articles of Association	For
		Resolution on the adjustment of the Articles of Association: Section 18(1) of the Articles of Association	For
Ricoh Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Yoshinori Yamashita	Against
		Elect Akira Oyama	Against
		Elect Takashi Kawaguchi	Against
		Elect Keisuke Yokoo	Against
		Elect Sadafumi Tani	Against
		Elect Kazuhiko Ishimura	Against
		Elect Shigenao Ishiguro	Against
		Elect Yoko Takeda	For
		Elect Kazuo Nishinomiya	For
		Elect Kunimasa Suzuki	For
		Elect Toshihiro Otsuka	For
		Bonus	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ringkjoebing Landbobank AS	DK	Election of Presiding Chair	Not voted
		Report of the Board of Directors	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Remuneration Report	Against
		Directors' Fees	For
		Remuneration Policy	Against
		Board and Shareholders' Committee Term Length	For
		Election of Claus Dalgaard	For
		Election of Poul Johnsen Høj	For
		Election of Carl Erik Kristensen	For
		Election of Karsten Madsen	For
		Election of Bjarne Bjørnkjær Nielsen	For
		Election of Marianne Oksbjerre	For
		Election of Yvonne Skagen	For
		Election of Peer Buch Sørensen	For
		Election of Dorte Zacho	For
		Election of John Christian Aasted	For
		Election of Mattias Manstrup	For
		Election of Tommy Rahbek Nielsen	For
		Election of Birgitte Rom	For
		Election of Anette Ørbæk Andersen	For
		Election of Dennis Conradsen	For
		Election of Erik Jensen	For
		Election of Anne Kaptain	For
		Election of Jacob Møller	For
		Election of Lars Møller	For
		Election of Bente Skjørbæk Olesen	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ringkjoebing Landbobank AS	DK	Election of Karsten Sandal	For
		Election of Lone Rejkjær Söllmann	For
		Election of Egon Sørensen	For
		Election of Lise Kvist Thomsen	For
		Appointment of Auditor	Abstain
		Authority to Repurchase Shares	For
		Amendments to Articles	For
		Cancellation of Shares	For
		Authorization of Legal Formalities	For
Rio Tinto Ltd.	AU	Accounts and Reports	For
		Remuneration Policy	For
		Remuneration Report (UK)	For
		Remuneration Report (AUS)	For
		Increase in NED Fee Cap	For
		Elect Dean Dalla Valle	For
		Elect Susan Lloyd-Hurwitz	For
		Elect Martina Merz	For
		Elect James C. O'Rourke	For
		Re-elect Dominic Barton	For
		Re-elect Peter Cunningham	For
		Re-elect Simon P. Henry	For
		Re-elect Kaisa Hietala	For
		Re-elect Sam H. Laidlaw	For
		Re-elect Jennifer Nason	For
		Re-elect Jakob Stausholm	For
		Re-elect Ngaire Woods	For
		Re-elect Ben Wyatt	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Amendments to Articles (Class Rights Actions)	For
		Amendments to Articles (General Updates)	For
		Authority to Repurchase Shares	For
Rio Tinto Plc.	GB	Accounts and Reports	For
		Remuneration Policy	For
		Remuneration Report (UK)	For
		Remuneration Report (AUS)	For
		Increase in NED Fee Cap	For
		Elect Dean Dalla Valle	For
		Elect Susan Lloyd-Hurwitz	For
		Elect Martina Merz	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rio Tinto Plc.	GB	Elect James C. O'Rourke	For
		Elect Dominic Barton	For
		Elect Peter Cunningham	For
		Elect Simon P. Henry	For
		Elect Kaisa Hietala	For
		Elect Sam H. Laidlaw	For
		Elect Jennifer Nason	For
		Elect Jakob Stausholm	For
		Elect Ngaire Woods	For
		Elect Ben Wyatt	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Amendments to Articles	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Riot Platforms Inc.	US	Elect Benjamin Yi	Withhold
		Elect Jason Les	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Increase in Authorized Common Stock	For
		Amendment to the 2019 Equity Incentive Plan	For
Roche Holding AG	CH	Approval of the annual financial statements and of the 2023 consolidated financial statements	For
		Advisory votes in 2023: Approval of the 2023 remuneration report	Against
		Advisory votes in 2023: Approval of the 2023 Sustainability Report	For
		Approval of the total bonus amount paid to the Group Executive Board for the 2023 financial year	Against
		Approval of the total amount of the bonus for retired Chairman of the Board of Directors Christoph Franz for the 2023 financial year	Against
		Discharge of the members of the Board of Directors and Group Executive Board	Against
		Resolution on the appropriation of net income	For
		Election to the Board of Directors: Severin Schwan (as Chairman of the Board of Directors)	Against
		Election to the Board of Directors: André Hoffmann	Against
		Election to the Board of Directors: Jörg Duschmalé	Against
		Election to the Board of Directors: Patrick Frost	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Roche Holding AG	CH	Election to the Board of Directors: Anita Hauser	For
		Election to the Board of Directors: Akiko Iwasaki	For
		Election to the Board of Directors: Richard P. Lifton	Against
		Election to the Board of Directors: Jemilah Mahmood	For
		Election to the Board of Directors: Mark Schneider	For
		Election to the Board of Directors: Claudia Suessmuth Dyckerhoff	Against
		Election to the Remuneration Committee: André Hoffmann	Against
		Election to the Remuneration Committee: Jörg Duschmalé	Against
		Election to the Remuneration Committee: Anita Hauser	For
		Election to the Remuneration Committee: Richard P. Lifton	Against
		Approval of the total amount of future remuneration for the Board of Directors	Against
		Approval of the total amount of future remuneration for the Group Executive Board	Against
		Election of the independent proxy	For
		Election of the auditors	For
		Ad hoc	Against
Rockwell Automation Inc.	US	Elect Alice L. Jolla	For
		Elect Lisa A. Payne	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Rockwool A/S	DK	Report of the Board of Directors	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports; Ratification of Board and Management Acts	Against
		Remuneration Report	Against
		Directors' Fees	For
		Allocation of Profits/Dividends	For
		Elect Jes Munk Hansen	For
		Elect Ilse Irene Henne	For
		Elect Rebekka Glasser Herlofsen	For
		Elect Carsten Kähler	For
		Elect Thomas Kähler	Abstain
		Elect Jørgen Tang-Jensen	For
		Appointment of Auditor	Abstain
		Authority to Repurchase Shares	For
		Remuneration Policy	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rockwool A/S	DK	Charitable Donations	For
Rohm Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Isao Matsumoto	Against
		Elect Katsumi Azuma	Against
		Elect Kazuhide Ino	Against
		Elect Tetsuo Tateishi	Against
		Elect Koji Yamamoto	Against
		Elect Tadanobu Nagumo	Against
		Elect Peter Kenevan	Against
		Elect Fukuko Inoue	For
		Elect Tetsuo Aoki	Against
		Elect Aiko Kozaki	For
Rollins Inc.	US	Elect Gary W. Rollins	Withhold
		Elect P. Russell Hardin	Withhold
		Elect Dale E. Jones	Withhold
		Elect Pamela R. Rollins	Withhold
		Ratification of Auditor	For
Ross Stores Inc.	US	Elect Michael Balmuth	Against
		Elect K. Gunnar Bjorklund	Against
		Elect Michael J. Bush	Against
		Elect Edward G. Cannizzaro	For
		Elect Sharon D. Garrett	Against
		Elect Michael J. Hartshorn	Against
		Elect Stephen D. Milligan	Against
		Elect Patricia H. Mueller	For
		Elect George P. Orban	Against
		Elect Barbara Rentler	Against
		Elect Doniel N. Sutton	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure	For
Rotork Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Report	Against
		Elect Timothy R. Cobbold	For
		Elect Andrew Heath	For
		Elect Kiet Huynh	For
		Elect Karin Meurk-Harvey	For
		Elect Ben Peacock	For
		Elect Janice E. Stipp	For
		Elect Dorothy C. Thompson	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rotork Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase Preference Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
Royal Bank of Canada	CA	Elect Mirko Bibic	For
		Elect Andrew A. Chisholm	For
		Elect Jacynthe Côté	For
		Elect Toos N. Daruvala	For
		Elect Cynthia Devine	For
		Elect Roberta Jamieson	For
		Elect David I. McKay	For
		Elect Amanda Norton	For
		Elect Barry V. Perry	For
		Elect Maryann Turcke	For
		Elect Thierry Vandal	For
		Elect Frank Vettese	For
		Elect Jeffery W. Yabuki	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Not voted
		Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	For
		Shareholder Proposal Regarding Pay Ratio Disclosure	For
		Shareholder Proposal Regarding In-Person Shareholder Meetings	For
		Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	For
		Shareholder Proposal Regarding Reporting Circular Economy Loans	For
		Shareholder Proposal Regarding Say on Climate	For
Royal Gold Inc.	US	Elect William Heissenbuttel	Against
		Elect Jamie C. Sokalsky	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Rubis S.C.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Nils Christian Bergene	Against
		Elect Laure Grimonpret-Tahon	For
		Elect Michel Delville	For
		Elect Benoît Luc	For
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Gilles Gobin, Managing Partner	Against
		2023 Remuneration of Sorgema SARL, Managing Partner	Against
		2023 Remuneration of Agena SAS, Managing Partner	Against
		2023 Remuneration of Olivier Heckenroth, Supervisory Board Chair (until July 27, 2023)	For
		2023 Remuneration of Nils Christian Bergene, Supervisory Board Chair (since July 27, 2023)	For
		2024 Remuneration Policy (Managing Partners)	Against
		2024 Remuneration Policy (Supervisory Board)	For
		2024 Supervisory Board Members' Fees	For
		Special Auditors Report on Regulated Agreements	For
		Related Party Transactions (Rubis Photosol SAS)	For
		Related Party Transactions ((Rubis Photosol SAS)	For
		Related Party Transactions (RT Invest SA)	For
		Authority to Repurchase and Reissue Shares	Against
		Elect Isabelle Muller	For
		Authorisation of Legal Formalities	For
		SHP Regarding Removal of Olivier Heckenroth as Supervisory Board Member	Against
		SHP Regarding Removal of Chantal Mazzacurati as Supervisory Board Member	Against
		SHP Regarding Removal of Alberto Pedrosa as Supervisory Board Member	Against
		SHP Regarding Election of Patrick Molis as Supervisory Board Member	Against
		SHP Regarding Election of Philippe Berterottière as Supervisory Board Member	Against
		SHP Regarding Election of Pierre d'Harcourt as Supervisory Board Member	Against
		SHP Regarding Election of Natalie Laverne as Supervisory Board Member	Against
		SHP Regarding Election of Ronald Sämann as Supervisory Board Member	For
RVRC Holding AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	Not voted
		Presentation of Accounts and Reports	For
		CEO's Address	Not voted
		Accounts and Reports	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
RVRC Holding AB	SE	Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Ratify Alexander Martensen-Larsen	Against
		Ratify Sara Diez Jauregui	Against
		Ratify Cecilie Elde	Against
		Ratify Andreas Källström Säfweräng	Against
		Ratify Birgitta Stymne Göransson	Against
		Ratify David Thörewik	Against
		Ratify Niclas Nyrensten	Against
		Ratify Pernilla Nyrensten	Against
		Ratify Jens Browaldh	Against
		Ratify Paul Fischbein (CEO)	Against
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Sara Diez Jauregui	For
		Elect Cecilie Elde	For
		Elect Andreas Källström Säfweräng	For
		Elect Alexander Thomas Martensen-Larsen	For
		Elect Birgitta Stymne Göransson	For
		Elect David Thörewik	For
		Elect Alexander Martensen-Larsen as Chair of the Board of Directors	For
		Appointment of Auditor	For
		Approval of Nomination Committee Guidelines	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
RVRC Holding AB	SE	Authority to Repurchase and Transfer Own Shares	For
		Reduction of Share Capital	For
		Cancellation of Shares	For
		Bonus Issuance	For
		Adoption of Share-Based Incentives (LTIP 2024/2028)	Against
		Authority to Issue Warrants (LTIP 2024/2028)	Against
		Authority to Transfer Warrants (LTIP 2024/2028)	Against
RWE AG	DE	Presentation of the adopted annual financial statements of RWE Aktiengesellschaft and of the approved consolidated financial statements as at 31 December 2023, the combined management report for RWE Aktiengesellschaft and the group and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board: Markus Krebber (Chairman)	For
		Discharge of the members of the Management Board: Katja van Doren	For
		Discharge of the members of the Management Board: Michael Müller	For
		Discharge of the members of the Management Board: Zvezdana Seeger	For
		Discharge of the members of the Supervisory Board: Werner Brandt (Chairman)	For
		Discharge of the members of the Supervisory Board: Ralf Sikorski (Deputy Chairman)	For
		Discharge of the members of the Supervisory Board: Michael Bochinsky	For
		Discharge of the members of the Supervisory Board: Sandra Bossemeyer	For
		Discharge of the members of the Supervisory Board: Hans Bünting	For
		Discharge of the members of the Supervisory Board: Matthias Dürbaum	For
		Discharge of the members of the Supervisory Board: Ute Gerbaulet	For
		Discharge of the members of the Supervisory Board: Hans-Peter Keitel	For
		Discharge of the members of the Supervisory Board: Monika Kircher	For
		Discharge of the members of the Supervisory Board: Thomas Kufen	For
		Discharge of the members of the Supervisory Board: Reiner van Limbeck	For
		Discharge of the members of the Supervisory Board: Harald Louis	For
		Discharge of the members of the Supervisory Board: Dagmar Paasch	For
		Discharge of the members of the Supervisory Board: Erhard Schipporeit	For
		Discharge of the members of the Supervisory Board: Dirk Schumacher	For
		Discharge of the members of the Supervisory Board: Ullrich Sierau	For
		Discharge of the members of the Supervisory Board: Hauke Stars	For
		Discharge of the members of the Supervisory Board: Helle Valentin	For
		Discharge of the members of the Supervisory Board: Andreas Wagner	For
		Discharge of the members of the Supervisory Board: Marion Weckes	For
		Election of the auditor	For
		Election to the Supervisory Board: Frank Appel	For
		Election to the Supervisory Board: Ute Gerbaulet	For
		Election to the Supervisory Board: Jörg Rocholl	For
		Election to the Supervisory Board: Thomas Westphal	For
		Approval of the remuneration report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ryanair Holdings Plc.	IE	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Bertrand Grabowski	For
		Elect Jinane Laghrari Laabi	For
		Elect Roberta Neri	For
		Elect Amber Rudd	For
		Elect Stan McCarthy	For
		Elect Eamonn Brennan	For
		Elect Róisín Brennan	For
		Elect Emer Daly	For
		Elect Geoff P. Doherty	For
		Elect Elisabeth Köstinger	For
		Elect Howard Millar	For
		Elect Anne Nolan	For
		Elect Michael O'Brien	For
		Elect Michael O'Leary	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
Ryan Specialty Holdings Inc.	US	Elect Patrick G. Ryan	Withhold
		Elect Michelle L. Collins	For
		Elect D. Cameron Findlay	Withhold
		Elect John W. Rogers, Jr.	Withhold
		Elect Francesca Cornelli	For
		Elect Anthony J. Kuczinski	Withhold

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Name of security	Country	Agenda items	Voting
Ryan Specialty Holdings Inc.	US	Elect Patrick G. Ryan, Jr.	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
S1 Corporation	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	Against
		Elect LIM Ji Won	For
		Elect HAN Seung Hee	Against
		Elect Nonaka Takahiro	Against
		Elect Hanaoka Takuro	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: LEE Jae Hoon	Against
		Election of Audit Committee Member: LEE Man Woo	Against
		Election of Audit Committee Member: HAN Seung Hee	Against
		Directors' Fees	For
		Corporate Auditors' Fees	For
SAAB AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Lena Erixon	Against
		Ratification of Henrik Henriksson	Against
		Ratification of Micael Johansson	Against
		Ratification of Danica Kragic Jensfelt	Against
		Ratification of Sara Mazur	Against
		Ratification of Johan Menckel	Against
		Ratification of Daniel Nodhäll	Against
		Ratification of Bert Nordberg	Against
		Ratification of Erika Söderberg Johnsson	Against
		Ratification of Sebastian Tham	Against
		Ratification of Marcus Wallenberg	Against
		Ratification of Joakim Westh	Against
		Ratification of Göran Andersson	Against
		Ratification of Stefan Andersson	Against
		Ratification of Magnus Gustafsson	Against
		Ratification of Robert Hellgren	Against
		Ratification of Conny Holm	Against
		Ratification of Tina Mikkelsen	Against
		Ratification of Patrik Myrén	Against
		Ratification of Lars Svensson	Against
		Ratification of Micael Johansson (as CEO)	For
		Board Size	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SAAB AB	SE	Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Anders Ynnerman	Against
		Elect Lena Erixon	For
		Elect Henrik Henriksson	Against
		Elect Micael Johansson	Against
		Elect Danica Kragic Jensfelt	For
		Elect Johan Menckel	Against
		Elect Bert Nordberg	Against
		Elect Erika Söderberg Johnson	For
		Elect Sebastian Tham	Against
		Elect Marcus Wallenberg	Against
		Elect Joakim Westh	Against
		Elect Marcus Wallenberg as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Adoption of Share-Based Incentives (LTI 2025)	Against
		Authority to Issue Shares (LTI 2025)	Against
		Approve Equity Swap Agreement	Against
		Authority to Repurchase Shares	For
		Issuance of Treasury Shares	For
		Transfer of Own Shares to Cover Costs pursuant toIncentive Plans	For
		Stock Split	For
Sacyr S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Elect Francisco Javier Adroher Biosca	Against
		Elect Luis Javier Cortés Domínguez	Against
		Elect Tomás Fuertes Fernández	Against
		Elect Susana del Castillo Bello	For
		Remuneration Report	Against
		First Scrip Dividend	For
		Second Scrip Dividend	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authorisation of Legal Formalities	For
Safestore Holdings Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Avis Joy Darzins	For
		Elect David Hearn	For
		Elect Frederic Vecchioli	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Safestore Holdings Plc.	GB	Elect Andy Jones	For
		Elect Jane Bentall	For
		Elect Laure Duhot	For
		Elect Delphine Mousseau	For
		Elect Gert van de Weerdhof	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Ratification of Dividends	For
SAF-HOLLAND SE	DE	Presentation of the adopted annual financial statements of SAF-HOLLAND SE and the approved consolidated financial statements as at 31 December 2023, the combined management report for SAF-HOLLAND SE and the group (including the Management Board's explanatory report on information pursuant to Section 289a and 315a of the German Commercial Code (HGB)) and the Supervisory Board report of SAF-HOLLAND SE, each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	For
		Resolution on the election of the auditor for the annual financial statements and consolidated financial statements for the 2024 financial year	For
		Resolution on the election of the auditor of the group sustainability report for the 2024 financial year	For
		Resolution on the election to the Supervisory Board: Matthias Arleth	For
		Resolution on the election to the Supervisory Board: Ingrid Jägering	Against
		Resolution on the election to the Supervisory Board: Jurate Keblyte	Against
		Resolution on the election to the Supervisory Board: Martin Kleinschmitt	Against
		Resolution on the election to the Supervisory Board: Carsten Reinhardt	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SAF-HOLLAND SE	DE	Resolution on the cancellation of approved capital 2020 and the creation of new approved capital 2024/I with the option of excluding subscription rights as well as on the corresponding amendment to the Articles of Association	For
		Resolution on the creation of an authorisation to issue convertible bonds, warrant bonds and/or profit participating bonds (or a combination of these instruments) with the option to exclude subscription rights, on the creation of Contingent Capital 2024 and on the corresponding amendment to the Articles of Association	For
		Resolution on the approval of the conclusion of a profit transfer agreement between SAF-HOLLAND SE and SAF-HOLLAND GmbH	For
		Resolution on the amendment to Section 19(3) of the company's Articles of Association (cut-off date)	For
SAFRAN	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Patricia S. Bellinger	Against
		Elect Pascale Dosda (Employee Shareholder Representative)	For
		Elect Anne Aubert (Employee Shareholder Representative)	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Against
		2023 Remuneration of Ross McInnes, Chair	For
		2023 Remuneration of Olivier Andriès, CEO	Against
		2023 Remuneration Report	Against
		2024 Remuneration Policy (Chair)	For
		2023 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authorisation of Legal Formalities	For
Saia Inc.	US	Elect Di-Ann Eisnor	For
		Elect Donna E. Epps	For
		Elect John P. Gainor	For
		Elect Kevin A. Henry	For
		Elect Frederick J. Holzgrefe, III	For
		Elect Donald R. James	For
		Elect Randolph W. Melville	For
		Elect Richard D. O'Dell	Against
		Elect Jeffrey C. Ward	Against
		Elect Susan F. Ward	For
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Ratification of Auditor	Against
Salcef Group S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Salcef Group S.p.A.	IT	2024 Stock Grant Plan	For
		2024-2026 Long-Term Incentive Plan	Against
		Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For
Salesforce Inc.	US	Elect Marc R. Benioff	Against
		Elect Laura Alber	For
		Elect Craig A. Conway	Against
		Elect Arnold W. Donald	For
		Elect Parker Harris	Against
		Elect Neelie Kroes	For
		Elect Sachin Mehra	For
		Elect G. Mason Morfit	For
		Elect Oscar Munoz	Against
		Elect John V. Roos	Against
		Elect Robin L. Washington	Against
		Elect Maynard G. Webb, Jr.	Against
		Elect Susan D. Wojcicki	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Amendment to the 2013 Equity Incentive Plan	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Severance Approval Policy	For
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
SALIK CO. PJSC	AE	Meeting Procedures	For
		Directors' Report	For
		Auditor's Report	For
		Financial Statements	For
		Interim Dividend	For
		Directors' Fees	For
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	Against
		Amendments to Article 1 (Definitions)	For
		Amendments to Article 5 (Corporate Purpose)	For
		Charitable Donations; Approve Corporate Social Responsibility Policy	Against
Salmar ASA	NO	Notice of Meeting; Agenda	For
		Election of Presiding Chair; Minutes	For
		Report of the Board of Directors	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Adoption of Share-Based Incentives	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Salmar ASA	NO	Elect Gustav Witzøe	Against
		Elect Morten Loktu	Against
		Elect Arnhild Holstad	Against
		Election of Magnus Dybvad	Against
		Election of Vibecke Bondø	Against
		Elect Endre Kolbjørnsen	For
		Elect Ingjer Ofstad	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Issue Convertible Debt Instruments	For
		Authority to Repurchase Shares	Against
		Appointment of Auditor	Against
		Approval of Not Establishing a Corporate Assembly	For
Salzgitter AG	DE	Presentation of the adopted annual financial statements of Salzgitter Aktiengesellschaft and the approved consolidated financial statements as at 31 December 2023 together with the combined management report and the Supervisory Board report	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the appointment of the auditor for the 2024 financial year	Against
		Resolution on the approval of the remuneration report	Against
		Resolution on the approval of the remuneration system for the members of the Management Board	Against
		Resolution on the compensation of the members of the Supervisory Board	For
		Resolution on amending Section 8 of the Articles of Association in relation to written Supervisory Board resolutions	For
Samsonite International SA	LU	Accounts and Reports	For
		Extension of Share Capital Authorisation	For
		Allocation of Results	For
		Amendments to Article 13.1	For
		Amendments to Article 13.17	For
		Declaration of Cash Distribution	For
		Amendments to Article 19.1	For
		Elect Jerome S. Griffith	For
		Elect Ying Yeh	Against
		Appointment of Approved Statutory Auditor	For
		Appointment of External Auditor	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Samsonite International SA	LU	Grant Discharge to Directors for Exercise of their Mandates	Against
		Grant Discharge to Approved Statutory Auditor for Exercise of Its Mandate	Against
		Directors' Fees	For
		Grant of 3,896,795 RSUs to Kyle Francis Gendreau	For
Samsung Biologics Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect SEO Seung Hwan	Against
		Election of Audit Committee Member: SEO Seung Hwan	Against
		Directors' Fees	Against
Samsung Card Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect LIM Hae Ran	For
		Elect KIM Tae Sun	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: MOON Chang Yong	Against
		Directors' Fees	For
Samsung Electro-Mechanics Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect CHOI Jae Yeol	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: CHEONG Seung Il	Against
		Directors' Fees	For
Samsung Electronics Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	For
		Elect SHIN Je Yoon	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: CHO Hye Kyung	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Samsung Electronics Co. Ltd.	KR	Election of Audit Committee Member: YOO Myung Hee	For
		Directors' Fees	For
		Amendments to Articles	For
Samsung Fire & Marine Insurance Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Election of Independent Director: SUNG Yung Hoon	Against
		Elect LEE Moon Hwa	Against
		Elect HONG Seong Woo	Against
		Election of Audit Committee Member: SUNG Yung Hoon	Against
		Directors' Fees	For
Samsung SDI Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect KIM Jong Seong	Against
		Elect PARK Jin	Against
		Directors' Fees	For
SAN-A Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Kentaro Arashiro	Against
		Elect Masahito Tasaki	Against
		Elect Taku Toyoda	Against
		Elect Tamotsu Goya	Against
		Elect Hisashi Takeda	Against
		Elect Shinji Sakaki as Audit Committee Director	Against
Sandoz Group AG	CH	Approval of the Management Report, the annual financial statements and the consolidated financial statements for the 2023 financial year	For
		Approval of the report on non-financial matters for the 2023 financial year	For
		Appropriation of available net income and dividend decision for the 2023 financial year	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sandoz Group AG	CH	Discharge of the members of the Board of Directors and management	Against
		Re-election to the Board of Directors: Gilbert Ghostine (as a member and Chairman of the Board of Directors)	Against
		Re-election to the Board of Directors: Karen J. Huebscher	Against
		Re-election to the Board of Directors: Shamiram R. Feinglass	Against
		Re-election to the Board of Directors: Urs Riedener	Against
		Re-election to the Board of Directors: Aarti Shah	Against
		Re-election to the Board of Directors: Ioannis Skoufalos	Against
		Re-election to the Board of Directors: Maria Varsellona	Against
		Election of new members of the Board of Directors: Mathai Mammen	Against
		Election of new members of the Board of Directors: Graeme Pitkethly	For
		Election of new members of the Board of Directors: Michael Rechsteiner	For
		Re-Election of Members of the Human Capital & ESG Committee: Urs Riedener	Against
		Re-election of members of the Human Capital & ESG Committee: Aarti Shah	Against
		Re-election of members of the Human Capital & ESG Committee: Ioannis Skoufalos	Against
		Re-election of members of the Human Capital & ESG Committee: Maria Varsellona	Against
		Election of a new member of the Human Capital & ESG Committee: Michael Rechsteiner	For
		Approval of the maximum total remuneration of the Board of Directors for the 2024/2025 financial year	For
		Approval of the maximum total remuneration of the management for the 2025 financial year	Against
		Advisory vote on the 2023 remuneration report	Against
		Re-election of the auditors	For
		Re-election of the independent voting proxy	For
		Ad hoc	Against
Sandstorm Gold Ltd.	CA	Board Size	For
		Elect Nolan Watson	Withhold
		Elect David Awram	Withhold
		Elect David De Witt	Withhold
		Elect Andrew T. Swarthout	Withhold
		Elect John P.A. Budreski	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sandstorm Gold Ltd.	CA	Elect Mary L. Little	Withhold
		Elect Vera Kobalia	Withhold
		Elect Elif Lévesque	Withhold
		Appointment of Auditor and Authority to Set Fees	Withhold
Sandvik AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Minutes	Not voted
		Agenda	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Ratification of Johan Molin	Against
		Ratification of Jennifer Allerton	Against
		Ratification of Claes Boustedt	Against
		Ratification of Marika Fredriksson	Against
		Ratification of Andreas Nordbrandt	Against
		Ratification of Helena Stjernholm	Against
		Ratification of Stefan Widing	Against
		Ratification of Kai Wärn	Against
		Ratification of Thomas Andersson	Against
		Ratification of Thomas Lilja	Against
		Ratification of Fredrik Håf	Against
		Ratification of Erik Knebel	Against
		Ratification of Stefan Widing (CEO)	For
		Allocation of Profits/Dividends	For
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	For
		Elect Susanna Schneeberger	For
		Elect Claes Boustedt	For
		Elect Marika Fredriksson	For
		Elect Johan Molin	Against
		Elect Andreas Nordbrandt	For
		Elect Helena Stjernholm	For
		Elect Stefan Widing	For
		Elect Kai Wärn	For
		Elect Johan Molin as Chair	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (LTI 2024)	Against
		Authority to Repurchase Shares	For
Sanlam Ltd.	ZA	Accounts and Reports	For
		Reappointment of Joint Auditor (KPMG)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sanlam Ltd.	ZA	Reappointment of Joint Auditor (PricewaterhouseCoopers)	For
		Ratify Appointment of Temba Mvusi	For
		Re-elect Anton D. Botha	Against
		Re-elect Sipho A. Nkosi	Against
		Re-elect Karabo T. Nondumo	For
		Re-elect Johan van Zyl	For
		Re-elect Kobus Möller	For
		Re-elect Abigail Mukhuba	For
		Election of Audit Committee Member (Andrew Birrell)	For
		Election of Audit Committee Member (Nicolaas Kruger)	For
		Election of Audit Committee Member (Mathukana G. Mokoka)	For
		Election of Audit Committee Member (Kobus Möller)	For
		Election of Audit Committee Member (Karabo T. Nondumo)	For
		Election of Audit Committee Member (Ndivhuwo Manyonga)	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		General Authority to Issue Shares	For
		General Authority to Issue Shares for Cash	For
		Ratify Directors' Fees	For
		Authorisation of Legal Formalities	For
		Approve NEDs' Fees	For
		Authority to Repurchase Shares	For
		Specific Authority to Repurchase Shares (Acquisition of SPV Sanlam Shares in Subscription SPV)	For
Sanlorenzo S.p.A. In Sigla Sl S.p.A.	IT	Accounts and Reports	For
		Elect Leonardo Ferragamo	Against
		Allocation of Dividends	For
		Approval of the Foreign Commercial Subsidiaries Plan	Against
		Authority to Issue Shares w/o Preemptive Rights for Private Placement (Sawa S.r.l.)	For
		Restriction of Extraordinary Reserves	For
		Amendments to Articles (Closed-Door Meetings)	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Shareholder Proposal Regarding Board Size	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sanlorenzo S.p.A. In Sigla Sl S.p.A.	IT	Shareholder Proposal Regarding Election of Tommaso Vincenzi and Lavinia Biagiotti Cigna	Against
		Shareholder Proposal Regarding Board Term Length	For
		Shareholder Proposal Regarding Directors' Fees	For
		Approval of the 2024 Performance Shares Plan	Against
		Approval of the 2024-2028 Long-Term Incentive Plan	Against
		Approval of the Simpson Marine Plan	Against
		Amendments to Articles	Against
		Directors' liability action	For
Sanofi S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Rachel Duan	For
		Elect Lise Kingo	For
		Elect Clotilde Delbos	For
		Elect Anne-Françoise Nesmes	For
		Elect John Sundy	For
		2023 Remuneration Report	Against
		2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	For
		2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	For
		2023 Remuneration of Paul Hudson, CEO	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2023 Remuneration Policy (CEO)	For
		Appointment of Auditor (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	For
		Appointment of Auditor for Sustainability Reporting (Pricewaterhouse Coopers)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Performance Shares	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authorisation of Legal Formalities	For
Santam Ltd.	ZA	Appointment of Auditor	Against
		Ratify Appointment of Lucia Swartz	For
		Ratify Appointment of Wikus Olivier	For
		Re-elect Deborah (Debbie) Loxton	For
		Re-elect Mmaboshadi Chauke	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Santam Ltd.	ZA	Re-elect Paul B. Hanratty	For
		Re-elect Abigail Mukhuba	For
		Elect Audit Committee Member (Preston Speckmann)	For
		Elect Audit Committee Member (Monwabisi P. Fandeso)	For
		Elect Audit Committee Member (Deborah (Debbie) Loxton)	For
		Elect Audit Committee Member (Mmaboshadi Chauke)	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		General Authority to Issue Shares	For
		Authority to Issue Shares for Cash	For
		Authorisation of Legal Formalities	For
		Approve NEDs' Fees	For
		Authority to Repurchase Shares	For
		Approve Financial Assistance (Section 44)	For
		Approve Financial Assistance (Section 45)	For
Santen Pharmaceutical Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Akira Kurokawa	Against
		Elect Takeshi Ito	Against
		Elect Rie Nakajima	For
		Elect Ippei Kurihara	Against
		Elect Noboru Kotani	Against
		Elect Tamie Minami	For
		Elect Masahiko Ikaga	Against
		Elect Minoru Kikuoka	Against
		Elect Hiroshi Isaka	For
		Elect Yuichiro Munakata	For
		Statutory Auditors' Fees	For
Santos Ltd.	AU	Re-elect Keith W. Spence	Against
		Re-elect Vanessa A. Guthrie	Against
		Elect John Lydon	Against

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Name of security	Country	Agenda items	Voting
Santos Ltd.	AU	Elect Vickki McFadden	Against
		Remuneration Report	Against
		Equity Grant (MD/CEO Kevin Gallagher)	For
		Renew Proportional Takeover Provisions	For
Sany Heavy Industry Co. Ltd.	CN	2023 Directors' Report	For
		Amendments to Work System for Independent Directors	For
		Approve Draft and Summary of Employee Share Purchase Plan	Against
		Approve Establishment and Application for Issuance of Asset-backed Securities (ABS) and Related Party Transaction	For
		2023 Supervisors' Report	For
		2024 Estimated Quota for Mortgage Loans and Financial Leases	For
		Approve Management Method of Employee Share Purchase Plan	Against
		2023 ANNUAL REPORT AND ITS SUMMARY	For
		Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
		Deposits in, Loans from and Wealth Management Business in A Related Bank	For
		2023 Additional Continuing Connected Transaction Quota	For
		2023 Annual Accounts	Against
		2023 Profit Distribution Plan	For
		Provision of Guarantee for Subsidiaries	Against
		2023 Renumeration Assessment for Directors and Supervisors	For
		2024 Estimated External Guarantee Quota of a Wholly-Owned Subsidiary	Against
		Application for Credit Line from Banks	For
		2024 Estimation of Daily Related Party Transactions	For
		Provision of Guarantees for Subsidiaries	For
		2024 Re-Appointment of Auditor	Against
		Carrying out Financial Derivatives Business	For
		Purchasing Wealth Management Products Using Own Idle Funds	For
		Repurchase and Cancelation of Some Restricted Shares	For
		Amendments to Articles of Association	For
		2023 Independent Directors' Report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SAP SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report and group management report of SAP SE, including the explanations given by the Management Board regarding the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB), as well as the Supervisory Board report, in each case for the 2023 financial year	Not voted
		Resolution on the appropriation of the net income achieved in the 2023 financial year	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	For
		Election of the auditor and group auditor and the auditor of the sustainability reporting for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year	For
		Election to the Supervisory Board: Aicha Evans	Against
		Election to the Supervisory Board: Gerhard Oswald	For
		Election to the Supervisory Board: Friederike Rotsch	For
		Election to the Supervisory Board: Ralf Herbrich	For
		Election to the Supervisory Board: Pekka Ala-Pietila	Against
		Resolution on the remuneration of the Supervisory Board members and a corresponding amendment to Section 16 of the Articles of Association	For
		Resolution on amending Section 18(3) of the Articles of Association	For
Sartorius AG	DE	Presentation of the adopted annual financial statements of Sartorius Aktiengesellschaft and the approved consolidated financial statements for the year ended 31 December 2023, the combined management report for Sartorius Aktiengesellschaft and the group, including the explanatory report by the Management Board concerning the disclosures pursuant to Sections 289a and 315a of the German Commercial Code (HGB), as well as the report of the Supervisory Board for the 2023 financial year	Not voted
		Resolution on the appropriation of net income of Sartorius Aktiengesellschaft	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements for the 2024 financial year and of the auditor for a review or audit of interim financial reports/financial information in the 2024 financial year and in the 2025 financial year for the period up to the next general meeting	For
		Resolution on the approval of the remuneration report	Against
		Resolution on the granting of a new authorisation to acquire and use treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG) with the possibility of excluding subscription rights	Against
		Resolution on an authorisation to use derivatives in connection with the acquisition of treasury shares, with the exclusion of shareholders' subscription or tender rights	Against
Sartorius Stedim Biotech S.A.	FR	Accounts and Reports; Ratification of Acts; NonTax-Deductible Expenses	Against
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Report	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sartorius Stedim Biotech S.A.	FR	2023 Remuneration of Joachim Kreuzburg, Former Chair and CEO (until March 27, 2023)	Against
		2023 Remuneration of René Fáber, Former Deputy CEO (until March 27, 2023)	Against
		2023 Remuneration of Joachim Kreuzburg, Chair (since March 28, 2023)	For
		2023 Remuneration of René Fáber, CEO (from March 28, 2023)	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Elect Susan Dexter	For
		Elect Anne-Marie Graffin	For
		Appointment of Auditor (PricewaterhouseCoopers)	For
		Appointment of Auditor for Sustainability Reporting (PriceWaterhouseCoopers)	For
		Authority to Repurchase and Reissue Shares	Against
		Amendments to Articles	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt ThroughPrivate Placement	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Increase Capital Through Capitalisations	Against
		Employee Stock Purchase Plan	Against
		Authority to Issue Restricted Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
SBM Offshore NV	NL	Opening	Not voted
		Presentation of Management Board Report	Not voted
		Presentation of Supervisory Board Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Directors' Fees	For
		Supervisory Board Remuneration Policy	For

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Name of security	Country	Agenda items	Voting
SBM Offshore NV	NL	Presentation of Auditor Report	Not voted
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Resignation of Bruno Chabas from the Management Board	Not voted
		Resignation of Jaap Van Wiechan from the Supervisory Board	Not voted
		Elect Patrick Ewout Jager to the Supervisory Board	For
		Other Business	Not voted
		Closing of Meeting	Not voted
Scatec ASA	NO	Opening of Meeting	Not voted
		Election of Presiding Chair; Minutes	For
		Agenda	For
		Report on the Business	Not voted
		Accounts and Reports	For
		Corporate Governance Report	Not voted
		Remuneration Policy	Against
		Remuneration Report	Against
		Election of Jørgen Kildahl as Chair	For
		Elect Maria Moræus Hanssen	For
		Elect Mette Krogsrud	For
		Elect Espen Gundersen	For
		Elect Maria Tallaksen	For
		Elect Pål Kildemo	For
		Directors' Fees	For
		Election of Nomination Committee Members	For
		Nomination Committee Fees	For
		Authority to Set Auditor's Fees	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Repurchase and Reissue Shares Pursuant to LTIP	Against
		Authority to Repurchase and Reissue Shares for Sale or Cancellation	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Issue Shares w/ or w/o Preemptive Rights Pursuant to LTIP	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Schaeffler AG -VZ-	DE	Resolution on the conversion of preference shares into ordinary voting shares by abolition of the profit preference, and corresponding amendments to the Articles of Association and instructions to the Management Board	For
Schaltbau Holding AG	DE	Presentation of the adopted annual financial statements of Schaltbau Holding AG and the approved consolidated financial statements, each as at 31 December 2023, the consolidated management report for Schaltbau Holding AG and for the Group for the 2023 financial year, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jürgen Brandes	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Steffen Munz	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Wilko Stark	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolutions on amendments to the Articles of Association: Amendment of Section 2(1) of the Articles of Association on the object of the company	For
		Resolutions on amendments to the Articles of Association: Amendment to Section 4(2) of the Articles of Association on the transmission of information	For
		Resolutions on amendments to the Articles of Association: Deletion of Section 5 (6 2). Clause of the Articles of Association on the right to securitisation	For
		Resolutions on amendments to the Articles of Association: Amendment of Section 6(1) of the Articles of Association on the composition of the Management Board	For
		Resolutions on amendments to the Articles of Association: Amendment to Section 7(2) of the Articles of Association on legal representation	For
		Resolutions on amendments to the Articles of Association: Amendment of Section 8(1) of the Articles of Association on the composition of the Supervisory Board	For
		Resolutions on amendments to the Articles of Association: Deletion of Section 8 (3) of the Articles of Association on the age limit for Supervisory Board members	For
		Resolutions on amendments to the Articles of Association: New version of Section 11 of the Articles of Association for decision-making and committees of the Supervisory Board	For
		Resolutions on amendments to the Articles of Association: New version of Section 13 of the Articles of Association on the remuneration of Supervisory Board members	Against
		Resolutions on amendments to the Articles of Association: Amendment to Section 15(2) of the Articles of Association on convening the general meeting	For
		Election to the Supervisory Board: Friedel Drees	Against
		Election to the Supervisory Board: Wilko Andreas Stark	Against
		Election to the Supervisory Board: Willi Westenberger	Against
		Election to the Supervisory Board: Christopher Julian Baumann	Against
Schibsted ASA	NO	Election of Presiding Chair	For
		Notice of Meeting; Agenda	For
		Minutes	For
		Approval of Interim Balance Sheet	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Schibsted ASA	NO	Special Dividend	For
Schneider Electric SE	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Against
		2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Against
		2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	For
		2023 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		Elect Fred Kindle	For
		Elect Cécile Cabanis	For
		Elect Jill Lee	For
		Elect Philippe Knoche	For
		Authority to Repurchase and Reissue Shares	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authorisation of Legal Formalities	For
SCHOTT Pharma AG & Co. KGaA	DE	Resolution on the adoption of the annual financial statements of SCHOTT Pharma AG & Co. KGaA for the 2022/2023 financial year	For
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the general partner for the 2022/2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2022/2023 financial year	For
		Resolution on the election of the auditor and the group auditor for the 2023/2024 financial year and the auditor for the audit review of the condensed financial statements and the interim management report for the 2023/2024 financial year and other interim financial information	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SCHOTT Pharma AG & Co. KGaA	DE	Resolution on the approval of the remuneration report for the 2022/2023 financial year	Against
		Resolution on approving the remuneration system for the members of the Management Board of the general partner	Against
		Resolution on the confirmation of the remuneration and on the remuneration system for the Supervisory Board members	For
		Resolution on the amendment to Section 17(4) of the company's Articles of Association (cut-off date)	For
Scor SE	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Denis Kessler, Former Chair (Until June 9,2023)	For
		2023 Remuneration of Fabrice Brégier, Chair (Since June 25, 2023)	For
		2023 Remuneration of Laurent Rousseau, former CEO (Until January 25, 2023)	Against
		2023 Remuneration of François de Varenne, Interim CEO (From January 26 Until April 30, 2023)	Against
		2023 Remuneration of Thierry Léger, CEO (Since May 1, 2023)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		Elect Patricia Lacoste	For
		Elect Bruno Pfister	For
		Appointment of Auditor for Sustainability Reporting (Mazars)	Against
		Appointment of Auditor for Sustainability Reporting (KPMG)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights w/ Priority Subscription Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Greenshoe	Against
		Authority to Grant Convertible Warrants (Contingent Capital)	Against
		Authority to Grant Convertible Warrants (Ancillary Own-Funds)	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Grant Stock Options	For
		Authority to Issue Performance Shares	For
		Employee Stock Purchase Plan	For
		Global Ceiling on Capital Increases	Against
		Authorisation of Legal Formalities	For
Seagate Technology Holdings Plc.	IE	Elect Mark W. Adams	Against
		Elect Shankar Arumugavelu	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Seagate Technology Holdings Plc.	IE	Elect Pratik S. Bhatt	Against
		Elect Judy Bruner	Against
		Elect Michael R. Cannon	Against
		Elect Richard L. Clemmer	Against
		Elect Yolanda L. Conyers	For
		Elect Jay L. Geldmacher	Against
		Elect Dylan G. Haggart	Against
		Elect William D. Mosley	Against
		Elect Stephanie Tilenius	For
		Advisory Vote on Executive Compensation	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Set the Reissue Price Of Treasury Shares	Against
Sectra AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Election of Minute Taker (Patrik Jönsson)	For
		Election of Minute Taker (Robert Forchheimer)	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Anders Persson	Against
		Ratification of Torbjörn Kronander	Against
		Ratification of Tomas Puusepp	Against
		Ratification of Birgitta Hagenfeldt	Against
		Ratification of Jan-Olof Brüer	Against
		Ratification of Fredrik Robertsson	Against
		Ratification of Ulrika Unell	Against
		Ratification of Torbjörn Kronander (CEO)	Against
		Ratification of Andreas Örnéus	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sectra AB	SE	Ratification of Pontus Svärd	Against
		Ratification of Bengt Hellman	Against
		Ratification of Ellinor Bankvall	Against
		Board Size	For
		Number of Auditors	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Anders Persson	Against
		Elect Torbjörn Kronander	Against
		Elect Tomas Puusepp	Against
		Elect Birgitta Hagenfeldt	For
		Elect Jan Olof Brüer	Against
		Elect Fredrik Robertsson	Against
		Elect Ulrika Unell	For
		Elect Michael Brüer as Deputy	Against
		Elect of Joel Kronander as Deputy	Against
		Elect Jan Olof Brüer as Chair	Against
		Appointment of Auditor	For
		Remuneration Report	Against
		Share Redemption Plan	For
		Adoption of Share-Based Incentives (LTIP 2024)	Against
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase and Reissue Shares	Against
secunet Security Networks AG	DE	Presentation of the adopted annual financial statements of secunet Security Networks AG and the approved consolidated financial statements as at 31 December 2023, the combined management report for secunet Security Networks AG and the group, including the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year and for the audit review of the condensed financial statements and the interim management report	For
		Election to the Supervisory Board: Ralf Wintergerst	Against
		Election to the Supervisory Board: Peter Zattler	Against
		Election to the Supervisory Board: Jan Thyen	Against
		Election to the Supervisory Board: Günter Schäfer	Against
		Resolution on amending Section 19 of the Articles of Association	For
		Resolution on the approval of the remuneration system for the Management Board members	Against
		Resolution on the remuneration of the Supervisory Board members and an amendment to Section 17 of the Articles of Association	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
secunet Security Networks AG	DE	Resolution on the approval of the remuneration report for the 2023 financial year prepared in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
Secure Waste Infrastructure Corporation	CA	Company Name Change	For
Seek Ltd.	AU	Remuneration Report	Against
		Elect Rachael Powell	Against
		Re-elect Graham B. Goldsmith	Against
		Re-elect Michael Wachtel	Against
		Re-elect Andrew R. Bassat	Against
		Equity Grant - Equity Right (MD/CEO Ian Narev)	Against
		Equity Grant - WSP Options and WSP Rights (MD/CEO Ian Narev)	Against
		Approve Potential Termination Benefits	For
Segro Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Remuneration Report	For
		Elect Andy Harrison	For
		Elect Mary Barnard	For
		Elect Sue Clayton	For
		Elect Soumen Das	For
		Elect Carol Fairweather	For
		Elect Simon Fraser	For
		Elect David Sleath	For
		Elect Linda Yueh	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Scrip Dividend	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Seiko Epson Corp.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Yasunori Ogawa	Against
		Elect Eiichi Abe	Against
		Elect Junkichi Yoshida	Against
		Elect Yasunori Yoshino	Against
		Elect Tadashi Shimamoto	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Seiko Epson Corp.	JP	Elect Masaki Yamauchi	Against
		Elect Kahori Miyake	For
		Elect Masayuki Kawana	Against
		Elect Susumu Murakoshi	Against
		Elect Michiko Ohtsuka	For
		Elect Akira Marumoto	Against
		Bonus	Against
Sekisui Chemical Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Teiji Koge	Against
		Elect Keita Kato	Against
		Elect Futoshi Kamiwaki	Against
		Elect Yoshiyuki Hirai	Against
		Elect Ikusuke Shimizu	Against
		Elect Masahide Yoshida	Against
		Elect Kazuya Murakami	Against
		Elect Hiroshi Oeda	Against
		Elect Haruko Nozaki	For
		Elect Miharu Koezuka	For
		Elect Machiko Miyai	For
		Elect Yoshihiko Hatanaka	Against
Sempra	US	Elect Andrés Conesa Labastida	Against
		Elect Pablo A. Ferrero	Against
		Elect Richard J. Mark	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sempra	US	Elect Jeffrey W. Martin	Against
		Elect Bethany J. Mayer	For
		Elect Michael N. Mears	Against
		Elect Jack T. Taylor	Against
		Elect Cynthia J. Warner	For
		Elect James C. Yardley	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Several Approval Policy	Against
		Shareholder Proposal Regarding Report on Reducing Risks of Environmental Hazards and Safety Incidents	For
Senior Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Final Dividend	For
		Elect Joe Vorih	For
		Elect Ian G. King	For
		Elect Susan S. Brennan	For
		Elect Bindi Foyle	For
		Elect Barbara S. Jeremiah	For
		Elect Rajiv Sharma	For
		Elect David Squires	Against
		Elect Mary Waldner	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Long-Term Incentive Plan	Against
ServiceNow Inc.	US	Elect Deborah Black	For
		Elect Susan L. Bostrom	Against
		Elect Teresa Briggs	For
		Elect Jonathan C. Chadwick	For
		Elect Paul E. Chamberlain	For
		Elect Lawrence J. Jackson, Jr.	For
		Elect Frederic B. Luddy	Against
		Elect William R. McDermott	Against
		Elect Jeffrey A. Miller	Against
		Elect Joseph Quinlan	For
		Elect Anita M. Sands	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Severn Trent Plc.	GB	Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Severn Trent Plc.	GB	Remuneration Report	For
		Remuneration Policy	For
		Sharesave Scheme	For
		Final Dividend	For
		Elect Kevin S. Beeston	For
		Elect Tom Delay	Against
		Elect Olivia (Liv) Garfield	For
		Elect Christine Hodgson	For
		Elect Sarah C. Legg	For
		Elect Helen Miles	For
		Elect Sharmila Nebhrajani	For
		Elect Richard Mark Taylor	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
SGL CARBON SE	DE	Presentation of the adopted annual financial statements of SGL Carbon SE and the approved consolidated financial statements as at 31 December 2023, the management reports of SGL Carbon SE and the group, each for the 2023 financial year, the Supervisory Board report and the report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year as well as of the auditor for any audit review of interim financial reports	For
		Election of the auditor for the sustainability reporting for the 2024 financial year	For
		Approval of the remuneration report for the 2023 financial year	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SGL CARBON SE	DE	Resolution on the amendment to the Articles of Association with regard to the proof date of the shareholding to participate in the general meeting	For
		Resolution on the cancellation of the Conditional Capital 2017 in Section 3(9) of the Articles of Association and a corresponding amendment to the Articles of Association	For
SGS S.A.	CH	Annual report, financial statements of SGS SA and consolidated financial statements of the SGS Group for 2023	For
		Annual report on non-financial matters for 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Discharge of the members of the Board of Directors and the management	Against
		Allocation of profit and payment of a share or cash dividend	For
		Share capital increase	For
		Share capital reduction	For
		Elections to the Board of Directors: Calvin Grieder	Against
		Elections to the Board of Directors: Sami Atiya	For
		Elections to the Board of Directors: Phyllis Cheung	For
		Elections to the Board of Directors: Ian Gallienne	Against
		Elections to the Board of Directors: Tobias Hartmann	For
		Elections to the Board of Directors: Jens Riedl	Against
		Elections to the Board of Directors: Kory Sorenson	Against
		Elections to the Board of Directors: Janet S. Vergis	For
		Election of the Chairman of the Board of Directors: Calvin Grieder	Against
		Election to the Remuneration Committee: Sam Atiya	For
		Election to the Remuneration Committee: Ian Gallienne	Against
		Election to the Remuneration Committee: Kory Sorenson	Against
		Election of the statutory auditors	For
		Election of the independent proxy	For
		Remuneration of the Board of Directors until the 2025 general meeting	For
		Fixed remuneration of senior management for the 2025 financial year	Against
		Annual variable remuneration of senior management for the 2023 financial year	Against
		Long term incentive plan to be issued in 2024	Against
		Long term incentive plan to be issued in 2025	Against
		Changes in the Articles of Association: Amendment of rules regarding remuneration of governing bodies	For
		Changes in the Articles of Association: Amendment of miscellaneous articles of an administrative nature	For
		Ad hoc	Against
Shanghai Pharmaceuticals Holdings Co. Ltd.	CN	2023 ANNUAL REPORT	For
		Amendments to Articles	For
		Directors' Report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Shanghai Pharmaceuticals Holdings Co. Ltd.	CN	Elect YANG Qiuhua	Against
		Supervisors' Report	For
		Accounts and Reports	Against
		Allocation of Profits/Dividends	For
		Interim Dividend Arrangement	For
		Appointment of Auditor and Authority to Set Fees	Against
		Renewal of Financial Services Agreement with Shanghai Shangshi Group Finance Co., Ltd.	Against
		Authority to Give Guarantees	For
		Application for Centralized Registration of Different Types of New Debt Financing Instruments (DFI)	For
		Authority to Issue Debt Financing Products	For
		Satisfaction of the Conditions for Issuing Corporate Bonds	For
		Par Value, Issue Price and Issuing Scale	For
		Interest Rate and its Determining Method	For
		Bond Type and Duration	For
		Method of Repayment of Principal and Interest	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Shanghai Pharmaceuticals Holdings Co. Ltd.	CN	Issuing Method	For
		Issuing Targets and Arrangements for Placement to Shareholders	For
		Use of Proceeds	For
		Guarantees	For
		Repayment Guarantee Measures	For
		Underwriting Method	For
		Listing Arrangement	For
		Valid Period of the Resolution	For
		Authorization to the Executive Committee of the Board	For
		Authority to Issue A Shares and/or H Shares w/o Preemptive Rights	Against
		Elect ZHANG Wenxue	Against
Sharjah Islamic Bank PJSC	AE	Directors' Report	For
		Auditor's Report	For
		Internal Sharia Supervisory Committee Report	For
		Financial Statements	For
		Election of Internal Sharia Supervisory Committee Member (Abdulrahman Abdullah Al Saadi)	For
		Allocation of Profits/Dividends	For
		Directors' Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sharjah Islamic Bank PJSC	AE	Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Appointment of Auditor and Authority to Set Fees	Against
Shell Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Elect Dick Boer	Against
		Elect Neil A.P. Carson	Against
		Elect Ann F. Godbehere	Against
		Elect Sinead Gorman	Against
		Elect Jane Holl Lute	Against
		Elect Catherine J. Hughes	Against
		Elect Sir Andrew Mackenzie	Against
		Elect Sir Charles Roxburgh	Against
		Elect Wael Sawan	Against
		Elect Abraham Schot	Against
		Elect Leena Srivastava	Against
		Elect Cyrus Taraporevala	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase Shares (Off-Market)	Against
		Authorisation of Political Donations	For
		Approval of Energy Transition Update and Energy Transition Strategy 2024	Against
		Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	For
SHENZHEN ACCORD PHARMACEUTICAL Corporation	CN	2023 Work Report of the Board of Directors	For
		Amendments to the Company's Articles of Association	For
		Amendments to Work System for Independent Directors	Against
		2023 Work Report of the Supervisory Committee	For
		Amendments to Articles	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SHENZHEN ACCORD PHARMACEUTICAL Corporation	CN	Elect WU Yijian	Against
		2023 Annual Report and its Summary	For
		Elect LI Jinxiong	Against
		Elect LIU Yong	Against
		2023 Profit Distribution Plan	For
		Elect LI Xiaojuan	Against
		Elect LIN Zhaoxiong	Against
		Reappointment of 2024 Financial Audit Firm and Internal Control Audit Firm	Against
		2024 Estimated Continuing Connected Transactions with Related Parties by the Company and Subsidiaries	For
		Elect LI Jinxiong	Against
		2024 Guarantee for Bank Credit Line of Controlled Subsidiaries	For
		Elect SU Weiwei	For
		Elect JIANG Bailing	Against
		Fund Transfer by Means of Entrusted Loans between the Company and Its Controlled Subsidiaries	For
		Connected Transactions Regarding Financial Aid to Subsidiaries by the Company and a Controlled Subsidiary	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SHENZHEN ACCORD PHARMACEUTICAL Corporation	CN	Elect BI Yalin	Against
		Connected Transactions Regarding a Financial Service Agreement to be Signed with a Company	Against
		Elect LI Honghai	Against
		Connected Transactions Regarding Launching the Factoring Business for Accounts Receivable with a Company	For
		Elect WEN Deyong	Against
		Connected Transactions Regarding Launching the Factoring Business for Accounts Receivable with Another Company	For
		Elect LU Haiqing	Against
		Formulation of the Shareholder Return Plan for the Next Three Years from 2024 to 2026	For
		Shareholder Proposal: Elect LU Haiqing as a Supervisor	Against
Shenzhou International Group Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect MA Renhe	Against
		Elect HU Jijun	Against
		Elect LIU Xinggao	Against
		Elect LIU Chunhong	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Shenzhou International Group Holdings Ltd.	KY	Elect WANG Feirong	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
Sherwin-Williams Co.	US	Elect Kerrii B. Anderson	For
		Elect Arthur F. Anton	Against
		Elect Jeff M. Fettig	For
		Elect John G. Morikis	Against
		Elect Heidi G. Petz	For
		Elect Christine A. Poon	For
		Elect Aaron M. Powell	For
		Elect Marta R. Stewart	For
		Elect Michael H. Thaman	For
		Elect Matthew Thornton III	For
		Elect Thomas L. Williams	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Shimadzu Corporation	JP	Allocation of Profits/Dividends	For
		Elect Teruhisa Ueda	Against
		Elect Yasunori Yamamoto	Against
		Elect Akira Watanabe	Against
		Elect Shuzo Maruyama	Against
		Elect Nobuo Hanai	Against
		Elect Yoshiyuki Nakanishi	Against
		Elect Nami Hamada	For
		Elect Mie Kitano	For
		Elect Tsuyoshi Nishimoto as Statutory Auditor	For
		Elect Fumio Iwamoto as Alternate Statutory Auditor	For
		Amendment to the Equity Compensation Plan	Against
Shin-Etsu Chemical Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Fumio Akiya	Against
		Elect Yasuhiko Saito	Against
		Elect Susumu Ueno	Against
		Elect Masahiko Todoroki	Against
		Elect Hiroshi Komiyama	Against
		Elect Kuniharu Nakamura	Against
		Elect Michael H. McGarry	Against
		Elect Mariko Hasegawa	For
		Elect Takashi Hibino	Against
		Equity Compensation Plan	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Shinhan Financial Group Co. Ltd.	KR	Financial Statements and Allocation of Profits/Dividends	For
		Elect KIM Jo Seol	For
		Elect BAE Hoon	Against
		Elect YOON Jae Won	For
		Elect LEE Yong Guk	Against
		Elect JIN Hyun Duk	Against
		Elect CHOI Jae Boong	Against
		Elect SONG Seong Joo	For
		Elect CHOI Young Gwon	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: KWAK Su Keun	Against
		Election of Audit Committee Member: BAE Hoon	Against
		Election of Audit Committee Member: YOON Jae Won	For
		Directors' Fees	For
Shinkong Insurance Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Amendments to Articles	For
		Extraordinary Motions	Against
SHOALS Technologies Group Inc.	US	Elect Brad Forth	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SHOALS Technologies Group Inc.	US	Elect Robert Julian	Withhold
		Elect Brandon Moss	Withhold
		Advisory Vote on Executive Compensation	Against
		Repeal of Classified Board	For
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Ratification of Auditor	For
Shopify Inc.	CA	Elect Tobias Lütke	Against
		Elect Robert G. Ashe	Against
		Elect Gail Goodman	Against
		Elect Colleen M. Johnston	Against
		Elect Jeremy Levine	Against
		Elect Prashanth Mahendra-Rajah	For
		Elect Lulu Cheng Meservey	For
		Elect Toby Shannan	Against
		Elect Fidji Simo	Against
		Appointment of Auditor and Authority to Set Fees	Withhold
		Approval of Unallocated Options and Amendments to Stock Option Plan	Against
		Amended Long Term Incentive Plan	Against
		Advisory Vote on Executive Compensation	Against
Shougang Fushan Resources Group Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect SHI Yubao	Against
		Elect CHEN Jianxiong	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Shougang Fushan Resources Group Ltd.	HK	Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Showa Sangyo Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Kazuhiko Niitsuma	Against
		Elect Hideyuki Tsukagoshi	Against
		Elect Tatsuya Yamaguchi	Against
		Elect Masashi Ono	Against
		Elect Yoshihiro Hosoi	Against
		Elect Naoko Mikami	For
		Elect Akira Karasawa	Against
		Elect Mami Taira	For
		Elect Yoshiki Takahashi as Alternate Audit Committee Director	Against
		Non-Audit Committee Directors' Fees	For
Siemens AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for Siemens Aktiengesellschaft and the Group as at 30 September 2023, and of the Supervisory Board report for the 2022/2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board: Roland Busch (Chairman)	For
		Resolution on the discharge of the members of the Management Board: Cedrik Neike	For
		Resolution on the discharge of the members of the Management Board: Matthias Rebellius	For
		Resolution on the discharge of the members of the Management Board: Ralf P. Thomas	For
		Resolution on the discharge of the members of the Management Board: Judith Wiese	For
		Resolution on the discharge of the members of the Supervisory Board: Jim Hagemann Snabe (Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Birgit Steinborn (Vice Chairwoman)	For
		Resolution on the discharge of the members of the Supervisory Board: Werner Brandt (additional Vice Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board: Tobias Bäumler	For
		Resolution on the discharge of the members of the Supervisory Board: Michael Diekmann (member until 9 February 2023)	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Siemens AG	DE	Resolution on the discharge of the members of the Supervisory Board: Regina E. Dugan (member since 9 February 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Andrea Fehrmann	For
		Resolution on the discharge of the members of the Supervisory Board: Bettina Haller	For
		Resolution on the discharge of the members of the Supervisory Board: Oliver Hartmann (member since 14 September 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Keryn Lee James (member since 9 February 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Harald Kern	For
		Resolution on the discharge of the members of the Supervisory Board: Jürgen Kerner	For
		Resolution on the discharge of the members of the Supervisory Board: Martina Merz (member since 9 February 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Christian Pfeiffer (member since 9 February 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Benoît Potier	For
		Resolution on the discharge of the members of the Supervisory Board: Hagen Reimer	For
		Resolution on the discharge of the members of the Supervisory Board: Norbert Reithofer (member until 9 February 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Kasper Rørsted	For
		Resolution on the discharge of the members of the Supervisory Board: Baroness Nemat Shafik (member until 9 February 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Nathalie von Siemens	For
		Resolution on the discharge of the members of the Supervisory Board: Michael Sigmund (member until 31 August 2023)	For
		Resolution on the discharge of the members of the Supervisory Board: Dorothea Simon	For
		Resolution on the discharge of the members of the Supervisory Board: Grazia Vittadini	For
		Resolution on the discharge of the members of the Supervisory Board: Matthias Zachert	For
		Resolution on the discharge of the members of the Supervisory Board: Gunnar Zukunft (member until 9 February 2023)	For
		Resolution on the appointment of the auditor and of the group auditor for the audit of the annual financial statements and the consolidated financial statements and for any review of the semi-annual financial report	For
		Resolution on the approval of the remuneration system for the Management Board members	For
		Resolution on the approval of the remuneration report	For
		Resolution on the creation of Authorised Capital 2024 against contributions in cash and/or contributions in kind with the authorisation of excluding shareholders' subscription rights, and related amendments to the Articles of Association	Against
		Resolution on granting a new authorisation of the management board to issue convertible bonds and/or warrant bonds and exclude shareholders' subscription rights, and on the creation of Conditional Capital 2024 and related amendments to the Articles of Association	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Siemens Energy AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as at 30 September 2023, the combined management report for Siemens Energy AG and the Group as at 30 September 2023, and of the Supervisory Board report for the 2022/2023 financial year	Not voted
		Resolution on the appropriation of net income of Siemens Energy AG	For
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year: Christian Bruch (Chairman)	Against
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year: Maria Ferraro	Against
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year: Karim Amin	Against
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year: Tim Oliver Holt	Against
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year: Anne-Laure Parrical de Chammard	Against
		Resolution on the discharge of the members of the Management Board for the 2022/2023 financial year: Vinod Philip	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Joe Kaeser (Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Robert Kensbock (1st Vice Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Hubert Lienhard (2nd Vice Chairman)	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Günter Augustat	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Manfred Bäreis	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Manuel Bloemers	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Christine Bortenlänger	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Andrea Fehrmann	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Andreas Feldmüller	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Nadine Florian	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Sigmar Gabriel	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Horst Hakelberg	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Jürgen Kerner	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Hildegard Müller	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Laurence Mulliez	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Thomas Pfann	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Matthias Rebellius	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Ralf P. Thomas	For
		Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Geisha Jimenez Williams	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Siemens Energy AG	DE	Resolution on the discharge of the members of the Supervisory Board for the 2022/2023 financial year: Randy Zwirn	For
		Resolution on the appointment of the auditor and group auditor for the 2023/2024 financial year and the auditor for the audit review of the semi-annual financial report	For
		Resolution on the approval of the remuneration report for the 2022/2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG)	For
		Resolution on election to the Supervisory Board: Veronika Grimm	For
		Resolution on election to the Supervisory Board: Simone Menne	For
		Resolution on the remuneration of the Supervisory Board members and on the corresponding amendments to the Articles of Association	For
		Resolution on the withdrawal of Authorised Capital 2023 with the simultaneous creation of new authorised capital (Authorised Capital 2024) against cash contributions and/or contributions in kind with the authorisation to exclude subscription rights and on the corresponding amendment to the Articles of Association	For
		Resolution on the cancellation of the existing authorisation with the simultaneous granting of a new authorisation to the Management Board to issue convertible bonds/warrant bonds and to exclude subscription rights, the cancellation of Conditional Capital 2023 with the simultaneous creation of a new conditional capital (Conditional Capital 2024) and on the corresponding amendments to the Articles of Association	For
		Resolution on the cancellation of the existing authorisation with the simultaneous granting of a new authorisation of the Management Board to acquire and use treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG) and on the exclusion of subscription and tender rights	Against
Siemens Healthineers AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for Siemens Healthineers AG and the Group as at 30 September 2023, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income of Siemens Healthineers AG	For
		Resolution on the discharge of the members of the Management Board: Bernhard Montag	For
		Resolution on the discharge of the members of the Management Board: Jochen Schmitz	For
		Resolution on the discharge of the members of the Management Board: Darleen Caron	For
		Resolution on the discharge of the members of the Management Board: Elisabeth Staudinger-Leibrecht	For
		Resolution on the discharge of the members of the Supervisory Board: Ralf P. Thomas	Against
		Resolution on the discharge of the members of the Supervisory Board: Karl-Heinz Streibich	Against
		Resolution on the discharge of the members of the Supervisory Board: Veronika Bienert	Against
		Resolution on the discharge of the members of the Supervisory Board: Roland Busch	Against
		Resolution on the discharge of the members of the Supervisory Board: Norbert Gaus	Against
		Resolution on the discharge of the members of the Supervisory Board: Marion Helmes	Against
		Resolution on the discharge of the members of the Supervisory Board: Andreas C. Hoffmann	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Siemens Healthineers AG	DE	Resolution on the discharge of the members of the Supervisory Board: Peter Körte	Against
		Resolution on the discharge of the members of the Supervisory Board: Sarena Lin	Against
		Resolution on the discharge of the members of the Supervisory Board: Philipp Rösler	Against
		Resolution on the discharge of the members of the Supervisory Board: Peer M. Schatz	Against
		Resolution on the discharge of the members of the Supervisory Board: Gregory Sorensen	Against
		Resolution on the discharge of the members of the Supervisory Board: Nathalie von Siemens	Against
		Resolution on the discharge of the members of the Supervisory Board: Dow R. Wilson	Against
		Resolution on the appointment of the auditor and of the group auditor for the audit of the annual financial statements and the consolidated financial statements and for any review of the semi-annual financial report	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG)	For
		Resolution on amending Section 2 of the Articles of Association (purpose of the Company)	For
		Resolution on the amendment of Section 7(1), (3) and (4), Section 8(1) to (4), Section 10(2), Section 11(5) and Section 12(1) of the Articles of Association and the addition of a new paragraph 3 to Section 10 of the Articles of Association to enlarge the Supervisory Board and to introduce a co-determined Supervisory Board	For
		Election to the Supervisory Board: Ralf P. Thomas	Against
		Election to the Supervisory Board: Karl-Heinz Streibich	For
		Election to the Supervisory Board: Roland Busch	Against
		Election to the Supervisory Board: Marion Helmes	For
		Election to the Supervisory Board: Sarena Lin	For
		Election to the Supervisory Board: Peer M. Schatz	Against
		Election to the Supervisory Board: Nathalie von Siemens	Against
		Election to the Supervisory Board: Dow R. Wilson	Against
		Election to the Supervisory Board: Veronika Bienert	Against
		Election to the Supervisory Board: Peter Körte	Against
Sieyuan Electric Co. Ltd	CN	Appointment of 2024 Audit Firm	Against
SIG Group AG	CH	Approval of the annual report, financial statements and consolidated financial statements for the SIG GROUP AG for the 2023 financial year	For
		Approval of the report on non-financial matters for the 2023 financial year	For
		Discharge of the members of the Board of Directors and the Group management team	Against
		Appropriation of SIG Group AG's net income	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SIG Group AG	CH	Distribution from capital contribution reserves	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of the maximum total remuneration of the Board of Directors for the period from the 2024 Annual General Meeting to the 2025 Annual General Meeting	For
		Approval of the maximum total remuneration of the Group Executive Board for the 2025 financial year	Against
		Re-elections of the members of the Board of Directors: Andreas Umbach	Against
		Re-elections of the members of the Board of Directors: Werner Bauer	For
		Re-elections of the members of the Board of Directors: Wah-Hui Chu	For
		Re-elections of the members of the Board of Directors: Mariel Hoch	For
		Re-elections of the members of the Board of Directors: Florence Jeantet	For
		Re-elections of the members of the Board of Directors: Laurens Last	For
		Re-elections of the members of the Board of Directors: Abdallah al Obeikan	Against
		Re-elections of the members of the Board of Directors: Martine Snels	Against
		Re-elections of the members of the Board of Directors: Matthias Währen	For
		Election of a new member of the Board of Directors: Thomas Dittrich	For
		Re-election of the Chair of the Board of Directors: Andreas Umbach	Against
		Election to the Remuneration Committee: Wah-Hui Chu	For
		Election to the Remuneration Committee: Matthias Währen	For
		Election to the Remuneration Committee: Werner Bauer	For
		Re-election of the independent voting proxy	For
		Re-election of the auditors	For
		Ad hoc	Against
Signify NV	NL	Presentation of Management Board Report	Not voted
		Remuneration Report	Against
		Dividend Policy	Not voted
		Corporate Governance Report	Not voted
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Elect Eric Rondolat to the Management Board	For
		Elect Jeroen Drost to the Supervisory Board	For
		Elect Rita S. Lane to the Supervisory Board	For
		Elect Pamela Knapp to the Supervisory Board	For
		Management Board Remuneration Policy	Against
		Supervisory Board Remuneration Policy	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares (10% - Generic; 10% - Capital Reduction)	Against
		Cancellation of Shares (10% - Generic; 10% - Capital Reduction)	Against
		Other Business	Not voted
Sika AG	CH	Approval of the annual financial statements and the consolidated financial statements for 2023	For
		Appropriation of net income and distribution from the capital contribution reserve	For
		Discharge of management	Against
		Re-election to the Board of Directors: Victor W. Balli	Against

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Name of security	Country	Agenda items	Voting
Sika AG	CH	Re-election to the Board of Directors: Lucrèce Foufopoulos-De Ridder	For
		Re-election to the Board of Directors: Justin M. Howell	For
		Re-election to the Board of Directors: Gordana Landén	For
		Re-election to the Board of Directors: Monika Ribar	Against
		Re-election to the Board of Directors: Paul Schuler	For
		Re-election to the Board of Directors: Thierry F.J. Vanlancker	For
		Electing a new Board of Directors: Thomas Aebischer	For
		Election of the new Chair of the Board of Directors: Thierry F.J. Vanlancker	For
		Election to the Nomination and Remuneration Committee: Justin M. Howell	For
		Election to the Nomination and Remuneration Committee: Gordana Landén	For
		Election to the Nomination and Remuneration Committee: Paul Schuler	For
		Election of the auditors	For
		Election of the independent proxy	For
		Approval of the 2023 sustainability report	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of future remuneration for the Board of Directors	For
		Approval of future remuneration for the group management	Against
		Ad hoc	Against
Siltronic AG	DE	Presentation of the approved annual financial statements and the approved consolidated financial statements as well as the combined management report for Siltronic AG and the group as at 31 December 2023 as well as the Supervisory Board report for the 2023 financial year and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)	Not voted
		Resolution on the appropriation of net income of Siltronic AG to distribute a dividend	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the appointment of the auditor and the auditor for the audit review of interim financial reports for the 2024 financial year	For
		Resolution on the appointment of the auditor and the auditor for the audit review of interim financial reports for the 2025 financial year	For
		Resolution on the approval of the remuneration report	Against
		Authorisation to acquire treasury shares pursuant to Section 71(1)(8) of the German Stock Corporation Act (AktG) and to use them with the exclusion of subscription rights	Against
		Authorisation to use derivatives in connection with the acquisition of treasury shares in accordance with Section 71(1)(8) AktG and to exclude subscription rights	Against
S IMMO AG	AT	Resolution on the exclusion of minority shareholders in accordance with Section 1 of the Squeeze-Out Act (GesAusG) and the transfer of their shares in S IMMO AG to the main shareholder IMMOFINANZ AG in return for granting an appropriate cash settlement in accordance with Section 2 of the Squeeze-Out Act (GesAusG)	For
		Ad hoc (shareholders)	Against
		Ad hoc (administration)	Against
Simplex Holdings Inc.	JP	Elect Hideki Kaneko	Against
		Elect Kozo Sukema	Against
		Elect Masataka Soda	Against

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Name of security	Country	Agenda items	Voting
Simplex Holdings Inc.	JP	Elect Keisuke Enosawa	Against
		Elect Ryozo Akiyama	Against
		Elect Noriyuki Ogasawara	Against
		Elect Yasuto Hamanishi	Against
Simplo Technology Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Earnings Distribution	For
		Extraordinary Motions	Against
Simply Good Foods Co.	US	Elect Clayton C. Daley, Jr.	Withhold
		Elect Nomi P. Ghez	Withhold
		Elect Michelle P. Goolsby	For
		Elect James M. Kilts	Withhold
		Elect Robert G. Montgomery	Withhold
		Elect Brian K. Ratzan	Withhold
		Elect David W. Ritterbush	Withhold
		Elect Joseph E. Scalzo	Withhold
		Elect Joseph J. Schena	Withhold
		Elect Geoff E. Tanner	Withhold
		Elect David J. West	Withhold
		Elect James D. White	Withhold
		Ratification of Auditor	For
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Advisory Vote on Executive Compensation	Against
Sinopec Engineering [Group] Co. Ltd.	CN	Authority to Repurchase Domestic and/or H Shares	Against
		Directors' Report	For

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Name of security	Country	Agenda items	Voting
Sinopec Engineering [Group] Co. Ltd.	CN	Financial Services Framework Agreement	For
		Engineering and Construction Services Framework Agreement	For
		Supervisors' Report	For
		Accounts and Reports	Against
		Elect JIANG Dejun	Against
		Allocation of Profits/Dividends	For
		Elect ZHANG Xinming	Against
		Board Authorization to Determine Interim Profit Distribution Plan	For
		Elect XIANG Wenwu	Against
		Approval of Business Operation Plan, Investment Plan, and Financial Budget	For
		Elect LI Chengfeng	Against
		Appointment of Auditor and Authority to Set Fees	For
		Elect YU Renming	Against
		Elect BU Fanyong as Supervisor	Against
		Elect DUAN Xue	Against
		Elect YE Zheng	Against
		Reduction in Registered Capital and Amendments to Articles	For
		Authority to Give Guarantees	Against
		Elect ZHAO Jinsong	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sinopec Engineering [Group] Co. Ltd.	CN	Authority to Repurchase Domestic and/or H Shares	Against
		Elect BU Fanyong as Supervisor	Against
		Elect WU Defei as Supervisor	Against
		Elect HAN Weiguo as Supervisor	Against
		Elect SHA Yu as Supervisor	Against
		Elect ZHOU Yingguan as Supervisor	Against
Sinopec Kantons Holdings Ltd.	BM	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect REN Jiajun	Against
		Elect MO Zhenglin	Against
		Elect SANG Jinghua	Against
		Elect Priscilla WONG Pui Sze	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
Sinopharm Group Co. Ltd.	CN	Authority to Repurchase H Shares	Against
		Directors' Report	For
		Elect ZHAO Bingxiang	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sinopharm Group Co. Ltd.	CN	Elect LIAN Wanyong	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Appointment of Domestic and International Auditors and Authority to Set Fees	For
		Allocation of Profits/Dividends	For
		Directors' Fees	Against
		Supervisors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Give Guarantees	Against
		Authority to Issue Domestic Shares and/or H Shares w/o Preemptive Rights	Against
		Authority to Repurchase H Shares	Against
		Authority to Issue Non-Financial Corporate Debt Financing Instruments	For
Sinotruk Hong Kong Ltd.	HK	2025 Weichai Parts Purchase Agreement	
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect LIU Zhengtao	Against
		Elect LI Xia	For
		Elect CHENG Guangxu	Against
		Elect WANG Dengfeng	Against
		Elect ZHAO Hang	Against
		Elect LYU Shousheng	Against
		Elect ZHANG Zhong	Against
		Elect LIU Xiaolun	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Supplemental Agreement to 2026 CNHTC Sale of Goods Agreement and Revised Annual Caps	For
		Supplemental Agreement to 2026 CNHTC Purchase of Goods Agreement and Revised Annual Caps	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sinotruk Jinan Truck Co. Ltd.	CN	2023 Work Report of the Board of Directors	For
		2024 Projected Daily Related Party Transactions	For
		Amendments to Articles	For
		2023 Work Report of the Supervisory Committee	For
		2024-2026 Shareholder Returns Plan	For
		Amendments to the System for Independent Directors	Against
		2023 Annual Report and Its Summary	For
		Elect LIU Zhengtao	Against
		Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For
		2023 Profit Distribution Plan	For
		Elect ZHAO Erxiang	Against
		Provision of Guarantee for Mortgage and Financial Leasing Business	Against
		2024 Financing Credit Plan	For
		Reappointment of Financial Audit Firm and Internal Control Audit Firm	Against
SITC International Holdings Co. Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect YANG Xianxiang	Against
		Elect LIU Kecheng	Against
		Elect YANG Xin	Against
		Elect TSE Siu Ngan	For
		Elect Rebecca LIU Ka Ying	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SITC International Holdings Co. Ltd.	KY	Elect HU Mantian	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Adoption of New Share Scheme	Against
		Amendments to Articles	For
Sixt SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of Sixt SE, the combined management report for Sixt SE and the group including the explanations on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report, each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board of Sixt SE for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board of Sixt SE for the 2023 financial year: Erich Sixt	Against
		Resolution on the discharge of the members of the Supervisory Board of Sixt SE for the 2023 financial year: Daniel Terberger	Against
		Resolution on the discharge of the members of the Supervisory Board of Sixt SE for the 2023 financial year: Julian zu Putlitz	Against
		Resolution on the discharge of the members of the Supervisory Board of Sixt SE for the 2023 financial year: Anna Magdalena Kamenetzky-Wetzel	Against
		Election of the auditor of the financial statements for the 2024 financial year and of the auditor for a review or audit of interim financial reports/financial information in the 2024 financial year and in the 2025 financial year for the period up to the next general meeting	For
		Election of the auditor of the sustainability report for the 2024 financial year	For
		Resolution on the approval of the remuneration report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sixt SE	DE	Resolution on the cancellation of the existing authorisations pursuant to Section 71 (1)(8) of the German Stock Corporation Act for the acquisition of treasury shares and the granting of a new authorisation pursuant to Section 71 (1)(8) of the German Stock Corporation Act for the acquisition and use of treasury shares with the option of excluding subscription rights	For
		Resolution on a new authorisation to use derivatives in connection with the acquisition of treasury shares, with the exclusion of shareholders' subscription or tender rights	For
		Resolution on the cancellation of the existing authorised capital and the creation of new authorised capital with authorisation to exclude subscription rights as well as a corresponding change to the Articles of Association in Section 4 (share capital); separate voting of ordinary shareholders at the same time	For
		Separate vote of the preference shareholders on the resolution of the general meeting on agenda item 9 regarding the cancellation of the existing authorised capital and the creation of new authorised capital with authorisation to exclude subscription rights as well as a corresponding change to the Articles of Association in Section 4 (share capital)	Not voted
		Resolution on the cancellation of the existing authorisation of the Management Board to issue convertible and/or warrant bonds and the associated conditional capital as well as the issuing of a new authorisation for the Management Board to issue convertible and/or warrant bonds with the authorisation to exclude the subscription right, the creation of new conditional capital and corresponding amendments to the Articles of Association in Section 4 (share capital); separate voting of ordinary shareholders at the same time	For
		Separate voting of the preference shareholders on the resolution of the general meeting on agenda item 11 regarding the cancellation of the existing authorisation of the Management Board to issue convertible and/or warrant bonds and the associated conditional capital as well as the issuing of a new authorisation for the Management Board to issue convertible and/or warrant bonds with the authorisation to exclude the subscription right, the creation of new conditional capital and corresponding amendments to the Articles of Association in Section 4 (share capital)	Not voted
		Resolution on an amendment to the Articles of Association introducing a regulation on the place of jurisdiction for disputes with the company or its bodies	For
Sixt SE -VZ-	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements of Sixt SE, the combined management report for Sixt SE and the group including the explanations on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report, each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	Not voted
		Resolution on the discharge of the Management Board members of Sixt SE for the 2023 financial year	Not voted
		Resolution on the discharge of the Supervisory Board members of Sixt SE for the 2023 financial year Erich Sixt	Not voted
		Resolution on the discharge of the Supervisory Board members of Sixt SE for the 2023 financial year Daniel Terberger	Not voted
		Resolution on the discharge of the Supervisory Board members of Sixt SE for the 2023 financial year Julian zu Putlitz	Not voted
		Resolution on the discharge of the Supervisory Board members of Sixt SE for the 2023 financial year Anna Magdalena Kamenetzky-Wetzel	Not voted
		Election of the auditor of the financial statements for the 2024 financial year and of the auditor for a review or audit of interim financial reports/financial information in the 2024 financial year and in the 2025 financial year for the period up to the next general meeting	Not voted
		Election of the auditor of the sustainability report for the 2024 financial year	Not voted
		Resolution on the approval of the remuneration report	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sixt SE -VZ-	DE	Resolution on the cancellation of the existing authorisations pursuant to Section 71 (1)(8) of the German Stock Corporation Act for the acquisition of treasury shares and the granting of a new authorisation pursuant to Section 71 (1)(8) of the German Stock Corporation Act for the acquisition and use of treasury shares with the option of excluding subscription rights	Not voted
		Resolution on a new authorisation to use derivatives in connection with the acquisition of treasury shares, with the exclusion of shareholders' subscription or tender rights	Not voted
		Resolution on the cancellation of the existing authorised capital and the creation of new authorised capital with authorisation to exclude subscription rights as well as a corresponding change to the Articles of Association in Section 4 (share capital); separate voting of ordinary shareholders at the same time	Not voted
		Separate vote of the preference shareholders on the resolution of the general meeting on agenda item 9 regarding the cancellation of the existing authorised capital and the creation of new authorised capital with authorisation to exclude subscription rights as well as a corresponding change to the Articles of Association in Section 4 (share capital)	For
		Resolution on the cancellation of the existing authorisation of the Management Board to issue convertible and/or warrant bonds and the associated conditional capital as well as the issuing of a new authorisation for the Management Board to issue convertible and/or warrant bonds with the authorisation to exclude the subscription right, the creation of new conditional capital and corresponding amendments to the Articles of Association in Section 4 (share capital); separate voting of ordinary shareholders at the same time	Not voted
		Separate voting of the preference shareholders on the resolution of the general meeting on agenda item 11 regarding the cancellation of the existing authorisation of the Management Board to issue convertible and/or warrant bonds and the associated conditional capital as well as the issuing of a new authorisation for the Management Board to issue convertible and/or warrant bonds with the authorisation to exclude the subscription right, the creation of new conditional capital and corresponding amendments to the Articles of Association in Section 4 (share capital)	For
		Resolution on an amendment to the Articles of Association introducing a regulation on the place of jurisdiction for disputes with the company or its bodies	Not voted
Skechers U.S.A. Inc.	US	Elect Robert Greenberg	Withhold
		Elect Morton D. Erlich	Withhold
		Shareholder Proposal Regarding Disclosure of Timeline for Collecting Value Chain Emissions	For
Skf AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		President's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Hans Stråberg	Against
		Ratification of Hock Goh	Against
		Ratification of Geert Follens	Against
		Ratification of Håkan Buskhe	Against
		Ratification of Susanna Schneerberg	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Skf AB	SE	Ratification of Rickard Gustafson	Against
		Ratification of Beth Ferreira	Against
		Ratification of Therese Friberg	Against
		Ratification of Richard Nilsson	Against
		Ratification of Niko Pakalén	Against
		Ratification of Jonny Hillbert	Against
		Ratification of Zarko Djurovic	Against
		Ratification of Thomas Eliasson	Against
		Ratification of Steve Norrman	Against
		Ratification of Rickard Gustafsson (CEO)	For
		Board Size	For
		Directors' Fees	For
		Elect Hans Stråberg	Against
		Elect Hock Goh	For
		Elect Geert Follens	For
		Elect Håkan Buskhe	Against
		Elect Susanna Schneeberger	For
		Elect Rickard Gustafson	For
		Elect Beth Ferreira	For
		Elect Therese Friberg	For
		Elect Richard Nilsson	Against
		Elect Niko Pakalén	For
		Elect Hans Stråberg as Chair of the Board	Against
		Remuneration Report	Against
		Approve Performance Share Programme 2024	Against
SK Hynix Inc.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Amendments to Articles	For
		Election of Inside Director: AHN Hyun	Against
		Election of Independent Director: SOHN Hyun Chul	Against
		Election of Non-executive Director: JANG Yong Ho	Against
		Election of Independent Director to Be Appointed as Audit Committee Member: YANG Dong Hoon	Against
		Directors' Fees	Against
		Amendments to Executive Officer Retirement Allowance Policy	For
SK Square Co. Ltd.	KR	Elect HAN Myung Jin	Against
Skyworks Solutions Inc.	US	Elect Alan S. Batey	For
		Elect Kevin L. Beebe	Against
		Elect Liam K. Griffin	Against
		Elect Eric J. Guerin	For
		Elect Christine King	Against
		Elect Suzanne E. McBride	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Skyworks Solutions Inc.	US	Elect David P. McGlade	Against
		Elect Robert A. Schriesheim	Against
		Elect Maryann Turcke	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Elimination of Supermajority Requirements Relating to Shareholder Approval of a Merger or Consolidation	Against
		Elimination of Supermajority Requirements Relating to Shareholder Approval of a Business Combination	Against
		Elimination of Supermajority Requirements Relating to Shareholder Amendment of Charter Provisions Governing Directors	Against
		Elimination of Supermajority Requirement Relating to Shareholder Amendment of the Charter Provision Governing Action by Shareholders	Against
		Amendment to the 2015 Long Term Incentive Plan	For
		Amendment to the 2002 Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Severance Approval Policy	Against
		Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by 2050	For
SMA Solar Technology AG	DE	Presentation of the adopted annual financial statements as at 31 December 2023 of SMA Solar Technology AG, the approved consolidated financial statements as at 31 December 2023, the combined management report of SMA Solar Technology AG and the group for the 2023 financial year, the Supervisory Board report, the Management Board's proposal on the appropriation of net income for the 2023 financial year and the explanatory report on the information pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of the net income achieved in the 2023 financial year	For
		Resolution on the individual discharge of Management Board members for the 2023 financial year: Barbara Gregor	For
		Resolution on the individual discharge of Management Board members for the 2023 financial year: Jürgen Reinert	For
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Roland Bent	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Martin Breul	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Oliver Dietzel	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Kim Fausing	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Johannes Häde	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Alexa Hergenröther	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Uwe Kleinkauf	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Ilonka Nussbaumer	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SMA Solar Technology AG	DE	Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Yvonne Siebert	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Romy Siegert	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Jan-Henrik Supady	Against
		Resolution on the individual discharge of Supervisory Board members for the 2023 financial year: Matthias Victor	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and, in the case of an audit review, of the auditor for the condensed financial statements and the interim management report for the first half of the 2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
SMC Corporation	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Yoshiki Takada	Against
		Elect Yoshitada Doi	Against
		Elect Toshio Isoe	Against
		Elect Masahiro Ota	Against
		Elect Samuel Neff	Against
		Elect Koji Ogura	Against
		Elect Kelley Stacy	Against
		Elect Hidemi Hojo	Against
		Elect Masanobu Kaizu	Against
		Elect Toshiharu Kagawa	Against
		Elect Yoshiko Iwata	For
		Elect Kyoichi Miyazaki	Against
Smith & Nephew Plc.	GB	Accounts and Reports	For
		Remuneration Policy	For
		Remuneration Report	For
		Final Dividend	Against
		Elect Jeremy K. Maiden	Against
		Elect Simon J. Lowth	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Smith & Nephew Plc.	GB	Elect John Rogers	Against
		Elect Rupert Soames	Against
		Elect Jo Hallas	For
		Elect John Ma	Against
		Elect Katarzyna Mazur-Hofsaess	For
		Elect Deepak Nath	Against
		Elect Marc Owen	Against
		Elect Angie Risley	For
		Elect Bob White	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Approval of Restricted Share Plan	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Smiths Group Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Policy	For
		Remuneration Report	For
		Long-Term Incentive Plan	For
		Sharesave Scheme	For
		Elect Roland Carter	For
		Elect Alister Cowan	For
		Elect Pam Cheng	For
		Elect Dame Ann Dowling	For
		Elect Karin Hoeing	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Smiths Group Plc.	GB	Elect Richard Howes	For
		Elect Clare Scherrer	For
		Elect Mark Seligman	For
		Elect Noel N. Tata	For
		Elect Steven W. Williams	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Smurfit Kappa Group Plc.	IE	Accounts and Reports	For
		Scheme of Arrangement	For
		Board Authority to Give Effect to the Scheme	For
		Remuneration Report	Against
		Remuneration Policy	For
		Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For
		Amendments to Articles	For
		Final Dividend	For
		Elect Irial Finan	Against
		Reduction in Share Premium Account	For
		Elect Anthony Smurfit	Against
		Elect Ken Bowles	Against
		Elect Anne Anderson	Against
		Elect Frits Beurskens	Against
		Elect Carol Fairweather	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Smurfit Kappa Group Plc.	IE	Elect Mary Lynn Ferguson-McHugh	Against
		Elect Kaisa Hietala	Against
		Elect James A. Lawrence	Against
		Elect Lourdes Melgar	Against
		Elect Jørgen Buhl Rasmussen	Against
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Snam S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Authority to Repurchase and Reissue Shares	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Directors' liability action	For
Snowflake Inc.	US	Elect Benoit Dageville	Withhold
		Elect Mark S. Garrett	Withhold
		Elect Jayshree V. Ullal	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Shareholder Proposal Regarding Board Declassification	For
Société Bic S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Authority to Repurchase and Reissue Shares	Against
		Elect Société M.B.D (Edouard Bich)	Against
		Elect Marie-Aimée Bich-Dufour	Against
		Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Gonzalve Bich, CEO	Against
		2024 Remuneration Policy (Executives)	Against
		2023 Remuneration of Nikos Koumettis, Chair	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		Authority to Cancel Shares and Reduce Capital	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Société Bic S.A.	FR	Authority to Issue Performance Shares	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
		Authority to Increase Capital Through Capitalisations	For
		Authorisation of Legal Formalities	For
Société Générale S.A.	FR	Consolidated Accounts and Reports	For
		Accounts and Reports; Non Tax-Deductible Expenses	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO and Deputy CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		2023 Remuneration Report	Against
		2023 Remuneration of Lorenzo Bini Smaghi, Chair	For
		2023 Remuneration of Frédéric Oudéa, former CEO	Against
		2023 Remuneration of Slawomir Krupa, CEO	Against
		2023 Remuneration of Philippe Aymerich, Deputy CEO	Against
		2023 Remuneration of Pierre Palmieri, Deputy CEO	Against
		2023 Remuneration of Diony Lebot, former Deputy CEO	Against
		Remuneration of Identified Staff	For
		Elect Annette Messemer	For
		Appointment of Auditor (KPMG)	For
		Appointment of Auditor (PricewaterhouseCoopers)	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Société Générale S.A.	FR	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	For
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares (Identified Staff)	For
		Authority to Issue Restricted Shares (Employees excluding Identified Staff)	For
		Authority to Cancel Shares and Reduce Capital	For
		Amendment Regarding the Election of Employee Representative	For
		Amendment Regarding the election of Employee Shareholder Representatives	For
		Authorisation of Legal Formalities	For
Sodexo S.A.	FR	Distribution in Kind of the Share Capital of Pluxee	Against
		Authorisation of Legal Formalities	For
SoftBank Group Corporation	JP	Allocation of Profits/Dividends	Against
		Elect Masayoshi Son	Against
		Elect Yoshimitsu Goto	Against
		Elect Ken Miyauchi	Against
		Elect Rene Haas	Against
		Elect Masami Iijima	Against
		Elect Yutaka Matsuo	Against
		Elect Keiko Erikawa	For
		Elect Ken Siegel	Against
		Elect David Chao	Against
Softcat Plc.	GB	Accounts and Reports	
		Remuneration Report	
		Final Dividend	
		Special Dividend	
		Elect Graeme A. Watt	
		Elect Graham Charlton	
		Elect Katy Mecklenburgh	
		Elect Jacqui Ferguson	
		Elect Mayank Prakash	
		Elect Lynne Weedall	
		Elect Robyn Perriss	
		Appointment of Auditor	
		Authority to Set Auditor's Fees	

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Softcat Plc.	GB	Authorisation of Political Donations	
		Long-Term Incentive Plan	
		Deferred Bonus Plan	
		Authority to Issue Shares w/ Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	
		Authority to Repurchase Shares	
		Authority to Set General Meeting Notice Period at 14 Days	
Software AG	DE	Presentation of the adopted annual financial statements of Software Aktiengesellschaft as at 31 December 2023 and the approved consolidated financial statements as at 31 December 2023 together with the combined management report, the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	Against
		Resolution on the discharge of the Management Board members for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor for the 2024 financial year	Against
		Resolution on the transfer of the shares of other shareholders of Software Aktiengesellschaft in addition to Mosel Bidco AG (minority shareholders) to Mosel Bidco AG (principal shareholder) against payment of appropriate cash compensation in accordance with Section 62(5) of the German Transformation Act (UmwG) in conjunction with Section 327a et seq. of the Stock Corporation Act (AktG) (squeeze-out under merger law)	For
Sogefi S.p.A.	IT	Special Dividend	For
		Amendments to Articles	Against
Soitec S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits	For
		Elect Frédéric B. Lissalde	Against
		Elect Françoise Chombar	For
		Elect Satoshi Onishi	For
		Elect Shuo Zhang	For
		Supplementary Retirement Benefits (Pierre Barnabé, CEO)	For
		2023 Remuneration Report	Against
		2023 Remuneration of Éric Meurice, Chair	For
		2023 Remuneration of Pierre Barnabé, CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (CEO)	Against
		Related Party Transactions (Éric Meurice)	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Against
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	For
		Authority to Cancel Shares and Reduce Capital	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Soitec S.A.	FR	Authorisation of Legal Formalities	For
Solaria Energia Y Medio Ambiente S.A.	ES	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board Acts	Against
		Elect Enrique Díaz-Tejeiro Gutiérrez	Against
		Elect Carlos Francisco Abad Rico	Against
		Elect María Dolores Larrañaga Horna	Against
		Elect José Arturo Díaz-Tejeiro Larrañaga	Against
		Elect María José Canel Crespo	Against
		Elect Manuel Azpilicueta Ferrer	Against
		Directors' Fees	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authorisation of Legal Formalities	For
		Remuneration Report	For
Solvay S.A.	BE	Presentation of Management Board Report	Not voted
		Presentation of Auditor Report	Not voted
		Presentation of Consolidated Financial Statements	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Ratification of Board Acts	For
		Ratification of Auditor's Acts	For
		Remuneration Report	Against
		Directors' Fees	For
		Elect Aude Thibaut de Maisières to the Board of Directors	For
		Appointment of Auditor for Sustainability Reporting	For
		Change in Control Clause	For
		Other Business	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sompo Holdings Inc.	JP	Allocation of Profits/Dividends	For
		Elect Mikio Okumura	Against
		Elect Masahiro Hamada	Against
		Elect Shinichi Hara	Against
		Elect Scott Trevor Davis	Against
		Elect Isao Endo	Against
		Elect Kazuhiro Higashi	Against
		Elect Misuzu Shibata @ Misuzu Koyama	For
		Elect Takashi Nawa	Against
		Elect Meyumi Yamada	For
		Elect Kumi Ito	For
		Elect Masayuki Waga	Against
		Elect Toru Kajikawa	Against
		Elect Satoshi Kasai	Against
Sonae-SGPS, S.A.	PT	Accounts and Reports; Remuneration Report	Against
		Allocation of Profits/Dividends	For
		Ratification of Board and Supervisory Council Acts	Against
		Remuneration Policy	Against
		Ratify Co-Option and Elect Maria Teresa Ballester Fornes	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Repurchase and Reissue Debt Instruments	Against
		Authority for Subsidiaries to Repurchase Shares	For
Sonova Holding AG	CH	Approval of the management report, the consolidated annual accounts and the annual accounts of Sonova Holding AG for the 2023/24 financial year	For
		Advisory vote on the report on non-financial matters in 2023/24	For
		Advisory vote on the 2023/24 remuneration report	Against
		Appropriation of net income	For
		Discharge of the members of the Board of Directors and management	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sonova Holding AG	CH	Re-election of the Board of Directors: Robert F. Spoerry (as member and Chairman of the Board of Directors)	Against
		Re-election of the Board of Directors: Stacy Enxing Seng	Against
		Re-election of the Board of Directors: Gregory Behar	Against
		Re-election of the Board of Directors: Lynn Dorsey Bleil	For
		Re-election of the Board of Directors: Lukas Braunschweiler	For
		Re-election of the Board of Directors: Roland Diggelmann	Against
		Re-election of the Board of Directors: Julie Tay	For
		Re-election of the Board of Directors: Ronald van der Vis	Against
		Re-election of the Board of Directors: Adrian Widmer	For
		Election of a new member of the Board of Directors: Gilbert Achermann	Against
		Re-election of members of the Nomination and Remuneration Committee: Roland Diggelmann	Against
		Re-election of members of the Nomination and Remuneration Committee: Lukas Braunschweiler	For
		Re-election of members of the Nomination and Remuneration Committee: Stacy Enxing Seng	Against
		Re-election of members of the Nomination and Remuneration Committee: Julie Tay	For
		Re-election of the auditors	For
		Re-election of the independent voting proxy	For
		Approval of the maximum total remuneration of the Board of Directors	For
		Approval of the maximum total remuneration of the management	Against
		Ad hoc	Against
Sony Group Corporation	JP	Elect Kenichiro Yoshida	For
		Elect Hiroki Totoki	For
		Elect Yoshihiko Hatanaka	For
		Elect Wendy Becker	For
		Elect Sakie Akiyama	For
		Elect Keiko Kishigami	For
		Elect Joseph A. Kraft Jr.	For
		Elect Neil Hunt	For
		Elect William Morrow	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sony Group Corporation	JP	Elect Shingo Konomoto	For
Sopra Steria Group S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Ratification of Board Acts	Against
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		2023 Remuneration Report	Against
		2023 Remuneration of Pierre Pasquier, Chair	For
		2023 Remuneration of Cyril Malargé, CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Directors' Fees	For
		Elect Pierre Pasquier	Against
		Elect Éric Pasquier	For
		Elect Sopra GMT (Kathleen Clark)	For
		Elect Éric Hayat	Against
		Elect Marie-Hélène Rigal-Drogerys	Against
		Appointment of Auditor (KPMG)	For
		Appointment of Auditor for Sustainability Reporting (Aca Nexia)	Against
		Appointment of Auditor for Sustainability Reporting (Saint Front)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt ThroughPrivate Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sopra Steria Group S.A.	FR	Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Amendments to Articles Regarding Employee Representatives	For
		Amendment Regarding Chair Age Limits	Against
		Authorisation of Legal Formalities	For
South32 Ltd.	AU	Accounts and Reports	Not voted
		Re-elect Wayne Osborn	For
		Elect Sharon L. Warburton	For
		Remuneration Report	Against
		Equity Grant (MD/CEO Graham Kerr)	Against
		Approval of Leaving Entitlements	For
Spectris Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Amanda Gradden	For
		Elect Ravi Gopinath	For
		Elect Derek Harding	For
		Elect Andrew Heath	For
		Elect Alison Henwood	Against
		Elect Ulf Quellmann	For
		Elect Cathy Turner	For
		Elect Kjersti Wiklund	For
		Elect Mark Williamson	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
S&P Global Inc.	US	Elect Marco Alverà	For
		Elect Jacques Esculier	For
		Elect Gay Huey Evans	For
		Elect William D. Green	For
		Elect Stephanie C. Hill	For
		Elect Rebecca Jacoby	For
		Elect Robert P. Kelly	For
		Elect Ian P. Livingston	For
		Elect Maria R. Morris	For
		Elect Douglas L. Peterson	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
S&P Global Inc.	US	Elect Richard E. Thornburgh	For
		Elect Gregory Washington	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the Director Deferred Stock Ownership Plan	For
		Ratification of Auditor	Against
Spie S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Against
		2023 Remuneration of Gauthier Louette, Chair and CEO	Against
		2024 Remuneration Policy (Chair and CEO)	Against
		2023 Remuneration Report	Against
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Performance Shares	Against
		Authorisation of Legal Formalities	For
Spirax Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Elect Jamie Pike	For
		Elect Nimesh Patel	For
		Elect Angela Archon	For
		Elect Constance Baroudel	For
		Elect Peter I. France	For
		Elect Richard Gillingwater	For
		Elect Caroline A. Johnstone	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Spirax Group Plc.	GB	Elect Jane Kingston	For
		Elect Kevin Thompson	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Scrip Dividend Renewal	For
		Change of Company Name	For
		Amendments to Articles	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
Spire Inc.	US	Elect Mark A. Borer	Withhold
		Elect Maria V. Fogarty	Withhold
		Elect Steven L. Lindsey	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Spirent Communications Plc.	GB	Accounts and Reports	For
		Authority to Effect the Scheme; Amendments to Articles	Against
		Scheme	Against
		Scheme of Arrangement with Viavi Solutions Acquisitions Limited	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Elect Paula Bell	For
		Elect Margaret Buggie	For
		Elect Gary Bullard	For
		Elect Wendy Koh	For
		Elect Edgar Masri	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Spirent Communications Plc.	GB	Elect Jonathan C. Silver	For
		Elect Bill G. Thomas	Against
		Elect Eric A Updyke	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Approval of the Long-Term Incentive Plan	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Ssab AB	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports; Report of the Board of Directors; President's Address; Report of the Auditor	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Bo Annvik	Against
		Ratify Petra Einarsson	Against
		Ratify Lennart Evrell	Against
		Ratify Bernard Fontana	Against
		Ratify Marie Grönborg	Against
		Ratify Martin Lindqvist (as director)	Against
		Ratify Mikael Mäkinen	Against
		Ratify Maija Strandberg	Against
		Ratify Mikael Henriksson	Against
		Ratify Robert Holmström	Against
		Ratify Tomas Jansson	Against
		Ratify Tomas Karlsson	Against
		Ratify Sven-Erik Rosén	Against
		Ratify Patrick Sjöholm	Against
		Ratify Tomas Westman	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ssab AB	SE	Ratify Martin Lindqvist (as President & CEO)	For
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Petra Einarsson	Against
		Elect Lennart Evrell	For
		Elect Bernard Fontana	For
		Elect Marie Grönborg	For
		Elect Martin Lindqvist	For
		Elect Mikael Mäkinen	For
		Elect Maija Strandberg	For
		Elect Kerstin Enochsson	For
		Elect Pierre Heeroma	For
		Elect Lennart Evrell as Chair	For
		Number of Auditors	For
		Appointment of Auditor	For
		Remuneration Report	Against
		Long-term Incentive Program 2024	For
		Approve reduction of share capital and a bonus issue	For
		Authority to Repurchase Shares	For
SSE Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Lady Elish Frances Angiolini	For
		Elect John G. Bason	For
		Elect Tony Cocker	For
		Elect Debbie Crosbie	For
		Elect Helen Mahy	For
		Elect Sir John A. Manzoni	For
		Elect Barry O'Regan	For
		Elect Alistair Phillips-Davies	For
		Elect Martin Pibworth	For
		Elect Melanie Smith	For
		Elect Dame Angela Strank	For
		ELECT MAARTEN WETSELAAR	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Approval of Net Zero Transition Report	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Scrip Dividend	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Stabilus SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements as at 30 September 2023, the combined management report for Stabilus SE and the Group with the Management Board's explanatory report on the information pursuant to Sections 289a of the German Commercial Code (HGB) and 315a of the German Commercial Code (HGB) as well as the Supervisory Board report for the financial year from 1 October 2022 to 30 September 2023	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
		Election of the auditor and the group auditor for the financial year from 1 October 2023 to 30 September 2024 and of the auditor for any audit review of the half-year report as at 31 March 2024	For
		Resolution on the approval of the remuneration report for the financial year from 1 October 2022 to 30 September 2023	For
		Resolution on an amendment to the Articles of Association to increase the number of Supervisory Board members	For
		Resolution on the election of a further Supervisory Board member: Susanne Heckelsberger	Against
		Resolution on an amendment to the Articles of Association to adapt the Articles of Association regulation on the reporting date for proof of shareholding	For
		Resolution on the approval of the conclusion of a profit transfer agreement between Stabilus SE and Stabilus Motion Controls GmbH	For
Standard Chartered Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Report	For
		Elect Diego De Giorgi	For
		Elect Diane Jurgens	For
		Elect Shirish Moreshwar Apte	For
		Elect David P. Conner	For
		Elect Jackie Hunt	For
		Elect Robin Lawther	For
		Elect Maria Ramos	For
		Elect Phil Rivett	For
		Elect David Tang	For
		Elect José Viñals	For
		Elect William T. Winters	For
		Elect Linda Yueh	For
		Appointment of Auditor	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Standard Chartered Plc.	GB	Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Repurchase Preference Shares	Against
		Authority to Set General Meeting Notice Period at 14 Days	For
		Amendments to Articles	For
Standard Foods Corporation	TW	2023 Business Report and Financial Statements	For
		The 2023 Profit Distribution Plan	For
		Extraordinary Motions	Against
Stanley Black & Decker Inc.	US	Elect Donald Allan, Jr.	For
		Elect Andrea J. Ayers	For
		Elect Susan K. Carter	For
		Elect Debra A. Crew	Against
		Elect Michael D. Hankin	For
		Elect Robert J. Manning	For
		Elect Adrian V. Mitchell	For
		Elect Jane M. Palmieri	For
		Elect Mojdeh Poul	For
		Elect Irving Tan	Not voted
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2024 Omnibus Award Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Stanley Black & Decker Inc.	US	Ratification of Auditor	Against
Stantec Inc.	CA	Elect Douglas K. Ammerman	Against
		Elect Martin A. à Porta	For
		Elect Shelley A.M. Brown	For
		Elect Angeline G. Chen	For
		Elect Patricia D. Galloway	For
		Elect Gordon A. Johnston	For
		Elect Donald J. Lowry	For
		Elect Marie-Lucie Morin	For
		Elect Celina J. Wang Doka	For
		Appointment of Auditor and Authority to Set Fees	For
		Advisory Vote on Executive Compensation	Against
Starbucks Corporation	US	Elect Management Nominee Richard E. Allison, Jr. (WHITE CARD)	Not voted
		Elect Management Nominee Andrew Campion (WHITE CARD)	Not voted
		Elect Management Nominee Beth E. Ford (WHITE CARD)	Not voted
		Elect Management Nominee Mellody Hobson (WHITE CARD)	Not voted
		Elect Management Nominee Jørgen Vig Knudstorp (WHITE CARD)	Not voted
		Elect Management Nominee Neal Mohan (WHITE CARD)	Not voted
		Elect Management Nominee Satya Nadella (WHITE CARD)	Not voted
		Elect Management Nominee Laxman Narasimhan (WHITE CARD)	Not voted
		Elect Management Nominee Daniel Servitje Montull (WHITE CARD)	Not voted
		Elect Management Nominee Mike Sievert (WHITE CARD)	Not voted
		Elect Management Nominee Wei Zhang (WHITE CARD)	Not voted
		Elect Dissident Nominee Maria Echaveste (WHITE CARD)	Not voted
		Elect Dissident Nominee Hon. Joshua Gotbaum (WHITE CARD)	Not voted
		Elect Dissident Nominee Wilma B. Liebman (WHITE CARD)	Not voted
		Advisory Vote on Executive Compensation (WHITE CARD)	Not voted
		Ratification of Auditor (WHITE CARD)	Not voted
		Shareholder Proposal Regarding Report On Plant-based Milk Pricing (WHITE CARD)	Not voted
		Shareholder Proposal Regarding Non-Discrimination Audit (WHITE CARD)	Not voted
		Shareholder Proposal Regarding Congruency Report on Human Rights Policies (WHITE CARD)	Not voted
		Election of Dissident Nominee Maria Echaveste (BLUE CARD)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Starbucks Corporation	US	Election of Dissident Nominee Joshua Gotbaum (BLUE CARD)	For
		Election of Dissident Nominee Wilma B. Liebman (BLUE CARD)	Withhold
		Election of Management Nominee Beth Ford (BLUE CARD)	For
		Election of Management Nominee Mellody Hobson (BLUE CARD)	Withhold
		Election of Management Nominee Neal Mohan (BLUE CARD)	Withhold
		Election of Management Nominee Satya Nadella (BLUE CARD)	Withhold
		Election of Management Nominee Laxman Narasimhan (BLUE CARD)	Withhold
		Election of Management Nominee Daniel Servitje (BLUE CARD)	Withhold
		Election of Management Nominee Mike Sievert (BLUE CARD)	Withhold
		Election of Management Nominee Wei Zhang (BLUE CARD)	For
		Election of Management Nominee Ritch Allison (BLUE CARD)	Withhold
		Election of Management Nominee Andy Campion (BLUE CARD)	Withhold
		Election of Management Nominee Jorgen Vig Knudstorp (BLUE CARD)	For
		Advisory Vote on Executive Compensation (BLUE CARD)	Against
		Ratification of Auditor (BLUE CARD)	Against
		Shareholder Proposal Regarding Report On Plant-based Milk Pricing (BLUE CARD)	For
		Shareholder Proposal Regarding Non-Discrimination Audit (BLUE CARD)	Against
		Shareholder Proposal Regarding Congruency Report on Human Rights Policies (BLUE CARD)	Against
Steel Dynamics Inc.	US	Elect Mark D. Millett	Against
		Elect Sheree L. Bargabos	For
		Elect Kenneth W. Cornew	For
		Elect Traci M. Dolan	Against
		Elect Jennifer L. Hamann	For
		Elect James C. Marcuccilli	Against
		Elect Bradley S. Seaman	Against
		Elect Gabriel L. Shaheen	Against
		Elect Luis M. Sierra	For
		Elect Richard P. Teets, Jr.	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Steel Dynamics Inc.	US	Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Right to Call Special Meeting	For
STEICO SE	DE	Presentation of the adopted annual financial statements of STEICO SE and the approved consolidated financial statements as at 31 December 2023 including the management report of STEICO SE, the group management report and the report by the Board of Directors, each for the 2023 financial year	Not voted
		Resolution on the appropriation of net income in the 2023 financial year	For
		Resolution on the discharge of the Board of Directors of STEICO SE for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Supplementary elections to the Board of Directors: Paul O'Gorman	Against
		Supplementary elections to the Board of Directors: Aiveen Kearney	Against
Stellantis NV	NL	Opening	Not voted
		Presentation of Board Report	Not voted
		Dividend Policy	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Board Acts	For
		Elect Claudia Parzani to the Board of Directors	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For
		Authority to Repurchase Shares	For
		Cancellation of Shares (Ordinary Shares)	For
		Cancellation of Shares (Special Voting Shares)	For
		Closing of Meeting	Not voted
Stericycle Inc.	US	Elect Robert S. Murley	For
		Merger with Waste Management, Inc.	For
		Elect Cindy J. Miller	For
		Right to Adjourn Meeting	For
		Advisory Vote on Golden Parachutes	Against
		Elect Brian P. Anderson	For
		Elect Lynn Dorsey Bleil	Against
		Elect Thomas F. Chen	For
		Elect Victoria Dolan	For
		Elect Naren K. Gursahaney	For
		Elect Jesse Joel Hackney, Jr.	For
		Elect Stephen C. Hooley	For
		Elect James L. Welch	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
STMicroelectronics NV	NL	Presentation of Management Board Report	Not voted
		Corporate Governance Report	Not voted
		Presentation of Supervisory Board Report	Not voted
		REMUNERATION REPORT	For
		Supervisory Board Remuneration Policy	For
		Accounts and Reports	For
		Allocation of Dividends	Against
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
		Amendments to Articles	For
		Remuneration Policy	Against
		Elect Jean-Marc Chery to the Management Board	For
		Equity Grant - CEO	For
		Elect Lorenzo Grandi to the Management Board	For
		Equity Grant - CFO	For
		Equity Grant - Senior Management	For
		Appointment of Auditor	For
		Elect Nicolas Dufourcq to the Supervisory Board	For
		Elect Janet G. Davidson to the Supervisory Board	For
		Elect Pascal Daloz to the Supervisory Board	For
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Questions	Not voted
Stolt-Nielsen Ltd.	BM	Presentation of Accounts and Reports	Not voted
		Allocation of Profits/Dividends	For
		Authority to Repurchase Shares	For
		Elect Niels G. Stolt-Nielsen	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Stolt-Nielsen Ltd.	BM	Elect Janet Ashdown	Against
		Elect Samuel Cooperman	Against
		Elect Jan Chr Engelhardtsen	Against
		Elect Rolf Habben Jansen	Against
		Elect Tor Olav Trøim	Against
		Elect Jacob B. Stolt-Nielsen	Against
		Authority to fill board vacancies	For
		Election of Niels Stolt-Nielsen as Chair of Board	Against
		Appointment of Auditor and Authority to Set Fees	Against
Stora Enso Oyj	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports; CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	Against
		Remuneration Report	For
		Directors' Fees	For
		Board Size	For
		Election of Directors	Abstain
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Abstain
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authorization of Legal Formalities	For
Storebrand ASA	NO	Opening of Meeting; Voting List	Not voted
		Election of Presiding Chair	For
		Agenda	For
		Minutes	Not voted
		Report of the Board of Directors	Not voted
		Accounts and Reports; Allocation of Profits and Dividends	For
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Remuneration Policy	Against
		Reduction in Share Capital	For
		Amendments to Articles	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Raise subordinated loan capital	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Storebrand ASA	NO	Elect Jarle Roth	For
		Elect Martin Skancke	For
		Elect Christel Elise Borge	For
		Elect Marianne Bergmann Røren	For
		Elect Viveka Ekberg	For
		Elect Benjamin Kristoffer Golding	Against
		Elect Jaan Ivar Semlitsch	For
		Elect Jarle Roth as Chair	For
		Elect Martin Skancke as Vice chair	For
		Elect Nils Bastiansen to the Nomination committee	For
		Elect Liv Monica Stubholt to the Nomination committee	For
		Elect Lars Jansen Viste to the Nomination committee	For
		Elect Fridtjof Berents to the Nomination committee	For
		Elect Nils Bastiansen as Chair to the Nomination Committee	For
		Board Fees	For
		Board Committee Fees	For
		Nomination Committee Fees	For
		Authority to Set Auditor's Fees	For
Stratec SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the management report for STRATEC SE and the combined management report as at 31 December 2023, the Management Board's explanatory report regarding the information pursuant to Sections 289a (1) and 315a(1) of the German Commercial Code (HGB), and of the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	Against
		Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the election of the auditor of financial statements and auditor of the consolidated financial statements Auditor of financial statements and consolidated financial statements	For
		Resolution on the election of the auditor of financial statements and auditor of the consolidated financial statements As a precaution: Auditor of sustainability reports	For
		Resolution on the election of Supervisory Board members: Georg Heni	Against
		Resolution on the election of Supervisory Board members: Rolf Vornhagen	Against
		Resolution on the election of Supervisory Board members: Frank Hiller	Against
		Resolution on the approval of the remuneration report	Against
Straumann Holding AG	CH	Approval of the management report, the annual accounts and the consolidated financial statements for the 2023 financial year	For
		Advisory vote on the remuneration report for the 2023 financial year	Against
		Advisory vote on the report on non-financial matters for the 2023 financial year	For
		Appropriation of earnings and dividend payment for the 2023 financial year	For
		Discharge of the Board of Directors and management	Against
		Approval of maximum total remuneration for the Board of Directors	For
		Approval of the fixed maximum remuneration of management for the period from 1 April 2024 to 31 March 2025	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Straumann Holding AG	CH	Approval of the long-term variable remuneration paid to management for the current financial year	Against
		Approval of the short-term variable remuneration paid to management for the 2023 financial year	Against
		Election to the Board of Directors: Petra Rumpf (as member and Chair)	Against
		Election to the Board of Directors: Olivier Filliol	For
		Election to the Board of Directors: Marco Gadola	Against
		Election to the Board of Directors: Thomas Straumann	Against
		Election to the Board of Directors: Regula Wallimann	For
		Election to the Board of Directors: Xiaoqun Clever Steg	For
		Election to the Board of Directors: Stefan Meister	For
		Elections to the HR and Remuneration Committee: Olivier Filliol	For
		Elections to the HR and Remuneration Committee: Marco Gadola	Against
		Elections to the HR and Remuneration Committee: Regula Wallimann	For
		Election of the independent proxy	For
		Election of the auditors	For
		Ad hoc	Against
Ströer SE & Co. KGaA	DE	Presentation of the annual financial statements and consolidated financial statements approved by the Supervisory Board, the combined management report for the company and the group, including the explanations of the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report and the proposal of the personally liable partner for the appropriation of net income, in each case for the financial year ending on 31 December 2023, resolution on the approval of the annual financial statements for the 2023 financial year	For
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the personally liable shareholder for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Resolution on the election of the auditor of the financial statements and on the election of the auditor of sustainability reporting	For
		Resolution on the election of a Supervisory Board member: Dieter Steinkamp	For
		Resolution on the cancellation of the authorised capital 2019 and creation of new authorised capital 2024 with the authorisation of the Management Board to exclude subscription rights and a corresponding amendment to the Articles of Association in Section 5	Against
		Resolution on the amendment to Section 17(3) of the Articles of Association: Adaptation of the record date to changed legal requirements	For
		Resolution on the cancellation of the existing authorisation and creation of a new authorisation to acquire and use treasury shares and to exclude tender and subscription rights	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ströer SE & Co. KGaA	DE	Resolution on the authorisation to use derivatives as part of the acquisition of treasury shares pursuant to Section 71(1)(8) AktG	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
Stryker Corporation	US	Elect Mary K. Brainerd	Against
		Elect Giovanni Caforio	For
		Elect Allan C. Golston	Against
		Elect Kevin A. Lobo	Against
		Elect Sherilyn S. McCoy	For
		Elect Rachel Ruggeri	For
		Elect Andrew K. Silvernail	Against
		Elect Lisa M. Skeete Tatum	For
		Elect Ronda E. Stryker	Against
		Elect Rajeev Suri	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Political Contributions and Expenditures Report	For
STS Group AG	DE	Presentation of the adopted annual financial statements of STS Group AG and the approved consolidated financial statements, both as of 31 December 2023, the combined management report for STS Group AG, including the explanatory report of the Management Board on the disclosures pursuant to Sections 289a(1) and 315a(1) of the German Commercial Code (Handelsgesetzbuch), the report of the Supervisory Board for the 2023 financial year and the Management Board's proposal for the appropriation of balance sheet profit	Not voted
		Resolution on the appropriation of net income	For
		Discharge of the Management Board members for the 2023 financial year: Alberto Buniato	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Paolo Scudieri	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Pietro Gaeta	Against
		Discharge of the Supervisory Board members for the 2023 financial year: Pietro Lardini	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Approval of the remuneration report for the 2023 financial year	Not voted
		Resolution on amendment to the Articles of Association, proof date in accordance with § 123(4) sentence 2 of the German Stock Corporation Act (AktG), and Section 67c(3) of the German Stock Corporation Act (AktG)	For
		Resolution on the amendment to the Articles of Association, cancellation of conditional capital 2018/II without replacement due to expiry of the corresponding authorisation	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
STS Group AG	DE	Resolution on election to the Supervisory Board: Paolo Scudieri	Against
		Resolution on election to the Supervisory Board: Pietro Gaeta	Against
		Resolution on election to the Supervisory Board: Pietro Lardini	Against
Subaru Corporation	JP	Allocation of Profits/Dividends	For
		Elect Atsushi Osaki	Against
		Elect Fumiaki Hayata	Against
		Elect Tomomi Nakamura	Against
		Elect Katsuyuki Mizuma	Against
		Elect Tetsuo Fujinuki	Against
		Elect Miwako Doi	For
		Elect Fuminao Hachiuma	Against
		Elect Shigeru Yamashita	Against
		Elect Hiromi Tsutsumi as Statutory Auditor	For
		Elect Hirohisa Ryu as Alternate Statutory Auditor	For
		Amendment to the Restricted Stock Plan	Against
		Statutory Auditors' Fees	For
Subsea 7 S.A.	LU	Report of the Board of Directors: Report of the Auditor	Not voted
		Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Remuneration Report	Against
		Ratification of Board Acts	Against
		Appointment of Auditor	Against
		Elect David Mullen	Against
		Elect Niels Kirk	Against
		Elect Jean Cahuzac	Against
Sulzer AG	CH	Management report, annual financial statements of Sulzer AG and consolidated financial statements 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Advisory vote on the report on non-financial matters in 2023	For
		Appropriation of net income	For
		Discharge of the members of the Board of Directors and the Group Executive Board	Against
		Approval of the maximum total remuneration of the Board of Directors	For
		Approval of the maximum total amount of remuneration for the group management	Against
		Re-election of the Chair of the Board of Directors: Suzanne Thoma	Against
		Re-election of the members of the Board of Directors: David Metzger	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sulzer AG	CH	Re-election of the members of the Board of Directors: Alexey Moskov	Against
		Re-election of the members of the Board of Directors: Markus Kammüller	Against
		Re-election of the members of the Board of Directors: Prisca Havranek-Kosicek	Against
		Re-election of the members of the Board of Directors: Hariolf Kottmann	Against
		Re-election of the members of the Board of Directors: Per Utnegaard	Against
		Re-election of the members of the Remuneration Committee: Alexey Moskov	Against
		Re-election of the members of the Remuneration Committee: Markus Kammüller	Against
		Re-election of the members of the Remuneration Committee: Hariolf Kottman	Against
		Re-election of the auditors	Against
		Re-election of the independent voting proxy	For
		Ad hoc	Against
Sumitomo Chemical Co. Ltd.	JP	Elect Masakazu Tokura	Against
		Elect Keiichi Iwata	Against
		Elect Hiroshi Ueda	Against
		Elect Hiroshi Niinuma	Against
		Elect Noriaki Takeshita	Against
		Elect Hiroshi Tomono	Against
		Elect Motoshige Ito	Against
		Elect Atsuko Muraki	For
		Elect Akira Ichikawa	Against
		Elect Yumiko Noda	For
Sumitomo Electric Industries Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Masayoshi Matsumoto	Against
		Elect Osamu Inoue	Against
		Elect Hideo Hato	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sumitomo Electric Industries Ltd.	JP	Elect Akira Nishimura	Against
		Elect Masaki Shirayama	Against
		Elect Yasuhiro Miyata	Against
		Elect Toshiyuki Sahashi	Against
		Elect Shigeru Nakajima	Against
		Elect Hiroshi Sato	Against
		Elect Michihiro Tsuchiya	Against
		Elect Christina L. Ahmadjian	For
		Elect Katsuaki Watanabe	Against
		Elect Atsushi Horiba	Against
		Elect Yoshiyuki Ogata	Against
		Elect Kyoko Kawamata	For
		Elect Michiko Uehara as Statutory Auditor	For
		Bonus	Against
		Directors' Fees	For
		Statutory Auditors' Fees	For
Sumitomo Metal Mining Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Akira Nozaki	Against
		Elect Nobuhiro Matsumoto	Against
		Elect Masaru Takebayashi	Against
		Elect Hiroshi Yoshida	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sumitomo Metal Mining Co. Ltd.	JP	Elect Hideyuki Okamoto	Against
		Elect Taeko Ishii	For
		Elect Manabu Kinoshita	Against
		Elect Koji Takeuchi	Against
		Elect Tsuguya Ieda as Statutory Auditor	Against
		Elect Kazuhiro Mishina as Alternate Statutory Auditor	For
		Bonus	Against
Sumitomo Mitsui Financial Group Inc.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Elect Takeshi Kunibe	Against
		Elect Toru Nakashima	Against
		Elect Teiko Kudo	For
		Elect Fumihiko Ito	Against
		Elect Toshihiro Isshiki	Against
		Elect Yoshiyuki Gono	Against
		Elect Shozo Yamazaki	Against
		Elect Sonosuke Kadonaga	Against
		Elect Yoshinobu Tsutsui	Against
		Elect Katsuyoshi Shimbo	Against
		Elect Eriko Sakurai	For
		Elect Charles D. Lake II	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sumitomo Mitsui Financial Group Inc.	JP	Elect Jenifer S. Rogers	For
		Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	For
		Shareholder Proposal Regarding Customers' Climate Change Transition Plans	For
Sumitomo Mitsui Trust Group Inc.	JP	Allocation of Profits/Dividends	For
		Amendments to Articles - Change of the Company Name	For
		Increase in Authorized Capital	For
		Elect Toru Takakura	Against
		Elect Atsushi Kaibara	Against
		Elect Yasuyuki Suzuki	Against
		Elect Kazuya Oyama	Against
		Elect Tetsuo Ohkubo	Against
		Elect Masaru Hashimoto	Against
		Elect Toshiaki Nakano	Against
		Elect Koichi Kato	Against
		Elect Isao Matsushita	Against
		Elect Hiroko Kawamoto	For
		Elect Nobuaki Katoh	Against
		Elect Kaoru Kashima @ Kaoru Taya	For
		Elect Tomonori Ito	Against
		Elect Hajime Watanabe	Against
		Elect Hirokazu Fujita	Against
		Elect Kazuo Sakakibara	Against
Suncorp Group Ltd.	AU	Approve Capital Return	For
		Approve Share Consolidation	For
		Amendment to Constitution	For
		Elect Gillian Brown	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Suncorp Group Ltd.	AU	Re-elect Sylvia Falzon	Against
		Re-elect Christine McLoughlin	Against
		Re-elect Lindsay Tanner	Against
		Re-elect Duncan West	Against
		Approve Increase in NEDs' Fee Cap	For
		Renew Proportional Takeover Provisions	For
		Remuneration Report	Against
		Equity Grant (MD/CEO Steven Johnston)	For
Sunflower Pharmaceutical Group Co. Ltd.	CN	2023 Annual Report and its Summary	For
		Elect GUAN Yuxiu	Against
		2023 Directors' Report	For
		Elect GUAN Yi	Against
		2023 Supervisors' Report	For
		Elect GUAN Yanling	Against
		2023 Accounts and Reports	For
		Elect ZHOU Jianzhong	Against
		2023 Allocation of Profits/Dividends	For
		Elect YANG Yang	Against
		Approval of Line of Credit	For
		Elect REN Jingshang	Against
		Cash Management with Idle Funds	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sunflower Pharmaceutical Group Co. Ltd.	CN	Elect ZHAO Yan	For
		Appointment of Auditor	Against
		Elect ZHANG Ying	For
		Elect MIU Jiajun	For
		Remuneration Plan for Directors and Supervisors	For
		Elect CUI Jian	Against
		Elect HE Yan	Against
		Authority on Adjusting Independent Director Compensation (Allowances)	For
		Authority on Purchasing Directors and Officers Liability Insurance	For
		Amendments to Articles	For
		Amendments to Procedural Rules: Shareholder Meetings	Against
		Amendments to Procedural Rules: Board Meetings	Against
		Amendments to Procedural Rules: Supervisory Board Meetings	Against
		Amendments to Procedural Rules: Work System for Independent Directors	Against
		Amendments to Management System for Connected Transactions	Against
		Amendments to Management System for External Guarantees	Against
		Management Measures to Prevent Misappropriation of Funds by Controlling Shareholders and Their Related Parties	Against
		Amendments to Management System for External Investment	Against
		Amendments to Management System for Raised Funds	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sunflower Pharmaceutical Group Co. Ltd.	CN	Management System for Providing Financial Assistance to External Parties	Against
Sungrow Power Supply Co. Ltd.	CN	2023 Directors' Report	For
		GDR Issuance and Listing on the Frankfurt Stock Exchange in Germany	For
		2023 Supervisors' Report	For
		Type and Par Value of Securities Issued	For
		2023 Accounts and Reports	For
		Listing Place	For
		Allocation of Profits/Dividends	Against
		Issue Manner and Issue Time	For
		2023 Annual Report and its Summary	For
		Target Subscribers	For
		2024 Estimated Guarantee Quota for Subsidiaries and Provision of Guarantee for Subsidiaries	Against
		Basic Share Issuance Scale	For
		Continuation of the Foreign Exchange Hedging Business	For
		Scale of GDR During its Existence Period	For
		Conversion Rate Between GDR and the Underlying A-Shares	For
		Issuing a Letter of Guarantee for Subsidiaries	For
		2024 Reappointment of Audit Firm	Against
		Pricing Method	For
		Conversion Restriction Period Between GDR and the Underlying A-Shares	For
		Remuneration for Directors	For
		Amount and Usage of Raised Funds	For
		Remuneration for Supervisors	For
		Amendments to Articles	For
		Arrangement of Accumulated Profits	For
		Amendments to Procedural Rules: Shareholder Meetings	Against
		Underwriting Method	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sungrow Power Supply Co. Ltd.	CN	Amendments to Procedural Rules: Board Meetings	Against
		Resolution Validity Period	For
		Eligible for Issuing New Domestic Basic A-Shares through Overseas GDR Issuance	For
		The Company's Rules of Procedure Governing the Supervisory Committee Meetings	Against
		Amendments to Work System for Independent Directors	Against
		Preplan for the GDR Issuance and Corresponding Increase of Underlying A-Shares	For
		Amendments to Information Disclosure Management System	Against
		Demonstration Analysis Report on the Plan for GDR Issuance and Corresponding Increase of Underlying A-Shares	For
		Feasibility Analysis Report on the Use of RaisedFunds from GDR Issuance and CorrespondingIncrease of Underlying A-Shares	For
		Report on the Use of Previous Raised Funds	For
		Diluted Immediate Return After the GDR Issuanceand Corresponding Increase of Underlying A-Shares,Filling Measures, And Commitments of RelevantParties	For
		Shareholder Return Plan for the Next Three Years from 2024 to 2026	Against
		Full Authorization to the Board and Its Authorized Persons to Handle Matters Regarding the GDR Issuance and Listing on the Frankfurt Stock Exchange in Germany	For
		Purchase of Liability Insurance for Directors, Supervisors and Senior Manager	Against
		Provision of Guarantees for Subsidiaries	Against
		Amendments to Articles	Against
		Amendments to Procedural Rules: Shareholder Meetings	For
		Amendments to Procedural Rules: Board Meetings	For
		Amendments to Procedural Rules: Supervisor Meetings	For
		Amendments to Management System for Raised Funds	For
Sun Life Financial Inc.	CA	Elect Deepak Chopra	For
		Elect Stephanie L. Coyles	For
		Elect Ashok K. Gupta	For
		Elect M. Marianne Harris	For
		Elect David H. Y. Ho	For
		Elect Laurie G. Hylton	For
		Elect Helen Mallovy Hicks	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sun Life Financial Inc.	CA	Elect Marie-Lucie Morin	For
		Elect Joseph M. Natale	For
		Elect Scott F. Powers	Withhold
		Elect Kevin D. Strain	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	For
SUPCON Technology Co. Ltd.	CN	2023 Work Report of the Board of Directors	For
		2024 Restricted Stock Incentive Plan (Draft) and its Summary	For
		Elect CHEN Wenqiang	Against
		Increasing the Quota of 2024 Estimated Related Party Transactions	For
		Launching Bill Pool Business	For
		2023 Work Report of the Supervisory Committee	For
		Amendments to Articles	For
		Appraisal Management Measures for the Implementation of 2024 Restricted Stock Incentive Plan	For
		Change of the Company's Registered Capital, Amendments to the Company's Articles of Association, And Handling the Industrial and Commercial Registration Amendment	For
		2023 Work Report of Independent Directors	For
		Authorization to the Board to Handle Matters Regarding the 2024 Restricted Stock Incentive Plan	For
		2023 Annual Accounts Report	For
		Connected Transactions Regarding Joint External Investment with Related Parties	For
		2023 Annual Report and Its Summary	For
		Amendments to Articles	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SUPCON Technology Co. Ltd.	CN	2023 Profit Distribution Plan	For
		Reappointment of 2024 Audit Firm	Against
		2024 Estimated Quota of Continuing Connected Transactions	For
		2024 Application for Comprehensive Credit Line to Banks and Provision of Guarantee for Subsidiaries	For
Super Micro Computer Inc.	US	Elect Judy Li-Ju Lin	For
		Elect Chiu-Chu Liu Liang	Withhold
		Elect Yih-Shyan Liaw	Withhold
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
		Amendment to the 2020 Equity and Incentive Compensation Plan	Against
Surgical Science Sweden AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Roland Bengtsson	Against
		Ratify Thomas Eklund	Against
		Ratify Elisabeth Hansson	Against
		Ratify Henrik Falconer	Against
		Ratify Jan Bengtsson	Against
		Ratify Åsa Bredin	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Surgical Science Sweden AB	SE	Ratify Tommy Forsell	Against
		Ratify Gisli Hennermark	Against
		Board Size	For
		Number of Auditors	For
		Directors and Auditors' Fees	Against
		Elect Roland Bengtsson	Against
		Elect Thomas Eklund	Against
		Elect Elisabeth Hansson	For
		Elect Henrik Falconer	Against
		Elect Jan Bengtsson	Against
		Elect Åsa Bredin	For
		Elect Roland Bengtsson as Chair	Against
		Elect Gisli Hennermark	Against
		Appointment of Auditor	For
		Nomination Committee Guidelines	For
		Adoption of Share-Based Incentives (Israel)	Against
		Authority to Issue Shares (Israel)	Against
		Adoption of Share-Based Incentives (Sweden)	Against
		Authority to Issue Shares (Sweden)	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
SUSS MicroTec SE	DE	Presentation of the adopted annual financial statements of SÜSS MicroTec SE and the approved consolidated financial statements as at 31/12/2023, the combined management report for SÜSS MicroTec SE and the group, including the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	For
		Resolution on the appointment of the auditor of the annual financial statements and the auditor of the consolidated financial statements as well as the auditor for a audit review or audit of additional financial information during the year	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
SUSS MicroTec SE	DE	Resolution on the appointment of the auditor of the group sustainability report for the 2024 financial year	For
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the amendment of Section 1(1) of the Articles of Association (renaming of SUSS MicroTec SE to SUSS MicroTec SE)	For
		Resolution on the amendment of Section 9 of the Articles of Association (regulations on the Management Board), Section 12(4), Section 13(2), Section 15 (repeal of Section 4), Section 16(3) and Section 4(1), Section 17(1)(3) of the Articles of Association (regulations on the Supervisory Board) and Section 24 (addition of Section 3) and Section 27(1) of the Articles of Association (regulations on the general meeting)	For
Suzuken Co. Ltd.	JP	Elect Shigeru Asano	Against
		Elect Hiromi Miyata	Against
		Elect Hirofumi Tanaka	Against
		Elect Chie Takahashi	For
		Elect Shunichi Samura	Against
		Elect Hideaki Nakagaki	Against
		Elect Ayako Shimizu @ Ayako Watanabe as Audit Committee Director	For
Swire Pacific Ltd.	HK	Elect David P. Cogman	Against
		Elect Martin James MURRAY	Against
		Elect Merlin Bingham SWIRE	Against
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
Swisscom AG	CH	Approval of the management report, the consolidated financial statements and the annual accounts of Swisscom AG for the 2023 financial year	For
		Advisory vote on the 2023 remuneration report	Against
		Approval of the 2023 non-financial report	For
		Appropriation of 2023 net income and determination of the dividend	For
		Discharge of the members of the Board of Directors and the Group Executive Board	Against
		Election to the Board of Directors: Michael Rechsteiner (as member and Chairman)	For
		Election to the Board of Directors: Roland Abt	Against
		Election to the Board of Directors: Monique Bourquin	Against
		Election to the Board of Directors: Guus Dekkers	For
		Election to the Board of Directors: Frank Esser	For
		Election to the Board of Directors: Sandra Lathion-Zweifel	For
		Election to the Board of Directors: Anna Mossberg	Against
		Election to the Board of Directors: Daniel Münger	For
		Election to the Remuneration Committee: Roland Abt	Against
		Election to the Remuneration Committee: Monique Bourquin	Against
		Election to the Remuneration Committee: Frank Esser	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Swisscom AG	CH	Election to the Remuneration Committee: Michael Rechsteiner (without voting rights)	For
		Election to the Remuneration Committee: Fritz Zurbrügg	For
		Approval of the total remuneration in 2025 for the members of the Board of Directors	For
		Approval of the total remuneration in 2025 for the members of the Group Executive Board	Against
		Re-election of the independent proxy	For
		Re-election of the auditors	For
		Ad hoc	Against
Swiss Prime Site AG	CH	Approval of the management report, the annual financial statements of Swiss Prime Site AG and the consolidated accounts of Swiss Prime Site AG for the 2023 financial year and acceptance of the auditor's reports	For
		Advisory vote on the remuneration report for the 2023 financial year	Against
		Discharge of the Board of Directors and executive management for the 2023 financial year	Against
		Resolution on the appropriation of net income, distribution of an ordinary dividend and distribution tax-free from reserves from capital contributions	For
		Approval of remuneration paid to members of the board of directors	For
		Approval of the remuneration paid to management	Against
		Election to the Board of Directors: Ton Buechner	For
		Election to the Board of Directors: Reto Conrad	For
		Election to the Board of Directors: Barbara A. Knoflach	Against
		Election to the Board of Directors: Gabrielle Nater-Bass	For
		Election to the Board of Directors: Thomas Studhalter	Against
		Election to the Board of Directors: Brigitte Walter	For
		Election to the Board of Directors: Detlef Trefzger	Against
		Election of the Chair of the Board of Directors: Ton Buechner	For
		Election of the members of the Nomination and Remuneration Committee: Gabrielle Nater-Bass	For
		Election of the members of the Nomination and Remuneration Committee: Barbara A. Knoflach	Against
		Election of the members of the Nomination and Remuneration Committee: Detlef Trefzger	Against
		Election of the independent proxy	For
		Election of the auditors	For
		Ad hoc	Against
Swissquote Group Holding S.A.	CH	Approval of the management report, the annual financial statements and the consolidated financial statements for the 2023 financial year	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Swissquote Group Holding S.A.	CH	Advisory vote on the remuneration report for the 2023 financial year	Against
		Approval of the sustainability report for the 2023 financial year	For
		Appropriation of net income, distribution of a dividend	For
		Discharge of the members of the Board of Directors and management	Against
		Election to the Board of Directors: Markus Dennler (as member and as Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Jean-Christophe Pernollet	For
		Election to the Board of Directors: Beat Oberlin	For
		Election to the Board of Directors: Monica Dell'Anna	For
		Election to the Board of Directors: Michael Ploog	For
		Election to the Board of Directors: Paolo Buzzi	For
		Election to the Board of Directors: Demetra Kalogerou	For
		Election to the Board of Directors: Esther Finidori	For
		Election to the Remuneration Committee: Beat Oberlin	For
		Election to the Remuneration Committee: Monica Dell'Anna	For
		Election to the Remuneration Committee: Paolo Buzzi	For
		Election of the auditors	For
		Election of the independent proxy	For
		Approval of the maximum total remuneration of the members of of the Board of Directors from the 2024 annual general meeting to the 2025 annual general meeting	For
		Approval of the maximum total remuneration of members of the Executive Committee for the 2025 financial year	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Swissquote Group Holding S.A.	CH	Ad hoc	Against
Swiss Re AG	CH	Advisory vote on the remuneration report	Against
		Advisory vote on the sustainability report	For
		Approval of the annual report (incl. management report), the annual accounts and the consolidated financial statements for the 2023 financial year	For
		Use of available income	For
		Approval of the total variable short-term remuneration of the members of management for the 2023 financial year	Against
		Discharge of the members of the Board of Directors	Against
		Election to the Board of Directors: Jacques de Vaucleroy (as member and Chairman of the Board of Directors)	For
		Election to the Board of Directors: Karen Gavan	For
		Election to the Board of Directors: Vanessa Lau	For
		Election to the Board of Directors: Joachim Oechslin	For
		Election to the Board of Directors: Deanna Ong	For
		Election to the Board of Directors: Jay Ralph	For
		Election to the Board of Directors: Jörg Reinhardt	For
		Election to the Board of Directors: Philip K. Ryan	For
		Election to the Board of Directors: Pia Tischhauser	For
		Election to the Board of Directors: Sir Paul Tucker	For
		Election to the Board of Directors: Larry Zimpleman	For
		Election to the Board of Directors: Geraldine Matchett	For
		Election to the Remuneration Committee: Karen Gavan	For
		Election to the Remuneration Committee: Deanna Ong	For
		Election to the Remuneration Committee: Jay Ralph	For
		Election to the Remuneration Committee: Jörg Reinhardt	For
		Re-election of the independent voting proxy	For
		Re-election of the auditors	For
		Approval of the maximum total remuneration of the members of the Board of Directors for the period from the 2024 Annual General Meeting to the 2025 Annual General Meeting	For
		Approval of the maximum overall amount of fixed remuneration and the variable long-term remuneration of the members of the management for the 2025 financial year	Against
		Ad hoc	Against
Symrise AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements and the combined management report for Symrise AG and the Symrise Group for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year	For
		Discharge of the members of the Management Board for the 2023 financial year	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the appointment of the auditor and group auditor for the 2024 financial year, the auditor for sustainability reporting and the auditor for any audit review of the semi-annual financial report for the first half of the 2024 financial year or other financial information during the year	For
		Resolution on the approval of the remuneration report	Against
		Amendment to the Articles of Association to enable virtual general meetings	For
		Amendment to the Articles of Association on arrangements for the participation of Supervisory Board members	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Symrise AG	DE	Cancellation of the existing authorised capital and creation of a new authorised capital with the option to exclude subscription rights, and amendment to Section 4 of the Articles of Association	Against
		Cancellation of the existing authorisation to issue bonds (authorisation 2019) and the cancellation of Conditional Capital 2019 and resolution on a new authorisation to issue warrant and/or convertible bonds, participation rights and/ or income bonds (or combinations of these instruments), to exclude subscription rights and on the creation of a new Conditional Capital 2024 and a corresponding amendment to the Articles of Association	Against
SYNLAB AG	DE	Presentation of the adopted annual financial statements including the management report and the approved consolidated financial statements including the group management report for SYNLAB AG as at 31 December 2023 and the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the discharge of members of the Management Board	Against
		Resolution on the discharge of members of the Supervisory Board	Against
		Election to the Supervisory Board: Laura Brachs and Thilo Sautter	Against
		Resolution on the appointment of the auditor and group auditor for the 2024 financial year and the auditor for the audit review of the half-year report for the 2024 financial year	Against
		Resolution on the approval of the remuneration report	For
		Resolution on amending of Section 15(2)(3) of the Articles of Association: Adjustment of the proof date in accordance with the law on the financing of future-proof investments (Future Financing Act - ZuFinG)	For
Synopsys Inc.	US	Elect Aart J. de Geus	Against
		Elect Roy A. Vallee	Against
		Elect Sassine Ghazi	Against
		Elect Luis A Borgen	Against
		Elect Marc N. Casper	Against
		Elect Janice D. Chaffin	Against
		Elect Bruce R. Chizen	Against
		Elect Mercedes Johnson	For
		Elect Robert G. Painter	Against
		Elect Jeannine P. Sargent	For
		Elect John G. Schwarz	Against
		Amendment to the 2006 Employee Equity Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	For
Sysco Corporation	US	Elect Daniel J. Brutto	For
		Elect Francesca DeBiase	For
		Elect Ali Dibadj	For
		Elect Larry C. Glasscock	For
		Elect Jill M. Golder	For
		Elect Bradley M. Halverson	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Sysco Corporation	US	Elect John M. Hinshaw	For
		Elect Kevin P. Hourican	Against
		Elect Roberto O. Marques	For
		Elect Alison Kenney Paul	For
		Elect Sheila G. Talton	For
		Advisory Vote on Executive Compensation	Against
		Approval of the 2025 Employee Stock Purchase Plan	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Gestation Crates	For
TAG Colonia-Immobilien AG	DE	Presentation of the adopted annual financial statements of TAG Colonia-Immobilien AG and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the discharge of members of the Management Board	For
		Resolution on the discharge of members of the Supervisory Board	Against
TAG Immobilien AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements for the 2023 financial year, the management reports for TAG Immobilien AG and the group, the Supervisory Board report, the Management Board's proposal on the appropriation of net income and the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the consolidated financial statements for the 2024 financial year and the auditor for an audit review of the condensed financial statements and the interim management report	For
		Election of the auditor of the sustainability report for the company or group for the 2024 financial year	For
		Election to the Supervisory Board: Gabriela Gryger	For
		Election to the Supervisory Board: Eckhard Schultz	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	For
		Resolution on the increased remuneration of Supervisory Board members and corresponding amendments to the Articles of Association	For
		Resolution on the amendment to Section 15(1)(4) of the company's Articles of Association (cut-off date)	For
Taiwan High Speed Rail Corporation	TW	2023 Accounts and Reports	For

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Name of security	Country	Agenda items	Voting
Taiwan High Speed Rail Corporation	TW	2023 Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Amendments to Procedural Rules for Corporate Governance	For
		Extraordinary Motions	Against
Taiwan Semiconductor Manufacturing Co. Ltd.	TW	2023 Accounts and Reports	For
		Amendments to Articles of Association	For
		2024 Employee Restricted Stock Plan	For
		Elect WEI Che-Chia	Against
		Elect TSENG Fan-Cheng	Against
		Elect KUNG Ming-Hsin	Against
		Elect Sir Peter L. Bonfield	Against
		Elect Michael R. Splinter	Against
		Elect Moshe N.Gavrielov	Against
		Elect L. Rafael Reif	Against
		Elect Ursula M. Burns	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Taiwan Semiconductor Manufacturing Co. Ltd.	TW	Elect Lynn L. Elsenhans	For
		Elect LIN Chuan	Against
		Extraordinary Motions	Against
Takeda Pharmaceutical Co. Ltd.	JP	Allocation of Profits/Dividends	Against
		Elect Christophe Weber	Against
		Elect Andrew Plump	Against
		Elect Milano Furuta	Against
		Elect Masami Iijima	Against
		Elect Ian T. Clark	Against
		Elect Steven Gillis	Against
		Elect John M. Maraganore	Against
		Elect Michel Orsinger	Against
		Elect Miki Tsusaka	For
		Elect Emiko Higashi	For
		Elect Koji Hatsukawa	Against
		Elect Yoshiaki Fujimori	Against
		Elect Kimberly A. Reed	For
		Elect Jean-Luc Butel	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Takeda Pharmaceutical Co. Ltd.	JP	Bonus	Against
Talanx AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements including the combined management report for Talanx Aktiengesellschaft and the group for the 2023 financial year and the Supervisory Board report	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Torsten Leue (Chairman)	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jean-Jacques Henchoz	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Wilm Langenbach	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Edgar Puls	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Caroline Schlienkamp	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jens Warkentin	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Jan Wicke	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Herbert K. Haas (Chairman)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ralf Rieger (Deputy Chairman of the Supervisory Board)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Angela Titzrath (Deputy Chairman of the Supervisory Board)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Benita Bierstedt	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Rainer-Karl Bock-Wehr	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Joachim Brenk	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Sebastian L. Gascard	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christof Günther	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jutta Hammer	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Herrmann Jung	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Dirk Lohmann	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Christoph Meister	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jutta Mück	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Sandra Reich	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Jens Schubert	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Norbert Steiner	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Talanx AG	DE	Election of the auditor and the group auditor for the 2024 financial year and of the auditor for an audit review of interim financial statements and interim management reports	For
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG)	Against
		Resolution on amending Section 5(2) of the Articles of Association	For
		Resolution on the approval to conclude a domination and profit transfer agreement with Zweite Riethorst Grundstücksgesellschaft mbH	For
Targa Resources Corporation	US	Elect Beth A. Bowman	Against
		Elect Lindsey M. Cooksen	Against
		Elect Joe Bob Perkins	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Target Corporation	US	Elect David P. Abney	For
		Elect Douglas M. Baker, Jr.	For
		Elect George S. Barrett	For
		Elect Gail K. Boudreaux	For
		Elect Brian C. Cornell	Against
		Elect Robert L. Edwards	For
		Elect Donald R. Knauss	For
		Elect Christine A. Leahy	Against
		Elect Monica C. Lozano	For
		Elect Grace Puma	For
		Elect Derica W. Rice	For
		Elect Dmitri L. Stockton	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Independent Chair	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Target Corporation	US	Shareholder Proposal Regarding Progress on Animal Pain Management Commitment	For
		Shareholder Proposal Regarding Living Wage Policy	For
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For
		Shareholder Proposal Regarding Charitable Contributions Disclosure	Against
Tate & Lyle Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect David Hearn	For
		Elect Nick Hampton	Against
		Elect Dawn Allen	For
		Elect Jeff Carr	For
		Elect John Cheung	For
		Elect Patrícia Corsi	For
		Elect Isabelle Esser	For
		Elect Lars Vinge Frederiksen	For
		Elect Kimberly A. Nelson	For
		Elect Sybella Stanley	For
		Elect Warren G. Tucker	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Change of Company Name	For
TeamViewer SE	DE	Presentation of the adopted annual financial statements of TeamViewer SE and the approved consolidated financial statements of the TeamViewer Group for the 2023 financial year; presentation of the management reports of TeamViewer SE and the TeamViewer Group for the 2023 financial year including the explanatory reports on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB); presentation of the 2023 Supervisory Board report	Not voted
		Resolution on the discharge of the Management Board members of TeamViewer SE for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members of TeamViewer SE for the 2023 financial year	For
		Appointment of the auditor of the annual financial statements, the auditor of the consolidated financial statements and the auditor for the review of interim financial information	Against
		Resolution on the appointment of the auditor for sustainability reporting	Against
		Resolution on the approval of the remuneration report	Against
		Resolution on the approval of the profit transfer agreement as defined in Section 291(1) sentence 1 of the German Stock Corporation Act (AktG)) between TeamViewer SE and Regit Eins GmbH	For
		Resolution on the creation of authorised capital 2024/I with the option to exclude subscription rights (authorised capital 2024/) and the corresponding amendment to the Articles of Association	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TeamViewer SE	DE	Resolution on the cancellation of conditional capital 2019, on granting a new authorisation to issue convertible and/or warrant bonds and on excluding subscription rights for these convertible and warrant bonds in addition to the simultaneous creation of conditional capital 2024 (conditional capital 2024) and the corresponding amendment to the Articles of Association	Against
		Resolution on the creation of authorised capital 2024/II with the option to exclude subscription rights (authorised capital 2024/ II) and the corresponding amendment to the Articles of Association	Against
		Resolution on the election of a Supervisory Board member: Joachim (Joe) Heel	For
		Resolution on the authorisation to acquire and use treasury shares and to exclude tender and subscription rights	Against
		Resolution on the authorisation to acquire treasury shares using derivatives or on multilateral trading facilities	Against
		Resolution on amendments to the Articles of Association due to the Future Financing Act	For
		Resolution on the further amendment to the Articles of Association: Rescinding of Section 3(2), sentences 2 and 3 of the Articles of Association (transmission of information)	For
Technip Energies NV	NL	Opening	Not voted
		Presentation of Board Report	Not voted
		Accounts and Reports	For
		Allocation of Dividends	For
		Remuneration Report	Against
		Appointment of Auditor	For
		Ratification of Executive Directors' Acts	Against
		Ratification of Non-Executives' Acts	Against
		Elect Arnaud Pieton to the Board of Directors	For
		Elect Joseph Rinaldi to the Board of Directors	For
		Elect Arnaud Caudoux to the Board of Directors	For
		Elect Colette Cohen to the Board of Directors	For
		Elect Stephanie Cox to the Board of Directors	For
		Elect Simon William Caines Eyers to the Board of Directors	For
		Elect Alison Goligher to the Board of Directors	For
		Elect Francesco Venturini to the Board of Directors	For
		Elect Maëlle Gavet to the Board of Directors	For
		Elect Matthieu Dominique Marie Malige to the Board of Directors	For
		Authority to Repurchase Shares	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Technip Energies NV	NL	Cancellation of Shares	For
		Closing of Meeting	Not voted
TechnipFMC Plc.	GB	Elect Douglas J. Pferdehirt	Against
		Elect Claire S. Farley	Against
		Elect Eleazar de Carvalho Filho	Against
		Elect Robert G. Gwin	Against
		Elect John C.G. O'Leary	Against
		Elect Margareth Øvrum	Against
		Elect Kay G. Priestly	Against
		Elect John Yearwood	Against
		Elect Sophie Zurquiyah	Against
		Advisory Vote on Executive Compensation	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Accounts and Reports	For
		Ratification of U.S. Auditor	For
		Re-appointment of U.K. Auditor	For
		Authority to Set U.K. Statutory Auditor's Fees	For
		Approval of Share Repurchase Contracts and Counterparties	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
Techtronic Industries Co. Ltd.	HK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Stephan Horst Pudwill	Against
		Elect Peter David SULLIVAN	Against
		Elect Johannes-Gerhard HESSE	Against
		Elect Virginia Davis Wilmerding	Against
		Elect Andrew Philip Roberts	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Issue Shares w/o Preemptive Rights	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Techtronic Industries Co. Ltd.	HK	Authority to Repurchase Shares	Against
TE Connectivity Ltd.	CH	Approval of the merger agreement between TE Connectivity Ltd. and TE Connectivity plc	For
		Election of directors: Jean-Pierre Clamadieu	Against
		Approval of reduction of share premium account of TE Connectivity plc to allow for the creation of distributable reserves of TE Connectivity plc	For
		Election of directors: Terrence R. Curtin	Against
		Ad hoc	Against
		Election of directors: Carol A. ("John") Davidson	Against
		Election of directors: Lynn A. Dugle	Against
		Election of directors: William A. Jeffrey	Against
		Election of directors: Syaru Shirley Lin	Against
		Election of directors: Heath A. Mitts	Against
		Election of directors: Abhijit Y. Talwalkar	Against
		Election of directors: Mark C. Trudeau	Against
		Election of directors: Dawn C. Willoughby	Against
		Election of directors: Laura H. Wright	Against
		Election of the Chairman of the Board of Directors: Carol A. ("John") Davidson	Against
		Election of the members of the Management Development and Remuneration Committee: Abhijit Y. Talwalkar	Against
		Election of the members of the Management Development and Remuneration Committee: Mark C. Trudeau	Against
		Election of the members of the Management Development and Remuneration Committee: Dawn C. Willoughby	Against
		Election of the independent proxy	For
		Approval of the 2023 Annual Report of TE Connectivity Ltd. (excluding the statutory financial statements for the financial year ended 29 September 2023, the consolidated financial statements for the financial year ended 29 September 2023 and the Swiss Statutory Compensation Report for the financial year ended 29 September 2023)	For
		Approval of the statutory financial statements of TE Connectivity Ltd. for the financial year ended 29 September 2023	For
		Approval of the consolidated financial statements of TE Connectivity Ltd. for the financial year ended 29 September 2023	For
		Release of the members of the Board of Directors and executive officers of TE Connectivity for activities during the financial year ending 29 September 2023	Against
		Election of Deloitte & Touche LLP as independent registered public accounting firm for the 2024 financial year	Against
		Election of Deloitte AG, Zurich, Switzerland, as Swiss registered auditor until our next Annual General Meeting	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TE Connectivity Ltd.	CH	Election of PricewaterhouseCoopers AG, Zurich, Switzerland, as our special auditor until our next Annual General Meeting	For
		Advisory vote to approve named executive officer compensation ("Say on Pay")	Against
		Advisory vote to approve the Swiss statutory remuneration report for the financial year ended 29 September 2023	Against
		Binding vote to approve the 2025 financial year maximum aggregate remuneration amount for executive management	Against
		Binding vote to approve the 2025 financial year maximum aggregate remuneration amount for the Board of Directors	For
		Approval of the carry-forward of unappropriated accumulated earnings on 29 September 2023	For
		Approval of the dividend declaration	For
		Approval of the renewal of the capital band and related amendments to the Articles of Association of TE Connectivity	Against
		Approval of reduction of share capital for shares acquired under our share buyback programme and related amendments to the Articles of Association of TE Connectivity	For
		Approval of amendments to the Articles of Association relating to Swiss Corporate Law Reform: Amendments to the Articles of Association relating to the general meeting and shareholders matters	For
		Approval of amendments to the Articles of Association relating to Swiss Corporate Law Reform: Amendments to Articles of Association relating to hybrid and virtual general meetings of shareholders	Against
		Approval of amendments to the Articles of Association relating to Swiss Corporate Law Reform: Amendments to Articles of Association relating to the Board of Directors, remuneration and mandates	For
		Approval of authorisation relating to a share buyback programme	Against
		Approval of the TE Connectivity Ltd. 2024 Stock and Incentive Plan	For
		Ad hoc	Against
Tele2 AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		Remarks by the Chair	Not voted
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Dividend Record Date (Board proposal)	For
		Dividend Record Date (Shareholder Proposal)	Against
		Ratify Andrew Barron	Against
		Ratify Stina Bergfors	Against
		Ratify Georgi Ganev	Against
		Ratify Kjell Johnsen	Against
		Ratify Sam Kini	Against
		Ratify Eva Lindqvist	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Tele2 AB	SE	Ratify Lars-Åke Norling	Against
		Ratify Carla Smits-Nusteling	Against
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Thomas Reynaud	For
		Elect Stina Bergfors	For
		Elect Aude Durant	For
		Elect Georgi Ganev	Against
		Elect Jean-Marc Harion	For
		Elect Nicholas Högberg	For
		Elect Sam Kini	For
		Elect Eva Lindqvist	For
		Elect Lars-Åke Norling	For
		Elect Thomas Reynaud as Chair of the Board	For
		Appointment of Auditor	Against
		Remuneration Report	Against
		Adoption of Share-Based Incentives (LTI 2024)	Against
		Authority to Issue Shares (LTI)	Against
		Authority to Repurchase Shares (LTI)	Against
		Authority to Transfer Treasury Shares (LTI)	Against
		Authority to Issue Treasury Shares (LTI)	Against
		Approve Equity Swap Agreement	Against
		Authority to Repurchase Shares	For
		Shareholder Proposal Regarding Board and Management Qualifications	Against
		Shareholder Proposal Regarding Measures Taken to Ensure Qualifications	Against
		Shareholder Proposal Regarding Report on Measures Taken	Against
Telecom Italia S.p.A.	IT	Accounts and Reports; Allocation of Losses	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Board Size	For
		Board Term Length	For
		List presented by Board of Directors	For
		List presented by Merlyn Partners SCSp	Not voted
		List presented by ASATI	Not voted
		List presented by Bluebell Capital Partners	Not voted
		Directors' Fees	For
		List presented by Vivendi S.E.	For
		List presented by Group of Institutional Shareholders representing 1.34% of Share Capital	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Telecom Italia S.p.A.	IT	Elect Mara Vanzetta as Chair of Board of Statutory Auditors	Not voted
		Elect Francesco Fallacara as Chair of Board of Statutory Auditors	For
		Statutory Auditors' Fees	For
		Amendment to the 2022-2024 Stock Options Plan	Against
		Non-Reconstitution of Reserves	For
Teleflex Inc.	US	Elect Candace H. Duncan	Against
		Elect Gretchen R. Haggerty	Against
		Elect Liam J. Kelly	Against
		Elect Stephen K. Klasko	Against
		Elect Stuart A. Randle	Against
		Elect Jaewon Ryu	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
Telefonaktiebolaget L.M. Ericsson	SE	Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Compliance with the Rules of Convocation	For
		Minutes	Not voted
		Presentation of Accounts and Reports	Not voted
		CEO's Address	Not voted
		Accounts and Reports	For
		Remuneration Report	For
		Ratify Jan Carlson	For
		Ratify Ronnie Leten	For
		Ratify Jacob Wallenberg	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Telefonaktiebolaget L.M. Ericsson	SE	Ratify Jon Fredrik Baksaas	For
		Ratify Nora Denzel	For
		Ratify Carolina Dybeck Happe	For
		Ratify Börje Ekholm	For
		Ratify Eric A. Elzvik	For
		Ratify Kurt Jofs	For
		Ratify Kristin S. Rinne	For
		Ratify Helena Stjernholm	For
		Ratify Jonas Synnergren	For
		Ratify Christy Wyatt	For
		Ratify Torbjörn Nyman	For
		Ratify Anders Ripa	For
		Ratify Ulf Rosberg	For
		Ratify Annika Salomonsson	For
		Ratify Kjell-Åke Soting	For
		Ratify Frans Frejdestedt	For
		Ratify Loredana Roslund	For
		Ratify Stefan Wänstedt	For
		Ratify Börje Ekholm (CEO)	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Telefonaktiebolaget L.M. Ericsson	SE	Allocation of Profits/Dividends	Against
		Board Size	For
		Directors' Fees	For
		Elect Jon Fredrik Baksaas	For
		Elect Jan Carlson	For
		Elect Carolina Dybeck Happe	For
		Elect Börje Ekholm	For
		Elect Eric A. Elzvik	For
		Elect Kristin S. Rinne	For
		Elect Jonas Synnergren	For
		Elect Jacob Wallenberg	For
		Elect Christy Wyatt	For
		Elect Karl Åberg	For
		Elect Jan Carlson as Chair	For
		Number of Auditors	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Adoption of Share-Based Incentives (LTV 2024)	For
		Capital authorities to implement LTV I 2024	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Telefonaktiebolaget L.M. Ericsson	SE	Approve Equity Swap Agreement (LTV I 2024)	For
		Approval of Transfer of Treasury Shares, Issuance of Shares and Acquisitions of Shares Pursuant to the Previously Approved LTV I 2023	For
		Transfer of treasury shares to Cover Expenses (LTV 2021, LTV 2022 & LTV II 2023)	For
		Transfer of Treasury Shares to Cover Costs for Tax and Social Security Liabilities (LTV 2021, LTV2022 and LTV I 2023)	For
Telefónica S.A.	ES	Accounts and Reports	For
		Report on Non-Financial Information	For
		Ratification of Board Acts	Against
		Allocation of Profits/Dividends	Against
		Appointment of Auditor	For
		Elect Isidro Fainé Casas	Against
		Elect José Javier Echenique Landiríbar	Against
		Elect Peter Löscher	For
		Elect Verónica María Pascual Boé	For
		Elect Claudia Sender Ramírez	For
		Ratify Co-Option and Elect Solange Sobral Targa	For
		Ratify Co-Option and Elect Alejandro Reynal Ample	For
		Cancellation of Shares	For
		Special Dividend	Against
		Approval of Long-Term Incentive Plan	For
		Authorisation of Legal Formalities	For
		Remuneration Report	For
Telenor ASA	NO	Opening of Meeting	Not voted
		Voting List	Not voted
		Notice of Meeting; Agenda	For
		Minutes	For
		CEO's Address	Not voted
		Accounts and Reports; Allocation of Profits and Dividends	For
		Authority to Set Auditor's Fees	For
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Cancellation of Shares	For
		Authority to Repurchase Shares (Incentive Plan)	Against
		Authority to Repurchase and Cancel Shares	Against
		Election of Heidi Algarheim	For
		Corporate Assembly Fees	For
		Nomination Committee Fees	Against
		Shareholder Proposal regarding Nomination Committee Fees	For
Téléperformance SE	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Téléperformance SE	FR	Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		2023 Remuneration Report	Against
		2023 Remuneration of Daniel Julien, Chair and CEO	Against
		2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO	Against
		2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Chair and co-CEO)	Against
		2024 Remuneration Policy (Deputy CEO and co-CEO, Bhupender Singh)	Against
		2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	For
		Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	For
		Ratification of the Co-option of Kevin Niu	For
		Ratification of the Co-option of Moulay Hafid Elalamy	For
		Elect Moulay Hafid Elalamy	For
		Ratification of the Co-option of Brigitte Daubry	For
		Elect Brigitte Daubry	For
		Elect Daniel Julien	Against
		Elect Alain Boulet	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and/or to Increase Capital in Case ofExchange Offers	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	For
		Authorisation of Legal Formalities	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Television Francaise 1 S.A. (TF1)	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	Against
		2023 Remuneration of Rodolphe Belmer, CEO (until February 13, 2023)	Against
		2023 Remuneration of Rodolphe Belmer, chair and CEO (from February 13, 2023)	Against
		2023 Remuneration Report	Against
		2024 Remuneration Policy (chair and CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Elect SCDM (Charlotte Bouygues)	Against
		Elect Bouygues (Pascal Grangé)	Against
		Acknowledgement of the Election of Employee Representatives	For
		Elect Marie-Aude Morel (Employee Shareholder Representative)	For
		Appointment of Auditor for Sustainability Reporting (Ernst & Young)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authorisation of Legal Formalities	For
TELUS Corporation	CA	Elect Raymond T. Chan	For
		Elect Hazel Claxton	For
		Elect Lisa de Wilde	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TELUS Corporation	CA	Elect Victor G. Dodig	For
		Elect Darren Entwistle	For
		Elect Martha Hall Findlay	For
		Elect Thomas E. Flynn	For
		Elect Mary Jo Haddad	Withhold
		Elect Christine Magee	For
		Elect John P. Manley	For
		Elect David Mowat	For
		Elect Marc Parent	For
		Elect Denise Pickett	For
		Elect W. Sean Willy	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
		Amendment to the Deferred Share Unit Plan	For
Tenaris S.A.	LU	Board and Auditor Report	For
		Consolidated Accounts and Reports	For
		Accounts and Reports	For
		Allocation of Dividends	For
		Ratification of Board Acts	Against
		Election of Directors (Slate)	Against
		Non-Executive Remuneration Policy	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Electronic Communication	For
		Cancellation of Shares	For
Tencent Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Charles St. Leger Searle	Against
		Elect KE Yang	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Tencent Holdings Ltd.	KY	Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Amendments to Articles	For
Tencent Music Entertainment Group	KY	Appointment of Auditor and Authority to Set Fees	Against
		Elect HU Min	Against
Tenet Healthcare Corporation	US	Elect Saumya Sutaria	Against
		Elect J. Robert Kerrey	Against
		Elect Vineeta Agarwala	Against
		Elect James L. Bierman	Against
		Elect Roy Blunt	Against
		Elect Richard W. Fisher	Against
		Elect Meghan FitzGerald	Against
		Elect Cecil D. Haney	Against
		Elect Christopher S. Lynch	Against
		Elect Richard J. Mark	Against
		Elect Tammy Romo	Against
		Elect Stephen H. Rusckowski	Against
		Elect Nadja Y. West	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reproductive Health Care	For
		Shareholder Proposal Regarding Report on Linking Executive Compensation to ESG Metrics	For
Tennant Co.	US	Elect Azita Arvani	Against
		Elect Timothy R. Morse	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2020 Stock Incentive Plan	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Terna Rete Elettrica Nazionale S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Approval of the 2024-2028 Performance Share Plan	Against
		Authority to Repurchase and Reissue Shares to Service 2024-2028 Performance Share Plan	Against
		Remuneration Policy	Against
		Remuneration Report	Against
		Directors' liability action	For
Terumo Corporation	JP	Allocation of Profits/Dividends	For
		Elect Toshiaki Takagi	Against
		Elect Hikaru Samejima	Against
		Elect Toshihiko Osada	Against
		Elect Kazunori Hirose	Against
		Elect Norimasa Kunimoto	Against
		Elect Hidenori Nishi	Against
		Elect Keiya Ozawa	Against
		Elect Mari Kogiso	For
		Elect Koichi Sakaguchi	For
		Elect Hiroaki Kosugi	For
Tesco Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Dame Carolyn Fairbairn	For
		Elect Gerry M. Murphy	For
		Elect Melissa Bethell	For
		Elect Bertrand Bodson	For
		Elect Thierry Garnier	For
		Elect Stewart Gilliland	For
		Elect Ken Murphy	For
		Elect Imran Nawaz	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Tesco Plc.	GB	Elect Alison Platt	For
		Elect Caroline L. Silver	For
		Elect Karen Whitworth	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Tesla Inc.	US	Elect James Murdoch	Against
		Elect Kimbal Musk	Against
		Advisory Vote on Executive Compensation	Against
		Redomestication from Delaware to Texas	Against
		Approval of Stock Option Award to Elon Musk	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Board Declassification	For
		Shareholder Proposal Regarding Simple Majority Vote	Against
		Shareholder Proposal Regarding Report on Effectiveness of Workplace Harassment and Discrimination Policies	For
		Shareholder Proposal Regarding Freedom of Association Policy	For
		Shareholder Proposal Regarding Report on Electromagnetic Radiation	For
		Shareholder Proposal Regarding Linking Executive Compensation to Sustainability Metrics	For
		Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Against
Test Research Inc.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Extraordinary Motions	Against
Tetra Tech Inc.	US	Elect Dan L. Batrack	Against
		Elect Gary R. Birkenbeuel	For
		Elect Prashant Gandhi	For
		Elect Joanne M. Maguire	For
		Elect Christiana Obiaya	For
		Elect Kimberly E. Ritrievi	Against
		Elect Kirsten M. Volpi	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Texas Instruments Inc.	US	Elect Mark A. Blinn	Against
		Elect Todd M. Bluedorn	For
		Elect Janet F. Clark	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Texas Instruments Inc.	US	Elect Carrie S. Cox	Against
		Elect Martin S. Craighead	For
		Elect Reginald DesRoches	For
		Elect Curtis C. Farmer	Against
		Elect Jean M. Hobby	For
		Elect Haviv Ilan	Against
		Elect Ronald Kirk	Against
		Elect Pamela H. Patsley	Against
		Elect Robert E. Sanchez	Against
		Elect Richard K. Templeton	Against
		Approval of the 2024 Long-Term Incentive Plan	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
		Shareholder Proposal Regarding Report on Customer Due Diligence	For
TFI International Inc.	CA	Elect Leslie Abi-Karam	For
		Elect Alain Bédard	Against
		Elect André Bérard	Against
		Elect William T. England	For
		Elect Diane Giard	For
		Elect Debra J. Kelly-Ennis	For
		Elect Neil D. Manning	Against
		Elect Sébastien Martel	For
		Elect John Pratt	For
		Elect Joey Saputo	Against
		Elect Rosemary Turner	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Agricultural Bank of China	CN	Directors' Report	For
		Elect GU Shu	Against
		Elect WANG Zhiheng	Against
		Elect WU Liansheng	Against
		Elect LIN Li	Against
		Elect LIU Xiaopeng	Against
		Elect ZHOU Ji	Against
		Supervisors' Report	For
		Accounts and Reports	For
		Distribution of Interim Dividends	For
		Elect ZHUANG Yumin	For
		Allocation of Profits/Dividends	For
		Amendments to Plan on Authorization of the Shareholders' General Meeting to the Board of Directors	Against
		External Donation Budget for 2024	For
		Appointment of Auditor and Authority to Set Fees	For
		Directors' Remuneration for 2023	For
		2024 Fixed Assets Investment Budget	For
		Supervisors' Remuneration for 2023	For
		Authority to Issue Financial Bonds	Against
		Elect JU Jiandong	Against
		Issuance Quota of Total Loss-Absorbing Capacity Non-Capital Bonds	For
		2024 Interim Profit Distribution Plan	For
The Allstate Corporation	US	Elect Donald E. Brown	For
		Elect Kermit R. Crawford	Against
		Elect Richard T. Hume	For
		Elect Margaret M. Keane	For
		Elect Siddharth N. Mehta	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Allstate Corporation	US	Elect Maria R. Morris	For
		Elect Jacques P. Perold	For
		Elect Andrea Redmond	Against
		Elect Gregg M. Sherrill	For
		Elect Judith A. Sprieser	Against
		Elect Perry M. Traquina	For
		Elect Monica Turner	For
		Elect Thomas J. Wilson	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	Against
The Bank of Nova Scotia	CA	Elect Nora A. Aufreiter	Withhold
		Elect Guillermo E. Babatz	Withhold
		Elect Scott B. Bonham	For
		Elect Daniel H. Callahan	For
		Elect W. Dave Dowrich	For
		Elect Michael B. Medline	For
		Elect Lynn K. Patterson	For
		Elect Michael D. Penner	For
		Elect Una M. Power	For
		Elect Aaron W. Regent	Withhold
		Elect Calin Rovinescu	For
		Elect Sandra Stuart	For
		Elect L. Scott Thomson	For
		Elect Benita M. Warmbold	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Bank of Nova Scotia	CA	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	For
		Shareholder Proposal Regarding Say on Climate	For
The Clorox Co.	US	Elect Stephen B. Bratspies	For
		Elect Pierre Breber	For
		Elect Julia Denman	For
		Elect Spencer C. Fleischer	For
		Elect Esther S. Lee	For
		Elect A.D. David Mackay	For
		Elect Stephanie Plaines	For
		Elect Linda J. Rendle	Against
		Elect Matthew J. Shattock	For
		Elect Russell J. Weiner	For
		Elect Christopher J. Williams	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
The Coca-Cola Co.	US	Elect Herbert A. Allen, III	For
		Elect Marc Bolland	For
		Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Against
		Elect Christopher C. Davis	For
		Elect Barry Diller	Against
		Elect Carolyn N. Everson	For
		Elect Helene D. Gayle	Against
		Elect Thomas S. Gayner	Against
		Elect Alexis M. Herman	Against
		Elect Maria Elena Lagomasino	Against
		Elect Amity Millhiser	For
		Elect James Quincey	Against
		Elect Caroline J. Tsay	For
		Elect David B. Weinberg	For
		Advisory Vote on Executive Compensation	For
		Approval of the 2024 Equity Plan	For
		Approval of the Employee Stock Purchase Plan	For
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Coca-Cola Co.	US	Shareholder Proposal Regarding Diversity and Inclusion Report	Against
		Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	For
		Shareholder Proposal Regarding Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	For
The Descartes Systems Group Inc.	CA	Elect Deepak Chopra	For
		Elect Deborah Close	For
		Elect Eric Demirian	Against
		Elect Sandra L. Hanington	For
		Elect Kelley Irwin	For
		Elect Dennis Maple	For
		Elect Chris E. Muntwyler	For
		Elect Jane O'Hagan	Against
		Elect Edward J. Ryan	For
		Elect John J. Walker	Against
		Appointment of Auditor	Withhold
		Amendment to the Performance and Restricted Share Unit Plan	For
		Advisory Vote on Executive Compensation	Against
The Estée Lauder Companies Inc.	US	Elect Paul J. Fribourg	Withhold
		Elect Jennifer Y. Hyman	Withhold
		Elect Arturo Nuñez	For
		Elect Barry S. Sternlicht	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Estée Lauder Companies Inc.	US	Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2002 Share Incentive Plan	Against
The Goldman Sachs Group Inc.	US	Elect M. Michele Burns	Against
		Elect Mark Flaherty	Against
		Elect Kimberley Harris	For
		Elect Kevin R. Johnson	For
		Elect Ellen J. Kullman	For
		Elect Lakshmi N. Mittal	Against
		Elect Thomas K. Montag	For
		Elect Peter Oppenheimer	Against
		Elect David M. Solomon	Against
		Elect Jan E. Tighe	For
		Elect David A. Viniar	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Report on Harassment and Discrimination	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Goldman Sachs Group Inc.	US	Shareholder Proposal Regarding Environmental Justice Impact Assessment	For
		Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	For
		Shareholder Proposal Regarding Proxy Voting Review	Against
		Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
The Hartford Financial Services Group Inc.	US	Elect Larry D. De Shon	For
		Elect Carlos Dominguez	For
		Elect Trevor Fetter	Against
		Elect Donna A. James	For
		Elect Edmund Reese	For
		Elect Teresa W. Roseborough	Against
		Elect Virginia P. Ruesterholz	For
		Elect Christopher J. Swift	Against
		Elect Matthew E. Winter	For
		Elect Greig Woodring	For
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Hartford Financial Services Group Inc.	US	Advisory Vote on Executive Compensation	Against
		Amendment Regarding Officer Exculpation	Against
The Hershey Co.	US	Elect Michele G. Buck	Withhold
		Elect Victor L. Crawford	For
		Elect Mary Kay Haben	For
		Elect M. Diane Koken	For
		Elect Huong Maria T. Kraus	For
		Elect Robert M. Malcolm	For
		Elect Anthony J. Palmer	For
		Elect Juan R. Perez	For
		Elect Cordel Robbin-Coker	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Third-Party Assessment of Living Income for Cocoa Farmers	For
		Shareholder Proposal Regarding Report on Circular Economy for Packaging	For
The Home Depot Inc.	US	Elect Gerard J. Arpey	Against
		Elect Ari Bousbib	Against
		Elect Jeffery H. Boyd	Against
		Elect Gregory D. Brenneman	Against
		Elect J. Frank Brown	Against
		Elect Edward P. Decker	Against
		Elect Wayne M. Hewett	Against
		Elect Manuel Kadre	Against
		Elect Stephanie C. Linnartz	For
		Elect Paula Santilli	For
		Elect Caryn Seidman-Becker	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Disclosure of Director Donations	Against
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For
		Shareholder Proposal Regarding Charitable Contributions Disclosure	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Home Depot Inc.	US	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Against
		Shareholder Proposal Regarding Biodiversity Assessment	For
		Shareholder Proposal Regarding Amendment to Clawback Policy	Against
The Italian Sea Group S.p.A.	IT	Accounts and Reports	For
		Approval of the 2027-2029 Long-Term Incentive Plan	Against
		Allocation of Dividends	For
		Remuneration Policy	Against
		Authority to Repurchase and Reissue Shares	For
		Remuneration Policy	Against
		Increase in Directors' Fees	For
		Remuneration Report	Against
		Directors' liability action	For
		Shareholder Proposal Regarding Ratification of Co-Option of Simona Del Re	Against
		Authority to Issue Shares to Service 2027-2029 Stock Option Plan	Against
		Amendments to Articles	Against
The Kroger Co.	US	Elect Nora A. Aufreiter	For
		Elect Kevin M. Brown	For
		Elect Elaine L. Chao	For
		Elect Anne Gates	For
		Elect Karen M. Hoguet	For
		Elect W. Rodney McMullen	Against
		Elect Clyde R. Moore	Against
		Elect Ronald L. Sargent	Against
		Elect Judith Amanda Sourry Knox	For
		Elect Mark S. Sutton	Against
		Elect Ashok Vemuri	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding External Public Health Costs Created by the Sale of Tobacco Products	For
		Shareholder Proposal Regarding Charitable Contributions Disclosure	For
		Shareholder Proposal Regarding Living Wage Policy	For
		Shareholder Proposal Regarding Just Transition Reporting	For
The PNC Financial Services Group Inc.	US	Elect Joseph Alvarado	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The PNC Financial Services Group Inc.	US	Elect Debra A. Cafaro	Against
		Elect Marjorie Rodgers Cheshire	For
		Elect William S. Demchak	Against
		Elect Andrew T. Feldstein	For
		Elect Richard J. Harshman	For
		Elect Daniel R. Hesse	For
		Elect Renu Khator	For
		Elect Linda R. Medler	For
		Elect Robert A. Niblock	For
		Elect Martin Pfinsgraff	For
		Elect Bryan S. Salesky	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2025 Employee Stock Purchase Plan	For
		Shareholder Proposal Regarding Report on Human Rights Due Diligence in Project Financing	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Procter & Gamble Co.	US	Elect B. Marc Allen	For
		Elect M. Brett Biggs	For
		Elect Sheila Bonini	For
		Elect Amy L. Chang	For
		Elect Joseph Jimenez	For
		Elect Christopher Kempczinski	Against
		Elect Debra L. Lee	For
		Elect Terry J. Lundgren	Against
		Elect Christine M. McCarthy	For
		Elect Ashley McEvoy	For
		Elect Jon R. Moeller	Against
		Elect Robert J. Portman	For
		Elect Rajesh Subramaniam	For
		Elect Patricia A. Woertz	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
Thermo Fisher Scientific Inc.	US	Elect Marc N. Casper	Against
		Elect Nelson J. Chai	Against
		Elect Ruby R. Chandy	For
		Elect C. Martin Harris	Against
		Elect Tyler Jacks	For
		Elect Jennifer M. Johnson	For
		Elect R. Alexandra Keith	For
		Elect James C. Mullen	For
		Elect Debora L. Spar	For
		Elect Scott M. Sperling	Against
		Elect Dion J. Weisler	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Thermo Fisher Scientific Inc.	US	Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
The Sage Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Final Dividend	For
		Elect Roisin Donnelly	For
		Elect Andrew J. Duff	For
		Elect Sangeeta Anand	For
		Elect Dr. John Bates	For
		Elect Jonathan Bewes	For
		Elect Maggie Chan Jones	For
		Elect Annette Court	For
		Elect Derek Harding	For
		Elect Steve Hare	For
		Elect Jonathan Howell	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
The Toronto-Dominion Bank	CA	Elect Ayman Antoun	For
		Elect Cherie L. Brant	For
		Elect Amy W. Brinkley	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Toronto-Dominion Bank	CA	Elect Brian C. Ferguson	For
		Elect Colleen A. Goggins	For
		Elect Alan N. MacGibbon	Withhold
		Elect John B. Macintyre	For
		Elect Karen E. Maidment	Withhold
		Elect Keith G. Martell	For
		Elect Bharat B. Masrani	Withhold
		Elect Claude Mongeau	For
		Elect S. Jane Rowe	For
		Elect Nancy G. Tower	For
		Elect Ajay K. Virmani	For
		Elect Mary A. Winston	For
		Appointment of Auditor	Withhold
		Advisory Vote on Executive Compensation	Against
		Amendments to By-Law no.1	For
		Amendments to By-Law No.1	For
		Shareholder Proposal Regarding Pay Ratio Disclosure	For
		Shareholder Proposal Regarding Disclosure of Transition Activities for Financing	For
		Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	For
		Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	For
		Shareholder Proposal Regarding Say on Climate	For
		Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Against
		Shareholder Proposal Regarding Disclosure of Out-of-Court Settlements	Against
		Shareholder Proposal Regarding Creation of Out-of-Court Settlements Committee	Against
		Shareholder Proposal Regarding Employee Benefit Credits	Against
The Trade Desk Inc.	US	Elect Samantha Jacobson	For
		Reincorporation From Delaware to Nevada	Against
		Elect Gokul Rajaram	Withhold

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Trade Desk Inc.	US	Right to Adjourn Meeting	Against
		Approval of the 2024 Employee Stock Purchase Plan	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote For This Resolution To Approve 3 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote For This Resolution To Approve 2 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote For This Resolution To Approve 1 Year	For
		Frequency of Advisory Vote on Executive Compensation: Please Vote For This Resolution To Approve Abstain	Against
		Ratification of Auditor	For
The Weir Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Barbara S. Jeremiah	For
		Elect Jon Stanton	For
		Elect Brian Puffer	For
		Elect Andy Agg	For
		Elect Nicola Mary Brewer	For
		Elect Penelope A. Freer	For
		Elect Tracey Kerr	Against
		Elect Ben Magara	For
		Elect Stephen Young	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
The Williams Companies Inc.	US	Elect Alan S. Armstrong	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
The Williams Companies Inc.	US	Elect Stephen W. Bergstrom	Against
		Elect Michael A. Creel	Against
		Elect Stacey H. Doré	Against
		Elect Carri A. Lockhart	Against
		Elect Richard E. Muncrief	Against
		Elect Peter A. Ragauss	Against
		Elect Rose M. Robeson	Against
		Elect Scott D. Sheffield	Against
		Elect Murray D. Smith	Against
		Elect William H. Spence	Against
		Elect Jesse J. Tyson	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Shareholder Proposal Regarding Venting and Flaring	Not voted
Thomson Reuters Corporation	CA	Elect David K.R. Thomson	Withhold
		Elect Steve Hasker	For
		Elect Kirk E. Arnold	For
		Elect W. Edmund Clark	Withhold
		Elect LaVerne Council	For
		Elect Michael E. Daniels	Withhold
		Elect Kirk Koenigsbauer	For
		Elect Deanna W. Oppenheimer	For
		Elect Simon Paris	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Thomson Reuters Corporation	CA	Elect Kim M. Rivera	For
		Elect Barry Salzberg	For
		Elect Peter J. Thomson	Withhold
		Elect Elizabeth D. Wilson	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
Thule Group AB [publ]	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	Not voted
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Report of the Board of Directors	Not voted
		Presentation of Accounts and Reports	Not voted
		Presentation of the Report of the Auditor	Not voted
		Presentation of Auditor's Statement Regarding Remuneration Guidelines	Not voted
		Presentation of Board's Proposal Regarding Allocation of Profits	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Hans Eckerström	Against
		Ratify Mattias Ankarberg	For
		Ratify Mattias Ankarberg (CEO)	For
		Ratify Anders Jensen	Against
		Ratify Sarah McPhee	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Thule Group AB [publ]	SE	Ratify Heléne Mellquist	Against
		Ratify Johan Westman	Against
		Ratify Helene Willberg	Against
		Ratify Therese Reuterswär	Against
		Ratify Magnus Welander (Former CEO)	Against
		Remuneration Report	Against
		Board Size	For
		Directors' Fees	For
		Elect Hans Eckerström	Against
		Elect Anders Jensen	For
		Elect Sarah McPhee	For
		Elect Johan Westman	For
		Elect Helene Willberg	Against
		Elect Sandra Finér	For
		Elect Paul Gustavsson	For
		Election of Hans Eckerström as Chair	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
thyssenkrupp AG	DE	Presentation of the adopted annual financial statements of thyssenkrupp AG and the approved consolidated financial statements for the year ended 30 September 2023, the combined management report on thyssenkrupp AG and the Group for the 2022/2023 financial year, the report by the Supervisory Board and the explanatory report by the Management Board on the information pursuant to Sections 289a and 315a of the German Commercial Code	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the members of the Management Board: Miguel Ángel López Borrego	For
		Resolution on the discharge of the members of the Management Board: Oliver Burkhard	For
		Resolution on the discharge of the members of the Management Board: Klaus Keysberg	For
		Resolution on the discharge of the members of the Management Board: Martina Merz	For
		Resolution on the discharge of the members of the Supervisory Board: Siegfried Russwurm	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
thyssenkrupp AG	DE	Resolution on the discharge of the members of the Supervisory Board: Jürgen Kerner	For
		Resolution on the discharge of the members of the Supervisory Board: Birgit A. Behrendt	For
		Resolution on the discharge of the members of the Supervisory Board: Patrick Berard	For
		Resolution on the discharge of the members of the Supervisory Board: Stefan Erwin Buchner	For
		Resolution on the discharge of the members of the Supervisory Board: Wolfgang Colberg	For
		Resolution on the discharge of the members of the Supervisory Board: Ursula Gather	For
		Resolution on the discharge of the members of the Supervisory Board: Angelika Gifford	For
		Resolution on the discharge of the members of the Supervisory Board: Bernhard Günther	For
		Resolution on the discharge of the members of the Supervisory Board: Achim Hass	For
		Resolution on the discharge of the members of the Supervisory Board: Tanja Jacquemin	For
		Resolution on the discharge of the members of the Supervisory Board: Daniela Jansen	For
		Resolution on the discharge of the members of the Supervisory Board: Christian Julius	For
		Resolution on the discharge of the members of the Supervisory Board: Thorsten Koch	For
		Resolution on the discharge of the members of the Supervisory Board: Katrin Krawinkel	For
		Resolution on the discharge of the members of the Supervisory Board: Ingo Luge	For
		Resolution on the discharge of the members of the Supervisory Board: Tekin Nasikkol	For
		Resolution on the discharge of the members of the Supervisory Board: Verena Volpert	For
		Resolution on the discharge of the members of the Supervisory Board: Ulrich Wilsberg	For
		Resolution on the discharge of the members of the Supervisory Board: Kirstin Zeidler	For
		Resolution on the discharge of the members of the Supervisory Board: Friederike Helfer	For
		Resolution on the discharge of the members of the Supervisory Board: Peter Remmler	For
		Resolution on the discharge of the members of the Supervisory Board: Dirk Sievers	For
		Resolution on the discharge of the members of the Supervisory Board: Isolde Würz	For
		Resolution on the election of the auditor and group auditor for the audit of the annual financial statements and the consolidated financial statements as well as of the auditor for the review of any interim financial reports	For
		Resolution on the approval of the remuneration report	For
		Resolution on the election of a Supervisory Board member: Verena Volpert	For
		Resolution on the remuneration of Supervisory Board members and a corresponding amendment to the Articles of Association	For
TietoEVRY Oyj	FI	Opening of Meeting	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TietoEVRY Oyj	FI	Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports; CEO's Address	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	For
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	Against
		Authority to Set Sustainability Reporting Auditor's Fees	For
		Appointment of Auditor for Sustainability Reporting	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Forfeiture of Unregistered Shares	For
TJX Companies Inc.	US	Elect José B. Alvarez	For
		Elect Alan M. Bennett	Against
		Elect Rosemary T. Berkery	For
		Elect David T. Ching	Against
		Elect C. Kim Goodwin	For
		Elect Ernie Herrman	For
		Elect Amy B. Lane	Against
		Elect Carol Meyrowitz	For
		Elect Jackwyn L. Nemerov	Against
		Elect Charles F. Wagner, Jr.	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Report on Supply Chain Due Diligence	For
TLG IMMOBILIEN AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements as at 31 December 2023, the management reports for the company and the group including the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income achieved by TLG IMMOBILIEN AG in the 2023 financial year	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TLG IMMOBILIEN AG	DE	Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Resolution on the appointment of the auditor of the annual financial statements, the auditor of the consolidated financial statements and the auditor for any audit review of additional financial information during the year	Against
		Election to the Supervisory Board: Ran Laufer	Against
		Resolution on the approval of the conclusion of the control and profit transfer agreement between TLG IMMOBILIEN AG and TLG PB2 GmbH	For
		Resolution on the modification of Section 2.1 of the Articles of Association	For
		Resolution on the modification of Section 18.4 of the Articles of Association	For
T-Mobile US Inc.	US	Elect André Almeida	Withhold
		Elect Marcelo Claure	Withhold
		Elect Srikant M. Datar	Withhold
		Elect Srinivasan Gopalan	Withhold
		Elect Timotheus Höttges	Withhold
		Elect Christian P. Illek	Withhold
		Elect James Kavanaugh	Withhold
		Elect Raphael Kübler	Withhold
		Elect Thorsten Langheim	Withhold
		Elect Dominique Leroy	Withhold
		Elect Letitia A. Long	For
		Elect Mike Sievert	Withhold
		Elect Teresa A. Taylor	Withhold
		Elect Kelvin R. Westbrook	Withhold
		Ratification of Auditor	For
Tokio Marine Holdings Inc.	JP	Allocation of Profits/Dividends	For
		Elect Tsuyoshi Nagano	Against
		Elect Satoru Komiya	Against
		Elect Kenji Okada	Against
		Elect Yoichi Moriwaki	Against
		Elect Kichiichiro Yamamoto	Against
		Elect Kiyoshi Wada	Against
		Elect Takashi Mitachi	Against
		Elect Nobuhiro Endo	Against
		Elect Shinya Katanozaka	Against
		Elect Emi Osono	For

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Name of security	Country	Agenda items	Voting
Tokio Marine Holdings Inc.	JP	Elect Kosei Shindo	Against
		Elect Robert Alan Feldman	Against
		Elect Haruka Matsuyama @ Haruka Kato	For
		Elect Keiko Fujita	For
		Elect Hiroaki Shirota	Against
		Elect Akira Harashima as Statutory Auditor	Against
		Amendment to Trust Type Equity Plan	Against
Tokyo Electron Ltd.	JP	Elect Toshiki Kawai	Against
		Elect Sadao Sasaki	Against
		Elect Yoshikazu Nunokawa	Against
		Elect Michio Sasaki	Against
		Elect Sachiko Ichikawa	For
		Elect Joseph A. Kraft Jr.	Against
		Elect Yukari Suzuki	For
		Elect Ryota Miura	For
		Elect Yutaka Endo	For
		Bonus	Against
		Equity Compensation Plan	Against
Tokyo Gas Co. Ltd.	JP	Elect Takashi Uchida	Against
		Elect Shinichi Sasayama	Against
		Elect Takashi Higo	Against
		Elect Mami Indo	Against
		Elect Hiromichi Ono	Against
		Elect Hiroyuki Sekiguchi	Against
		Elect Tsutomu Tannowa	Against
		Elect Masayuki Yamamura	Against
		Elect Mari Yoshitaka	For

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Name of security	Country	Agenda items	Voting
Tokyu Fudosan Holdings Corp.	JP	Allocation of Profits/Dividends	For
		Elect Kiyoshi Kanazashi	Against
		Elect Hironori Nishikawa	Against
		Elect Hitoshi Uemura	Against
		Elect Shohei Kimura	Against
		Elect Yoichi Ota	Against
		Elect Hiroaki Hoshino	Against
		Elect Shinichiro Usugi	Against
		Elect Hirofumi Nomoto	Against
		Elect Makoto Kaiami	Against
		Elect Satoshi Miura	Against
		Elect Tsuguhiko Hoshino	Against
		Elect Yumiko Jozuka	For
		Elect Akiko Uno	For
		Elect Akiko Enokido @ Akiko Hoshina as Statutory Auditor	For
		Elect Ryo Nagao as Alternate Statutory Auditor	For
Tomra Systems ASA	NO	Opening of Meeting; Voting List	Not voted
		Election of Presiding Chair	For
		Minutes	For
		Notice of Meeting; Agenda	For
		Report of the Management	Not voted
		Accounts and Reports; Allocation of Profits and Dividends	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Corporate Governance Report	Not voted
		Election of Directors	Against
		Election of Nomination Committee Members	For
		Directors' Fees	For

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Name of security	Country	Agenda items	Voting
Tomra Systems ASA	NO	Nomination Committee Fees	For
		Approval of Shareholding Requirements for Board Members	For
		Authority to Set Auditor's Fees	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights (Mergers and Acquisitions)	Against
tonies SE	LU	Presentation of Consolidated Management Report	Not voted
		Presentation of Auditor Report	Not voted
		Accounts and Reports	For
		Allocation of Profits	For
		Approval of Consolidated Financial Statements	For
		Remuneration Report	Against
		Management Board Remuneration Policy	Against
		Ratify Christian Bailly (Supervisory Board)	Against
		Ratify Anna Dimitrova (Supervisory Board)	Against
		Ratify Thilo Fleck (Supervisory Board)	Against
		Ratify Helmut Jeggle (Supervisory Board)	Against
		Ratify Alexander Kudlich (Supervisory Board)	Against
		Ratify Alexander Schemann (Supervisory Board)	Against
		Ratify Erika Wykes-Sneyd (Supervisory Board)	Against
		Ratify Stephanie Caspar (Supervisory Board)	Against
		Ratify Jan Middelhoff (Management Board)	For
		Ratify Patric Faßbender (Management Board)	For
		Ratify Marcus Stahl (Management Board)	For
		Elect Christian Bailly to the Supervisory Board	Against
		Elect Helmut Jeggle to the Supervisory Board	Against
		Elect Alexander Kudlich to the Supervisory Board	Against
		Elect Alexander Schemann to the Supervisory Board	Against
		Elect Erika Wykes-Sneyd to the Supervisory Board	Against
		Acknowledge Expiration of the Supervisory Board Mandate of Anna Dimitrova	For
		Acknowledge Expiration of the Supervisory Board Mandate of Thilo Fleck	For
		Appointment of Auditor	For
TopBuild Corporation	US	Elect Alec C. Covington	Against
		Elect Ernesto Bautista, III	Against
		Elect Robert M. Buck	Against
		Elect Joseph S. Cantie	Against
		Elect Tina M. Donikowski	Against
		Elect Deirdre C. Drake	Against
		Elect Mark A. Petrarca	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TopBuild Corporation	US	Elect Nancy M. Taylor	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
Toppan Holdings Inc.	JP	Elect Shingo Kaneko	Against
		Elect Hideharu Maro	Against
		Elect Kazunori Sakai	For
		Elect Masanori Saito	For
		Elect Takashi Kurobe	For
		Elect Hideki Soeda	For
		Elect Ryoko Toyama	For
		Elect Mieko Nakabayashi	For
		Elect Asuka Takeuchi	For
		Elect Yuka Miyagawa as Statutory Auditor	For
TotalEnergies SE	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Authority to Repurchase and Reissue Shares	Against
		Special Auditors Report on Regulated Agreements	For
		Elect Patrick Pouyanné	Against
		Elect Jacques Aschenbroich	Against
		Elect R. Glenn Hubbard	Against
		Elect Marie-Ange Debon	For
		2023 Remuneration Report	For
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration of Patrick Pouyanné, Chair and CEO	For
		2024 Remuneration Policy (Chair and CEO)	Against
		Opinion on 2024 Sustainability and Climate Progress Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TotalEnergies SE	FR	Appointment of Auditor for Sustainability Reporting (EY)	Against
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Authority to Issue Performance Shares	For
Toto Ltd.	JP	Elect Madoka Kitamura	Against
		Elect Noriaki Kiyota	Against
		Elect Satoshi Shirakawa	Against
		Elect Ryosuke Hayashi	Against
		Elect Shinya Tamura	Against
		Elect Tomoyuki Taguchi	Against
		Elect Yojiro Taketomi	Against
		Elect Takehiko Kitazaki	Against
		Elect Junji Tsuda	Against
		Elect Shigenori Yamauchi	Against
		Elect Masayuki Yoshioka	Against
		Elect Yasushi Marumori	Against
		Elect Yukari Ienaga	For
		Elect Chiho Naganuma	For
Toyota Industries Corporation	JP	Elect Akira Onishi	Against
		Elect Koichi Ito	Against
		Elect Shuzo Sumi	Against
		Elect Junichi Handa	Against
		Elect Kazunari Kumakura	Against
		Elect Shigeki Terashi	Against
		Elect Tokiko Shimizu	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Toyota Industries Corporation	JP	Elect Toru Watanabe	For
		Elect Akihisa Mizuno	For
		Elect Hitoshi Furusawa as Alternate Statutory Auditor	For
		Approval of the Restricted Stock Plan and Directors' Fees	Against
Toyota Motor Corporation	JP	Elect Akio Toyoda	Against
		Elect Shigeru Hayakawa	Against
		Elect Koji Sato	Against
		Elect Hiroki Nakajima	Against
		Elect Yoichi Miyazaki	Against
		Elect Simon Humphries	Against
		Elect Ikuro Sugawara	Against
		Elect Philip Craven	Against
		Elect Masahiko Oshima	Against
		Elect Emi Osono	For
		Elect Hiromi Osada as Statutory Auditor	For
		Elect Kumi Fujisawa @ Kumi Tsunoda as Alternate Statutory Auditor	For
		Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	For
Tractor Supply Co.	US	Elect Joy Brown	For
		Elect Ricardo Cardenas	For
		Elect Meg Ham	For
		Elect André J. Hawaux	For
		Elect Denise L. Jackson	For
		Elect Ramkumar Krishnan	For
		Elect Edna K. Morris	Against
		Elect Mark J. Weikel	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Tractor Supply Co.	US	Elect Harry A. Lawton III	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
Trane Technologies Plc.	IE	Elect Kirk E. Arnold	For
		Elect Ana P. Assis	For
		Elect Ann C. Berzin	Against
		Elect April Miller Boise	For
		Elect Gary D. Forsee	Against
		Elect Mark R. George	For
		Elect John A. Hayes	For
		Elect Linda P. Hudson	For
		Elect Myles P. Lee	For
		Elect David S. Regnery	Against
		Elect Melissa N. Schaeffer	For
		Elect John P. Surma	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Set the Price Range at which the Company can Re-Allot Treasury Shares	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Transcend Information Inc.	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Amendments to Procedural Rules of Shareholder Meetings	For
		Elect Chung-Won SHU	Against
		Elect Chung-Cheng SHU	Against
		Elect Dao-An SHU	Against
		Elect Yan-Wei CHENG	Against
		Elect Representative of Jiayun Investment Inc.	Against
		Elect Shu-Shan LIN	For
		Elect Jia-Xing LIN	Against
		Elect Shi-Hong CHEN	Against
		Elect Tsung-Ming KUO	Against
		Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against
TransMedics Group Inc.	US	Elect Waleed Hassanein, M.D.	Against
		Elect James R. Tobin	Against
		Elect Edward M. Basile	Against
		Elect Thomas J. Gunderson	Against
		Elect Edwin M. Kania, Jr.	Against
		Elect Stephanie Lovell	For
		Elect Merilee Raines	For
		Elect David Weill, M.D.	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
TransUnion	US	Elect George M. Awad	Against
		Elect William P. (Billy) Bosworth	Against
		Elect Christopher A. Cartwright	Against
		Elect Suzanne P. Clark	For
		Elect Hamidou Dia	Against
		Elect Russell P. Fradin	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TransUnion	US	Elect Charles E. Gottdiener	Against
		Elect Pamela A. Joseph	Against
		Elect Thomas L. Monahan III	Against
		Elect Ravi Kumar Singisetti	Against
		Elect Linda K. Zukauckas	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the Amended and Restated 2015 Omnibus Incentive Plan	For
		Amendment to the 2015 Employee Stock Purchase Plan	For
Transurban Group	AU	Accounts and Reports	Not voted
		Elect Gary Lennon	For
		Re-elect Craig Drummond	For
		Re-elect Timothy J Reed	For
		Re-elect Robert Whitfield	For
		Remuneration Report	For
		Equity Grant (MD/CEO Michelle Jablko)	Against
TRATON SE	DE	Presentation of the adopted annual financial statements of TRATON SE and the approved consolidated financial statements as at 31 December 2023 as well as the combined management report for the 2023 financial year for TRATON SE and the TRATON group, and the Supervisory Board report	Not voted
		Appropriation of net income	For
		Discharge of the members of the Management Board for the 2023 financial year	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor: Auditors of the financial statements and auditors of the consolidated financial statements for the 2024 financial year, as well as auditors for a possible review of additional financial information during the 2024 financial year	Against
		Election of the auditor: Election of the auditor for the review of additional financial information during the 2025 financial year until the next general meeting	Against
		Approval of the remuneration report for the 2023 financial year	Against
		Resolution on the approval of the adjusted remuneration system for Management Board members	Against
		Resolution on the adjustment of the remuneration and the remuneration system for the Supervisory Board members and a corresponding amendment to the Articles of Association	For
		Election of Supervisory Board members: Hans Dieter Pötsch	Against
		Election of Supervisory Board members: Ödgärd Andersson	For
		Election of Supervisory Board members: Manfred Döss	Against
		Election of Supervisory Board members: Gunnar Kilian	Against
		Election of Supervisory Board members: Albert Xaver Kirchmann	For
		Election of Supervisory Board members: Julia Kuhn-Piëch	Against
		Election of Supervisory Board members: Nina Macpherson	For
		Election of Supervisory Board members: Christian Porsche	Against
		Election of Supervisory Board members: Wolf-Michael Schmid	Against
		Election of Supervisory Board members: Frank Witter	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TRATON SE	DE	Resolution on amendments of the Articles of Association	For
Travelers Companies Inc.	US	Elect Russell G. Golden	Against
		Elect William J. Kane	Against
		Elect Thomas B. Leonardi	Against
		Elect Clarence Otis, Jr.	Against
		Elect Elizabeth E. Robinson	Against
		Elect Rafael Santana	Against
		Elect Todd C. Schermerhorn	Against
		Elect Alan D. Schnitzer	Against
		Elect Laurie J. Thomsen	Against
		Elect Bridget A. van Kralingen	Against
		Elect David S. Williams	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Methane Report	For
		Shareholder Proposal Regarding Disclosure of GHG Emissions	For
		Shareholder Proposal Regarding Human Rights Risks and Underwriting Process	For
		Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	For
Travis Perkins Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Final Dividend	For
		Elect Duncan Cooper	For
		Elect Jeremy K. Maiden	For
		Elect Marianne Culver	For
		Elect Heath Drewett	For
		Elect Jora Singh Gill	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Travis Perkins Plc.	GB	Elect Louise Hardy	For
		Elect Nick J Roberts	For
		Elect Jasmine Whitbread	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Trelleborg AB	SE	Opening of Meeting; Election of Presiding Chair	For
		Voting List	For
		Minutes	Not voted
		Agenda	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Report of the Board of Director	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratify Johan Malmquist	Against
		Ratify Gunilla Fransson	Against
		Ratify Monica Gimre	Against
		Ratify Henrik Lange	Against
		Ratify Peter Nilsson	Against
		Ratify Anne Mette Olesen	Against
		Ratify Jan Ståhlberg	Against
		Ratify Jimmy Faltin	Against
		Ratify Maria Eriksson	Against
		Ratify Lars Pettersson	Against
		Ratify Magnus Olofsson	Against
		Ratify Peter Nilsson (CEO)	For
		Ratify Hans Biörck	Against
		Nomination Committee Report	Not voted
		Board Size	For
		Directors' Fees	For
		Authority to Set Auditor's Fees	For
		Elect Gunilla Fransson	Against
		Elect Monica Gimre	For
		Elect Johan Malmquist	Against
		Elect Peter Nilsson	For
		Elect Anne Mette Olesen	For
		Elect Jan Ståhlberg	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Trelleborg AB	SE	Elect Henrik Lange	For
		Elect Johan Malmquist as Chair of the Board	Against
		Appointment of Auditor	Against
		Remuneration Report	Against
		Remuneration Policy	Against
		Adoption of Share-Based Incentives (PSP 2024-2027)	Against
		Adoption of Share-Based Incentives (PSP 2024-2027)	Against
		Adoption of Share-Based Incentives (PSP 2024-2027)	Against
		Authority to Repurchase Shares	For
		Reduction in Authorized Capital; Bonus Issue	For
Trex Co. Inc.	US	Elect James E. Cline	Against
		Elect Gena C. Lovett	For
		Elect Melkeya McDuffie	For
		Elect Patricia B. Robinson	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Trigano S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	Against
		Consolidated Accounts and Reports	Against
		Special Auditors Report on Regulated Agreements	For
		Allocation of Profits/Dividends	For
		2024 Remuneration Policy (Supervisory Board Chair)	For
		2024 Remuneration Policy (Supervisory Board Members)	For
		2024 Remuneration Policy (Management Board Chair)	Against
		2024 Remuneration Policy (CEOs)	Against
		2024 Remuneration Policy (Management Board Members)	Against
		2024 Supervisory Board Members' Fees	For
		2023 Remuneration Report	Against
		2023 Remuneration of François Feuillet, Supervisory Board Chair	For
		2023 Remuneration of Stéphane Gigou, Management Board Chair	Against
		2023 Remuneration of Michel Freiche, CEO	Against
		Authority to Repurchase and Reissue Shares	Against
		Authorisation of Legal Formalities	For
		Authority to Cancel Shares and Reduce Capital	For
Truist Financial Corporation	US	Elect Jennifer S. Banner	Against
		Elect K. David Boyer, Jr.	For
		Elect Agnes Bundy Scanlan	For
		Elect Dallas S. Clement	For
		Elect Patrick C. Graney III	For
		Elect Linnie M. Haynesworth	For
		Elect Donna S. Morea	For
		Elect Charles A. Patton	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Truist Financial Corporation	US	Elect William H. Rogers, Jr.	Against
		Elect Thomas E. Skains	For
		Elect Laurence Stein	For
		Elect Bruce L. Tanner	For
		Elect Steven C. Voorhees	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	For
Ttet Union Corporation	TW	2023 Business Report and Financial Statements	For
		2023 Profits Distribution Plan	For
		Elect LO Chih-Hsien	Against
		Elect WU Liang-Feng	Against
		Elect LEE Ching-Tyan	Against
		Elect CHEN Chao-Liang	Against
		Elect CHANG Li-Hsun	Against
		Elect CHEN Yi-Tu	Against
		Elect CHEN I-Tsunz	Against
		Elect HAN Chia-Yau	Against
		Elect Wu Ya-Chuan	For
		Elect Lee Mei-Hui	For
		Elect CHEN Hsu-Hwa	Against
		Release of Restrictions of Competitive Activities of Directors	For
		Extraordinary Motions	Against
TTY Biopharm Co. Ltd.	TW	2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	For
		Amendments to Procedural Rules: Acquisition or Disposal of Assets	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
TTY Biopharm Co. Ltd.	TW	Elect LIN Chuan	Against
		Elect CHANG Wen-Hwa	Against
		Elect Carl HSIAO	Against
		Elect YANG Tze-Chiang	Against
		Elect Ted HSU	Against
		Elect LIAO Ying-Ying	For
		Elect HSUEH Ming-Ling	Against
		Elect CHENG Ann-Li	Against
		Elect CHANG Ming-Daw	Against
		Non-Compete Restrictions for Directors: LIN Chuan	For
		Non-Compete Restrictions for Directors: CHANG Wen-Hwa	For
		Non-Compete Restrictions for Directors: Carl HSIAO	For
		Non-Compete Restrictions for Directors: YANG Tze-Kaing	Against
		Non-Compete Restrictions for Directors: Ted HSU	Against
		Non-Compete Restrictions for Directors: HSUEH Ming-Ling	For
		Non-Compete Restrictions for Directors: CHANG Ming-Daw	For
		Extraordinary Motions	Against
Uber Technologies Inc.	US	Elect Ronald D. Sugar	Against
		Elect Revathi Advaithi	For
		Elect Turqi Alnowaiser	For
		Elect Ursula M. Burns	For
		Elect Robert A. Eckert	For
		Elect Amanda Ginsberg	For
		Elect Dara Khosrowshahi	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Uber Technologies Inc.	US	Elect Wan Ling Martello	For
		Elect John A. Thain	For
		Elect David Trujillo	Against
		Elect Alexander R. Wynaendts	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment to Articles Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Third-Party Audit on Driver Health and Safety	For
UBS Group AG	CH	Approval of the management report, the consolidated financial statements and the annual accounts (single-entity financial statements) of UBS Group AG for the 2023 financial year	For
		Advisory vote on the 2023 remuneration report of UBS Group AG	Against
		Advisory vote on the 2023 sustainability report of UBS Group AG	For
		Use of total income and ordinary dividend distribution from total income and from the capital contribution reserve	For
		Creation of conversion capital and amendments to the Articles of Association	Against
		Discharge of the members of the Board of Directors and the Group Executive Board for the 2023 financial year	Against
		Election to the Board of Directors: Colm Kelleher (as Chairman of the Board of Directors)	For
		Election to the Board of Directors: Lukas Gähwiler	For
		Election to the Board of Directors: Jeremy Anderson	For
		Election to the Board of Directors: Claudia Böckstiegel	For
		Election to the Board of Directors: William C. Dudley	For
		Election to the Board of Directors: Patrick Firmenich	For
		Election to the Board of Directors: Fred Hu	Against
		Election to the Board of Directors: Mark Hughes	For
		Election to the Board of Directors: Nathalie Rachou	For
		Election to the Board of Directors: Julie G. Richardson	For
		Election to the Board of Directors: Jeanette Wong	Against
		Election to the Board of Directors: Gail Kelly	For
		Election of the Remuneration Committee: Julie G. Richardson	For
		Election of the Remuneration Committee: Jeanette Wong	Against
		Election of the Remuneration Committee: Fred Hu	Against
		Retroactive approval of an additional amount for the remuneration of the members of the Board of Directors for the period from the 2023 Annual General Meeting to the 2024 Annual General Meeting	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
UBS Group AG	CH	Approval of the maximum total remuneration of the members of the Board of Directors for the period from the 2024 Annual General Meeting to the 2025 Annual General Meeting	For
		Approval of the total variable remuneration of the members of the Group Executive Board for the 2023 financial year	Against
		Approval of the maximum total amount of fixed remuneration of the members of the Group Executive Board for the 2025 financial year	Against
		Endorsement election of the independent proxy	For
		Endorsement election of the auditors	For
		Endorsement election of the special auditors	For
		Ad hoc	Against
UCB S.A.	BE	Presentation of Board Report	Not voted
		Special Board Report on Authorised Capital	Not voted
		Increase in Authorised Capital	For
		Presentation of Auditor Report	Not voted
		Authority to Repurchase Shares	For
		Presentation of Consolidated Annual Accounts	Not voted
		Accounts and Reports; Allocation of Dividends	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Ratification of Board Acts	Against
		Ratification of Auditor's Acts	For
		Elect Pierre Gurdjian to the Board of Directors	For
		Ratification of Independence of Pierre Gurdjian	For
		Elect Ulf Wiinberg to the Board of Directors	For
		Ratification of Independence of Ulf Wiinberg	For
		Elect Charles Antoine Janssen to the Board of Directors	For
		Elect Nefertiti Greene to the Board of Directors	For
		Ratification of Independence of Nefertiti Greene	For
		Elect Dolca Thomas to the Board of Directors	For
		Ratification of Independence of Dolca Thomas	For
		Elect Rodolfo J Savitzky to the Board of Directors	For
		Ratification of Independence of Rodolfo J Savitzky	For
		Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees	For
		Long Term Incentive Plan (Free Allocation of Shares)	For
		Change in Control Clause (EMTN Program)	For
		Change in Control Clause (Schuldschein loan agreement)	For
Ulta Beauty Inc.	US	Elect Michelle L. Collins	For
		Elect Catherine Halligan	Against
		Elect David C. Kimbell	For
		Elect Patricia Little	For
		Elect George R. Mrkonic, Jr.	Against
		Elect Lorna E. Nagler	For
		Elect Heidi G. Petz	For
		Elect Michael C. Smith	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ultragenyx Pharmaceutical Inc.	US	Elect Deborah Dunsire	For
		Elect Michael A. Narachi	Withhold
		Elect Corazon D. Sanders	For
		Amendment to the 2023 Incentive Plan	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	For
Unicharm Corporation	JP	Appoint a Director who is not Audit and Supervisory Committee Member Takahara, Takahisa	Against
		Appoint a Director who is not Audit and Supervisory Committee Member Hikosaka, Toshifumi	Against
		Appoint a Director who is not Audit and Supervisory Committee Member Takaku, Kenji	Against
UniCredit S.p.A.	IT	Accounts and Reports	For
		Allocation of Dividends	For
		Elimination of Negative Reserves	For
		Authority to Repurchase Shares	Against
		Board Size	For
		List Presented by Board of Directors	For
		List Presented by Group of Institutional Investors Representing 1.41% of Share Capital	Not voted
		Directors' Fees	For
		Remuneration Policy	Against
		Remuneration Report	Against
		2024 Group Incentive System	Against
		Approval of the Employee Share Ownership Plan	For
		Authority to Issue Shares to Implement 2022 Group Incentive System	For
		Authority to Issue Shares to Implement 2023 Group Incentive System	For
		Authority to Issue Shares to Implement 2020-2023 Long-Term Incentive Plan	For
		Cancellation of Shares	Against
		Directors' liability action	For
Unilever Plc.	GB	Accounts and Reports	For
		Remuneration Report	For
		Remuneration Policy	For
		Advisory Vote on Climate Transition Action Plan	For
		Elect Fernando Fernandez	For
		Elect Adrian Hennah	For
		Elect Andrea Jung	For
		Elect Susan Kilsby	For
		Elect Ruby Lu	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Unilever Plc.	GB	Elect Ian K. Meakins	For
		Elect Judith McKenna	For
		Elect Nelson Peltz	For
		Elect Hein Schumacher	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
		Adoption of New Articles	For
Unimicron Technology Corporation	TW	2023 Accounts and Reports	For
		2023 Profit Distribution Plan	For
		Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against
Union Pacific Corporation	US	Elect William J. DeLaney	For
		Elect David B. Dillon	Against
		Elect Sheri H. Edison	For
		Elect Teresa M. Finley	For
		Elect Deborah C. Hopkins	For
		Elect Jane Holl Lute	For
		Elect Michael R. McCarthy	Against
		Elect Doyle R. Simons	For
		Elect John K. Tien Jr.	For
		Elect V. James Vena	For
		Elect John P. Wiehoff	For
		Elect Christopher J. Williams	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Union Pacific Corporation	US	Shareholder Proposal Regarding Severance Approval Policy	For
		Shareholder Proposal Regarding Amending the Charter of the Safety and Service Quality Committee	Against
Unipol Assicurazioni S.p.A.	IT	Accounts and Reports	For
		Merger by Incorporation (UnipolSai Assicurazioni S.p.A., Unipol Finance S.r.l., UnipolPart I S.p.A. and Unipol Investment S.p.A.)	For
		Allocation of Dividends	For
		Amendments to Articles	Against
		Amendments to Article 12 (Board Meetings)	For
		Remuneration Policy	Against
		Amendments to Article 17 (Board of Statutory Auditors)	For
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
		Board Size	For
		Directors' liability action	For
		Election of Directors; Term Length	For
		Directors' Fees	For
		Increase in Auditor's Fees (FY 2021-2029)	For
Unipres Corporation	JP	Allocation of Profits/Dividends	For
		Elect Nobuya Uranishi	Against
		Elect Hideki Ogoshi	Against
		Elect Yukihiko Morita	Against
		Elect Kenji Miura	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Unipres Corporation	JP	Elect Kunio Yamamoto	Against
		Elect Kiyoshi Doi	Against
		Elect Shigeto Ito	Against
		Elect Hiroko Yoshiba	For
		Elect Sonoe Hasegawa	For
Uni-President Enterprises Corporation	TW	2023 Business Report and Financial Statements	Against
		2023 Allocation of Profits/Dividends	For
		Amendments to Articles	For
		Lifting Non-Compete Restrictions for Directors	For
		Extraordinary Motions	Against
UNIQA Insurance Group AG	AT	Presentation of the adopted annual financial statements and the consolidated financial statements of UNIQA Insurance Group AG as at 31.12.2023, the management report and the group management report of the Management Board, the consolidated corporate governance report and the separate consolidated non-financial report of the Management Board as well as the Management Board's proposal for the appropriation of income with the Supervisory Board report in accordance with Section 96 of the German Stock Corporation Act (AktG) for the 2023 financial year	Not voted
		Resolution on the appropriation of the net income disclosed in the company's annual financial statements as at 31.12.2023	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2025 financial year and the (precautionary) election of the auditor for sustainability reporting for the 2024 and 2025 financial years	Against
		Resolution on the remuneration report for the remuneration of Management Board and Supervisory Board members for the 2023 financial year	Against
		Resolution on the remuneration policy	Against
		Resolution on the daily allowances and remuneration paid to the members of the Supervisory Board	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
UNIQA Insurance Group AG	AT	Resolution on the renewal of the authorisation of the Management Board regarding authorised capital by 30.06.2029	Against
		Election of a member of the Supervisory Board: Monika Henzinger	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
UnitedHealth Group Inc.	US	Elect Charles Baker	For
		Elect Timothy P. Flynn	For
		Elect Paul R. Garcia	Against
		Elect Kristen Gil	Against
		Elect Stephen J. Hemsley	Against
		Elect Michele J. Hooper	Against
		Elect F. William McNabb, III	Against
		Elect Valerie C. Montgomery Rice	For
		Elect John H. Noseworthy	Against
		Elect Andrew Witty	For
		Advisory Vote on Executive Compensation	For
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For
United Internet AG	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report for the company and the group (including the explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)) as of 31 December 2023 as well as the Supervisory Board report for the 2023 financial year and the Management Board's proposal on the appropriation of net income for the 2023 financial year	Not voted
		Resolution on the appropriation of net income for the 2023 financial year	For
		Resolution on the discharge of the members of the Management Board: Ralph Dommermuth	Against
		Resolution on the discharge of the members of the Management Board: Martin Mildner	Against
		Resolution on the discharge of the members of the Management Board: Ralf Hartings	Against
		Resolution on the discharge of the members of the Management Board: Markus Huhn	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
United Internet AG	DE	Resolution on the discharge of members of the Supervisory Board	Against
		Resolution on the election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year and, in the case of an audit review, the auditor for interim financial reports for the 2024 financial year and for the first quarter of the 2025 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG)	Against
United Parcel Service Inc.	US	Elect Carol B. Tomé	For
		Elect Rodney C. Adkins	For
		Elect Eva C. Boratto	For
		Elect Michael J. Burns	Against
		Elect Wayne M. Hewett	For
		Elect Angela Hwang	For
		Elect Kate E. Johnson	For
		Elect William R. Johnson	Against
		Elect Franck J. Moison	For
		Elect Christiana Smith Shi	For
		Elect Russell Stokes	For
		Elect Kevin M. Warsh	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Recapitalization	For
		Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Against
		Shareholder Proposal Regarding Diversity and Inclusion Report	For
United Rentals Inc.	US	Elect Marc A. Bruno	For
		Elect Larry D. De Shon	Against
		Elect Matthew J. Flannery	For
		Elect Bobby J. Griffin	For
		Elect Kim Harris Jones	For
		Elect Terri L. Kelly	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
United Rentals Inc.	US	Elect Michael J. Kneeland	Against
		Elect Francisco J. Lopez-Balboa	For
		Elect Gracia C. Martore	For
		Elect Shiv Singh	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Director Resignation Policy	For
United Therapeutics Corporation [Del.]	US	Elect Christopher Causey	Against
		Elect Raymond Dwek	Against
		Elect Richard Giltner	Against
		Elect Raymond Kurzweil	Against
		Elect Jan Malcolm	For
		Elect Linda Maxwell	For
		Elect Nilda Mesa	For
		Elect Judy Olian	For
		Elect Christopher Patusky	Against
		Elect Martine Rothblatt	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
United Therapeutics Corporation [Del.]	US	Elect Louis Sullivan	Against
		Elect Thomas G. Thompson	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2015 Stock Incentive Plan	For
		Ratification of Auditor	Against
United Utilities Group Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Remuneration Report	For
		Elect David Higgins	For
		Elect Louise Beardmore	For
		Elect Phil Aspin	For
		Elect Alison Goligher	For
		Elect Liam Butterworth	For
		Elect Kathleen Cates	For
		Elect Clare Hayward	For
		Elect Michael Lewis	For
		Elect Doug Webb	For
		Appointment of Auditor	Against
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
United Utilities Group Plc.	GB	Authority to Set General Meeting Notice Period at 14 Days	For
		Authorisation of Political Donations	For
Universal Music Group N.V	NL	Opening	Not voted
		Presentation of Annual Report	Not voted
		Corporate Governance Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Executives' Acts	Against
		Ratification of Non-Executives' Acts	Against
		Elect Vincent Vallejo to the Board of Directors	Against
		Elect William A. Ackman to the Board of Directors	Against
		Elect Cathia Lawson-Hall to the Board of Directors	Against
		Elect Cyrille Bolloré to the Board of Directors	Against
		Elect James G. Mitchell to the Board of Directors	Against
		Elect Manning Doherty to the Board of Directors	Against
		Elect Margaret Frerejean-Taittinger to the Board of Directors	For
		Elect Nicole Avant to the Board of Directors	For
		Elect Eric Sprunk to the Board of Directors	For
		Elect Amanda Ginsberg to the Board of Directors	For
		Non-Executive Remuneration Policy	For
		Authority to Grant Shares to NEDs	For
		Authority to Repurchase Shares	For
		Cancellation of Shares	For
		Other Business	Not voted
		Closing	Not voted

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Universal Vision Biotechnology Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Profits Distribution Plan	For
		Elect XIAO Min-Zhi	Against
		Elect LIU Vincent	Against
		Elect YANG Yun-Hua	Against
		Elect CHEN Wei-Ru	Against
		Elect OU Shu-Fang	Against
		Elect LIN Pi-Jung	Against
		Elect CHOU Tsan-Der	Against
		Elect WENG Su-Hei	Against
		Elect CHANG Hong-Jen	Against
		Release of Restrictions of Competitive Activities of Directors	For
		Extraordinary Motions	Against
UPM Kymmene Corporation	FI	Opening of Meeting	Not voted
		Calling the Meeting to Order	Not voted
		Minutes	Not voted
		Compliance with the Rules of Convocation	Not voted
		Voting List	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratification of Board and CEO Acts	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
UPM Kymmene Corporation	FI	Remuneration Report	Against
		Remuneration Policy	Against
		Directors' Fees	For
		Board Size	For
		Election of Directors	Against
		Authority to Set Auditor's Fees	For
		Appointment of Auditor	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Charitable Donations	For
U.S. Bancorp	US	Elect Warner L. Baxter	For
		Elect Dorothy J. Bridges	For
		Elect Elizabeth L. Buse	For
		Elect Andrew Cecere	Against
		Elect Alan B. Colberg	For
		Elect Kimberly N. Ellison-Taylor	For
		Elect Kimberly J. Harris	Against
		Elect Roland A. Hernandez	Against
		Elect Richard P. McKenney	For
		Elect Yusuf I. Mehdi	For
		Elect Loretta E. Reynolds	For
		Elect John P. Wiehoff	For
		Elect Scott W. Wine	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Approval of the 2024 Stock Incentive Plan	For
US Foods Holding Corporation	US	Elect Cheryl A. Bachelder	For
		Elect Robert M. Dutkowsky	For
		Elect David E. Flitman	For
		Elect Marla C. Gottschalk	For
		Elect Sunil Gupta	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
US Foods Holding Corporation	US	Elect Carl A. Pforzheimer	For
		Elect Quentin Roach	For
		Elect David M. Tehle	For
		Elect Ann E. Ziegler	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the Employee Stock Purchase Plan	For
		Ratification of Auditor	Against
Valero Energy Corporation	US	Elect Fred M. Diaz	For
		Elect H. Paulett Eberhart	For
		Elect Marie A. Ffolkes	For
		Elect Joseph W. Gorder	Against
		Elect Kimberly S. Greene	For
		Elect Deborah P. Majoras	Against
		Elect Eric D. Mullins	For
		Elect Robert A. Profusek	Against
		Elect R. Lane Riggs	Against
		Elect Randall J. Weisenburger	Against
		Elect Rayford Wilkins Jr.	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Vallourec S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits	For
		Appointment of Auditor (KPMG)	Against
		Appointment of Auditor (E&Y)	For
		Appointment of Auditor for Sustainability Reporting (E&Y)	For
		Elect Corine de Bilbao	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vallourec S.A.	FR	Ratification of the Co-option of Luciano Siani Pires	For
		Elect Frida Norrbom Sams	For
		Elect Genuino Magalhaes Christino	For
		2023 Remuneration Report	Against
		2023 Remuneration of Philippe Guillemot, Chair and CEO	Against
		2024 Remuneration Policy (Chair and CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Increase Capital in Case of Exchange Offers	Against
		Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Performance Shares	Against
		Employee Stock Purchase Plan	For
		Authority to Issue Shares w/o Preemptive Rights (Employees and Corporate Officers)	For
		Authority to Cancel Shares and Reduce Capital	For
		Amendments to Articles	Against
		Authorisation of Legal Formalities	For
Valor Holdings Co. Ltd.	JP	Elect Masami Tashiro	Against
		Elect Takayuki Koike	Against
		Elect Katsuyuki Mori	Against
		Elect Akira Shinohana	Against
		Elect Morisaku Wagato	Against
		Elect Motohiko Takasu	Against
		Elect Naotaka Koketsu	Against
		Elect Shunichi Asakura	Against
		Elect Toshiyuki Takahashi	Against
		Elect Yoko Yamashita @ Yoko Miyazaki	For
		Elect Toshio Abiko	Against
		Elect Mutsuo Masuda	Against
		Elect Hirohumi Hata	Against
		Elect Tokimitsu Ito	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vantage Towers AG	DE	Presentation of the adopted annual financial statements and the management report for Vantage Towers AG for the 2023/2024 financial year ended 31 March 2024 and the report of the Supervisory Board	Not voted
		Resolution on the discharge of the members of the Management Board: Cristian Hillabrant	Against
		Resolution on the discharge of the members of the Management Board: Vivek Badrinath	Against
		Resolution on the discharge of the members of the Management Board: Thomas Reist	Against
		Resolution on the discharge of the members of the Management Board: Christian Summer	Against
		Resolution on the discharge of the members of the Supervisory Board: Pierre Klotz	Against
		Resolution on the discharge of the members of the Supervisory Board: Michael Bird	Against
		Resolution on the discharge of the members of the Supervisory Board: Kash Pandya	Against
		Resolution on the discharge of the members of the Supervisory Board: Alberto Ripepi	Against
		Resolution on the discharge of the members of the Supervisory Board: Marco Fontana	Against
		Resolution on the discharge of the members of the Supervisory Board: Marco Pugliese	Against
		Resolution on the discharge of the members of the Supervisory Board: Rüdiger Grube	Against
		Resolution on the discharge of the members of the Supervisory Board: Amanda Jane Nelson	Against
		Resolution on the discharge of the members of the Supervisory Board: Charles C. Green III	Against
		Resolution on the discharge of the members of the Supervisory Board: Pine Yemez	Against
		Resolution on the discharge of the members of the Supervisory Board: Katja van Doren	Against
		Resolution on the discharge of the members of the Supervisory Board: Terence Rhodes	Against
		Election of the auditor for the 2024/2025 financial year	Against
		Election of a Supervisory Board member: Evgenia Zaytseva	Against
va-Q-tec AG	DE	Presentation of the adopted annual financial statements as at 31 December 2023, the approved consolidated financial statements as at 31 December 2023, the management reports for the Group and va-Q-tec AG for the 2023 financial year and the Supervisory Board report for the 2023 financial year	Not voted
		Discharge of the members of the Management Board for the 2023 financial year:	Against
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Election of a Supervisory Board member: Camilla Macapili Languille	Against
		Resolution on the approval of the outsourcing and takeover agreement between va-Q-tec AG and va-Q-tec Thermal Solutions GmbH dated 23 April 2024	For
		Resolution on amendments to the Articles of Association New version of Section 2.1 of the Articles of Association concerning the subject matter of the company	For
		Resolution on amendments to the Articles of Association New version of Section 14 of the Articles of Association concerning Supervisory Board remuneration and liability insurance	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
va-Q-tec AG	DE	Resolution on amendments to the Articles of Association New version of Section 15.3 of the Articles of Association regarding the deadline for convening the general meeting	For
		Resolution on amendments to the Articles of Association Deletion of Section 15.4 of the Articles of Association concerning the transmission of notices of convocation	For
		Resolution on amendments to the Articles of Association New version of Section 17.1 of the Articles of Association concerning the chairing of the general meeting	For
		Resolution on amendments to the Articles of Association New version of Sections 19.1 and 19.2 of the Articles of Association on accounting and appropriation of income	For
VAR Energi ASA1	NO	Election of Presiding Chair; Minutes	For
		Notice of Meeting; Agenda	For
		Accounts and Reports	For
		Authorization to Distribute Dividends	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Set Auditor's Fees	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Amendments to Articles (Board of Directors)	For
		Elect Thorhild Widvey	For
		Elect Liv Monica Bargem Stubholt	For
		Elect Ove Gusevik	Against
		Elect Fabio Ignazio Romeo	For
		Shareholder Proposal Regarding the Board of Directors	Against
		Elect Philip Duncan Hemmens	For
		Elect Lars Christian Bacher	For
		Elect Lars Erik Moen	For
		Directors' Fees	For
		Nomination Committee Fees	For
VAT Group AG	CH	Approval of the Annual Report 2023	For
		Advisory vote on non-financial reporting for 2023	For
		Appropriation of net income	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
VAT Group AG	CH	Distribution of a dividend	For
		Discharge of the members of the Board of Directors and management	Against
		Election to the Board of Directors: Martin Komischke (as independent member and Chairman of the Board of Directors)	Against
		Election to the Board of Directors: Urs Leinhäuser	Against
		Election to the Board of Directors: Karl Schlegel	Against
		Election to the Board of Directors: Hermann Gerlinger	Against
		Election to the Board of Directors: Libo Zhang	For
		Election to the Board of Directors: Daniel Lippuner	Against
		Election to the Board of Directors: Petra Denk	For
		Election to the Board of Directors: Thomas A. Piliszczuk	Against
		Election of the members of the Nomination and Remuneration Committee: Urs Leinhäuser	Against
		Election of the members of the Nomination and Remuneration Committee: Hermann Gerlinger	Against
		Election of the members of the Nomination and Remuneration Committee: Libo Zhang	For
		Election of the independent proxy	For
		Election of the auditors	For
		Advisory vote on the remuneration report for the 2023 financial year	Against
		Approval of the effective short-term variable remuneration (STI) paid to management for the 2023 reporting year	Against
		Approval of the maximum total amount of fixed remuneration for the management for the 2025 reporting year	Against
		Approval of the maximum total long-term variable remuneration (LTI) of the management for the 2025 reporting year	Against
		Approval of the maximum total remuneration amount of the Board of Directors from the 2024 general meeting until the 2025 general meeting	For
		Ad hoc	Against
Veeva System Inc.	US	Elect Tim Cabral	For
		Elect Mark Carges	For
		Elect Peter P. Gassner	For
		Elect Mary Lynne Hedley	For
		Elect Priscilla Hung	For
		Elect Tina Hunt	For
		Elect Marshall Mohr	Against
		Elect Gordon Ritter	Against
		Elect Paul Sekhri	Against
		Elect Matthew J. Wallach	Against
		Ratification of Auditor	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Veeva System Inc.	US	Advisory Vote on Executive Compensation	Against
Veolia Environnement S.A.	FR	Accounts and Reports; Non Tax-Deductible Expenses	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Isabelle Courville	For
		Elect Guillaume Texier	For
		Elect Julia Marton-Lefèvre	For
		Appointment of Auditor for Sustainability Reporting (KPMG)	Against
		Appointment of Auditor for Sustainability Reporting (EY)	Against
		2023 Remuneration of Antoine Frérot, Chair	For
		2023 Remuneration of Estelle Brachlianoff, CEO	Against
		2023 Remuneration Report	Against
		2024 Remuneration Policy (Chair)	For
		2023 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Non-executive Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Veolia Environnement S.A.	FR	Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Increase Capital in Consideration for Contributions In Kind (France)	Against
		Greenshoe	Against
		Authority to Increase Capital Through Capitalisations	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Performance Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Amendments to Articles Regarding the Suppression of Double Voting Rights and the Introduction of a Cap to Voting Rights	For
		Authorisation of Legal Formalities	For
Verallia SA	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Special Auditors Report on Regulated Agreements	For
		Elect Marie-José Donsion	Against
		Elect Pierre Vareille	For
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		Appointment of Auditor for Sustainability Reporting (BM&A)	For
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	Against
		2024 Remuneration Policy (Board of Directors)	For
		2023 Remuneration of Michel Giannuzzi, Chair	Against
		2023 Remuneration of Patrice Lucas, CEO	Against
		2023 Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/ Priority Subscription	Against
		Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights w/o priority subscription	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Authority to Set Offering Price of Shares	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Verallia SA	FR	Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Performance Shares	For
		Authorisation of Legal Formalities	For
Veralto Corporation	US	Elect Françoise Colpron	Against
		Elect Shyam P. Kambeyanda	Against
		Elect William H. King	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		To Hold an Advisory Vote Relating to the Frequency of Future Shareholder Advisory Votes on the Company's Executive Officer Compensation: Please Vote For on This Resolution to Approve Every 1 Year	For
		To Hold an Advisory Vote Relating to the Frequency of Future Shareholder Advisory Votes on the Company's Executive Officer Compensation: Please Vote For on This Resolution to Approve Every 2 Years	Against
		To Hold an Advisory Vote Relating to the Frequency of Future Shareholder Advisory Votes on the Company's Executive Officer Compensation: Please Vote For on This Resolution to Approve Every 3 Years	Against
		To Hold an Advisory Vote Relating to the Frequency of Future Shareholder Advisory Votes on the Company's Executive Officer Compensation: Please Vote For on This Resolution to Approve Abstain	Against
Verbund AG	AT	Presentation of the approved annual financial statements for 2023 including the Management Board management report and the corporate governance report, the consolidated financial statements including the Group management report, the proposal on the appropriation of earnings and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income disclosed in the annual financial statements for 2023	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Election of the auditor, Group auditor and the auditor of the sustainability report for the 2024 financial year	Against
		Resolution on the remuneration report for the remuneration of Management Board and Supervisory Board Members of VERBUND AG for the 2023 financial year	Against
		Elections to the Supervisory Board: Martin Ohneberg	Against
		Elections to the Supervisory Board: Ingrid Hengster	For
		Elections to the Supervisory Board: Eva Eberhartinger	For
		Elections to the Supervisory Board: Eckhardt Rümmler	For
		Resolution on the revised version of the Articles of Association	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Verisign Inc.	US	Elect D. James Bidzos	Against
		Elect Courtney D. Armstrong	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Verisign Inc.	US	Elect Yehuda Ari Buchalter	Against
		Elect Kathleen A. Cote	Against
		Elect Thomas F. Frist III	Against
		Elect Jamie S. Gorelick	Against
		Elect Roger H. Moore	Against
		Elect Timothy Tomlinson	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Verisk Analytics Inc.	US	Elect Vincent K. Brooks	For
		Elect Jeffrey Dailey	Against
		Elect Bruce E. Hansen	For
		Elect Gregory Hendrick	For
		Elect Kathleen A. Hogenson	For
		Elect Wendy E. Lane	For
		Elect Samuel G. Liss	For
		Elect Lee M. Shavel	For
		Elect Olumide Soroye	For
		Elect Kimberly S. Stevenson	For
		Elect Therese M. Vaughan	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Verizon Communications Inc.	US	Elect Shellye L. Archambeau	Against
		Elect Roxanne S. Austin	For
		Elect Mark T. Bertolini	For
		Elect Vittorio Colao	For
		Elect Laxman Narasimhan	For
		Elect Clarence Otis, Jr.	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Verizon Communications Inc.	US	Elect Daniel H. Schulman	For
		Elect Rodney E. Slater	For
		Elect Carol B. Tomé	For
		Elect Hans E. Vestberg	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Third-Party Study of Policy to Prohibit Political Contributions	For
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Amendment to Clawback Policy	Against
		Shareholder Proposal Regarding Independent Chair	Against
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
		Shareholder Proposal Regarding Independent Report on Potential Liabilities of Lead-Sheathed Cables	For
		Shareholder Proposal Regarding Political Expenditures and Values Congruency	For
Vertex Pharmaceuticals Inc.	US	Elect Sangeeta N. Bhatia	For
		Elect Lloyd A. Carney	For
		Elect Alan M. Garber	For
		Elect Reshma Kewalramani	For
		Elect Michel Lagarde	For
		Elect Jeffrey M. Leiden	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vertex Pharmaceuticals Inc.	US	Elect Diana L. McKenzie	For
		Elect Bruce I. Sachs	Against
		Elect Jennifer Schneider	For
		Elect Nancy A. Thornberry	For
		Elect Suketu Upadhyay	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Shareholder Proposal Regarding Right to Call Special Meeting	For
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
Vertiv Holdings Co.	US	Elect David M. Cote	Withhold
		Elect Giordano Albertazzi	Withhold
		Elect Joseph J. DeAngelo	Withhold
		Elect Joseph van Dokkum	Withhold
		Elect Roger B. Fradin	Withhold
		Elect Jakki L. Haussler	For
		Elect Jacob Kotzubei	Withhold
		Elect Matthew Louie	Withhold
		Elect Edward L. Monser	Withhold
		Elect Steven S Reinemund	Withhold
		Elect Robin L. Washington	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Vestas Wind Systems A/S	DK	Report of the Board of Directors	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vestas Wind Systems A/S	DK	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Remuneration Report	Against
		Directors' Fees	For
		Elect Anders Runevad	Abstain
		Elect Eva Merete Søfelde Berneke	For
		Elect Helle Thorning-Schmidt	For
		Elect Karl-Henrik Sundström	For
		Elect Lena Olving	For
		Elect William (Bill) Fehrman	For
		Elect Henriette Hallberg Thygesen	For
		Appointment of Auditor	For
		Remuneration Policy	Against
		Authority to Repurchase Shares	For
		Authorization of Legal Formalities	For
Vesuvius Plc.	GB	Accounts and Reports	For
		Final Dividend	For
		Remuneration Report	Against
		Elect Eva Lindqvist	For
		Elect Robert J. MacLeod	For
		Elect Patrick André	For
		Elect Carla J. Bailo	For
		Elect Mark Collis	For
		Elect Kathryn Durrant	For
		Elect Carl-Peter Forster	For
		Elect Dinggui Gao	For
		Elect Friederike Helfer	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Viatris Inc.	US	Elect W. Don Cornwell	
		Elect JoEllen Lyons Dillon	

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Viatris Inc.	US	Elect Elisha W. Finney	
		Elect Leo Groothuis	
		Elect Melina E. Higgins	
		Elect James M. Kilts	
		Elect Harry A. Korman	
		Elect Rajiv Malik	
		Elect Richard A. Mark	
		Elect Mark W. Parrish	
		Elect Scott A. Smith	
		Elect Rogério Vivaldi Coelho	
		Advisory Vote on Executive Compensation	
		Ratification of Auditor	
		Amendment to the 2020 Stock Incentive Plan.	
Vici Properties Inc.	US	Elect James R. Abrahamson	Against
		Elect Diana F. Cantor	Against
		Elect Monica H. Douglas	Against
		Elect Elizabeth I. Holland	Against
		Elect Craig Macnab	Against
		Elect Edward B. Pitoniak	Against
		Elect Michael D. Rumbolz	Against
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: Please vote on this resolution to approve 1 year	For
		Frequency of Advisory Vote on Executive Compensation: Please vote on this resolution to approve 2 years	Against
		Frequency of Advisory Vote on Executive Compensation: Please vote on this resolution to approve 3 years	Against
		Frequency of Advisory Vote on Executive Compensation: Please vote on this resolution to approve abstain	Against
Vienna Insurance Group AG Wiener Versicherung Gruppe	AT	Presentation of the 2023 approved financial statements including the management report, the 2023 consolidated corporate governance report, the 2023 sustainability report (consolidated non-financial report), the 2023 consolidated financial statements including the group management report, the proposal on the appropriation of earnings and the Supervisory Board report (Section 96 of the German Stock Corporation Act)	Not voted
		Resolution on the appropriation of the net income disclosed in the annual financial statements as at 31 December 2023	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vienna Insurance Group AG Wiener Versicherung Gruppe	AT	Resolution on the 2023 remuneration report	Against
		Resolution on the discharge of the Management Board members for the 2023 financial year	For
		Resolution on the discharge of the Supervisory Board members for the 2023 financial year	Against
		Election of the auditor and Group auditor for the 2025 financial year and the auditor of the sustainability report for the 2025 financial year	Against
		Election of the auditor of the sustainability report for the 2024 financial year	Against
		Elections to the Supervisory Board: Martina DOBRINGER	Against
		Elections to the Supervisory Board: Rudolf ERTL	Against
		Elections to the Supervisory Board: András KOZMA	For
		Elections to the Supervisory Board: Vratislav KULHÁNEK	Against
		Elections to the Supervisory Board: Robert LASSHOFER	Against
		Elections to the Supervisory Board: Hana MACHACOVÁ	Against
		Elections to the Supervisory Board: Peter MIHÓK	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vienna Insurance Group AG Wiener Versicherung Gruppe	AT	Elections to the Supervisory Board: Martin SIMHANDL	Against
		Elections to the Supervisory Board: Katarína SLEZÁKOVÁ	For
		Elections to the Supervisory Board: Ágnes SVOÓB	For
		Elections to the Supervisory Board: Gertrude TUMPEL-GUGERELL	Against
		Resolution on the remuneration policy	Against
		Ad hoc (shareholders)	Against
		Ad hoc (administration)	Against
Village Super Market Inc.	US	Elect Robert Sumas	
		Elect John P. Sumas	
		Elect Nicholas Sumas	
		Elect John J. Sumas	
		Elect Perry J. Blatt	
		Elect Kevin Begley	
		Elect Steven Crystal	
		Elect Stephen F. Rooney	
		Elect Prasad Pola	
		Ratification of Auditor	
VINCI S.A.	FR	Consolidated Accounts and Reports	For
		Accounts and Reports; Non Tax-Deductible Expenses	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
VINCI S.A.	FR	Allocation of Profits/Dividends	For
		Elect Benoit Bazin	For
		Appointment of Auditor for Sustainability Reporting (PwC)	For
		Authority to Repurchase and Reissue Shares	Against
		2024 Remuneration Policy (Board of Directors)	For
		2024 Remuneration Policy (Executives)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Xavier Huillard, Chair and CEO	Against
		Authority to Cancel Shares and Reduce Capital	For
		Employee Stock Purchase Plan	Against
		Stock Purchase Plan for Overseas Employees	Against
		Authorisation of Legal Formalities	For
VISA Inc.	US	Elect Lloyd A. Carney	For
		Elect Kermit R. Crawford	For
		Elect Francisco Javier Fernández Carbajal	Against
		Elect Ramon L. Laguarta	Against
		Elect Teri L. List	For
		Elect John F. Lundgren	For
		Elect Ryan McInerney	For
		Elect Denise M. Morrison	For
		Elect Pamela Murphy	For
		Elect Linda J. Rendle	Against
		Elect Maynard G. Webb, Jr.	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Exchange Offer Amendments	For
		Right to Adjourn Meeting	For
		Shareholder Proposal Regarding Severance Approval Policy	Against
Vitesco Technologies Group AG	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for Vitesco Technologies Group Aktiengesellschaft and the group as at 31 December 2023, and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	Against
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Andreas Wolf (Chairman)	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Werner Volz	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Sabine Nitzsche	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Ingo Holstein	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Stephan Rölleke	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vitesco Technologies Group AG	DE	Resolution on the discharge of the members of the Management Board for the 2023 financial year: Klaus Hau	For
		Resolution on the discharge of the members of the Management Board for the 2023 financial year: Thomas Stierle	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Siegfried Wolf (Chairman)	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Carsten Bruns	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Hans-Jörg Bullinger	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Kerstin Dickert	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Manfred Eibeck	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Lothar Galli	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Yvonne Hartmetz	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Susanne Heckelsberger	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Lisa Hinrichsen	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Joachim Hirsch	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Sabina Jeschke	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Michael Köppl	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Erwin Löffler	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Klaus Rosenfeld	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Georg F. W. Schaeffler	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Ralf Schamel	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Kirsten Vörkel	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vitesco Technologies Group AG	DE	Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year: Anne Zeumer	Against
		Resolution on the appointment of the auditor and the group auditor for the 2024 financial year as well as the auditor for the audit review of the semi-annual financial report and for an audit review to be performed on the interim financial reports in the 2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	For
		Resolution on the approval of the remuneration system for the Management Board members	Against
		Resolution on the adjustment of the remuneration of the Chairman of the Audit Committee and the remuneration limit for activities in committees of the Supervisory Board; confirmation of the remuneration and approval of the remuneration system for Supervisory Board members; amendment to Section 15 of the Articles of Association	For
		Resolution on the approval of the merger agreement between Vitesco Technologies Group Aktiengesellschaft (transferring entity) and Schaeffler AG (acquiring entity) dated 13 March 2024	For
Vitrolife AB	SE	Opening of Meeting	For
		Election of Presiding Chair	For
		Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		CEO's Address	For
		Presentation of Accounts and Report	For
		Presentation of Remuneration guideline	For
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratify Jon Sigurdsson	Against
		Ratify Lars Holmqvist	Against
		Ratify Pia Marions	Against
		Ratify Henrik Blomquist	Against
		Ratify Karen Lykke Sørensen	Against
		Ratify Vesa Koskinen	Against
		Ratify Thomas Axelsson	For
		Ratify Bronwyn Brophy O'Connor	For
		Nomination Committee Report	For
		Board Size; Number of Auditors	For
		Directors and Auditors' Fees	For
		Elect Lars Erik Holmqvist	Against
		Elect Pia Marions	Against
		Elect Henrik Blomquist	Against
		Elect Karen Lykke Sørensen	For
		Elect Jón Sigurdsson	Against
		Appointment of Auditor	Against
		Approval of Nomination Committee Guidelines	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
		Remuneration Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vitrolife AB	SE	Adoption of Share-Based Incentives (LTIP 2024)	Against
		Authority to Issue Warrants (LTIP 2024)	Against
		Authority to Transfer Shares and/or Warrants (LTIP2024)	Against
		Approve Equity Swap Agreement (LTIP 2024)	Against
		Transaction of Other Business (LTIP 2024)	Against
Vivendi SE	FR	Accounts and Reports	For
		Spin-off (Canal SA)	
		Consolidated Accounts and Reports	For
		Spin-off (Louis Hachette Group)	
		Distribution in Kind of Havas N.V. shares to Company's Shareholders	
		Special Auditors Report on Regulated Agreements	For
		Allocation of Profits/Dividends	For
		Authorisation of Legal Formalities	
		2023 Remuneration Report	Against
		2023 Remuneration of Yannick Bolloré, Supervisory Board Chair	Against
		2023 Remuneration of Arnaud de Puyfontaine, Management Board Chair	Against
		2023 Remuneration of Frédéric Crépin, Management Board Member	Against
		2023 Remuneration of François Laroze, Management Board Member	Against
		2023 Remuneration of Claire Léost, Management Board Member	Against
		2023 Remuneration of Céline Merle-Béral, Management Board Member	Against
		2023 Remuneration of Maxime Saada, Management Board Member	Against
		2024 Remuneration Policy (Supervisory Board)	Against
		2024 Remuneration Policy (Management Board Chair)	Against
		2024 Remuneration Policy (Management Board Members)	Against
		Elect Yannick Bolloré	Against
		Elect Laurent Dassault	For
		Appointment of Auditor (Grant Thornton)	For
		Appointment of Auditor for Sustainability Reporting (Grant Thornton)	For
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authorisation of Legal Formalities	For
Vodacom Group Ltd.	ZA	Accounts and Reports	For
		Elect Joakim Reiter	Against
		Elect Sateesh Kamath	Against
		Re-elect Sakumzi (Saki) J. Macozoma	For
		Re-elect Raisibe K. Morathi	Against
		Appointment of Auditor	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vodacom Group Ltd.	ZA	Election of Audit, Risk and Compliance Committee Member (Clive B. Thomson)	For
		Election of Audit, Risk and Compliance Committee Member (Khumo L. Shuenyane)	For
		Election of Audit, Risk and Compliance Committee Member (Nomkhita Nqweni)	For
		Authority to Repurchase Shares	For
		Approve NEDs' Fees	For
		Approve Financial Assistance (Section 44)	For
		Approve Financial Assistance (Section 45)	For
Vodafone Group Plc.	GB	Accounts and Reports	For
		Elect Jean-François M. L. van Boxmeer	For
		Elect Margherita Della Valle	For
		Elect Luka Mucic	For
		Elect Stephen A. Carter	For
		Elect Michel Demaré	For
		Elect Hatem Dowidar	For
		Elect Delphine Ernotte Cunci	For
		Elect Deborah L. Kerr	For
		Elect Amparo Moraleda	Against
		Elect David T. Nish	For
		Elect Kandimathie (Christine) Ramon	For
		Elect Simon Segars	For
		Final Dividend	Against
		Remuneration Report	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vodafone Group Plc.	GB	Authorisation of Political Donations	For
		Authority to Set General Meeting Notice Period at 14 Days	For
voestalpine AG	AT	Presentation of the adopted annual financial statements including the management report, the proposal for the appropriation of income, the consolidated financial statements including the group management report, the consolidated non-financial report, the consolidated corporate governance report and the report of the Supervisory Board to the general meeting on the 2023/2024 financial year	Not voted
		Resolution on the appropriation of net income in the 2023/2024 financial year	For
		Resolution on the discharge of the members of the Management Board for the 2023/2024 financial year	For
		Resolution on the discharge of the members of the Supervisory Board for the 2023/2024 financial year	Against
		Resolution on the remuneration of the Supervisory Board members for the 2023/2024 financial year	For
		Resolution on the election of the auditor for the annual financial statements and consolidated financial statements and for the sustainability reporting for the 2024/2025 financial year	Against
		New election to the Supervisory Board: Wolfgang Eder	Against
		New election to the Supervisory Board: Heinrich Schaller	Against
		New election to the Supervisory Board: Franz Gasselsberger	Against
		New election to the Supervisory Board: Ingrid Jörg	Against
		New election to the Supervisory Board: Florian Khol	Against
		New election to the Supervisory Board: Maria Kubitschek	Against
		New election to the Supervisory Board: Elisabeth Stadler	Against
		New election to the Supervisory Board: Martin W. Hetzer	For
		Resolution on the remuneration report for the members of the Management Board and the Supervisory Board	Against
		Resolution on the remuneration policy for the members of the Management Board	Against
		Resolution on the remuneration policy for the members of the Supervisory Board	For
		Resolution on the amendment of the Articles of Association: Amendment to Section 3 "Publications"	For
		Resolution on the amendment of the Articles of Association: Amendment to Section 18 "General meeting - Convocation"	For
		Resolution on the amendment of the Articles of Association: Addition of a new Section 19 "Moderated virtual general meeting"	Against
		Resolution on the creation of a new authorised capital amounting to 20% of the share capital against cash contributions while respecting the statutory subscription right, also within the meaning of the indirect subscription right pursuant to Section 153(6) of the German Stock Corporation Act [Authorised Capital 2024/I] and the corresponding amendment to Section 4 (share capital and shares)(2a)	Against
		Resolution on the creation of a new authorised capital amounting to 10% of the share capital against contributions in kind and/or to be issued to employees, management employees and members of the Management Board of the company or a company affiliated with the company with the authorisation to exclude subscription rights [Authorised Capital 2024/II] and a corresponding amendment to Section 4 (share capital and shares)(2b)	Against
		Resolution on the authorisation of the Management Board to issue financial instruments as specified in Section 174 of the Stock Corporation Act (AktG), in particular convertible bonds, profit participation bonds or rights, which may also provide for subscription and/or conversion rights on the acquisition of shares, together with the authorisation to exclude shareholders' subscription rights to these financial instruments	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
voestalpine AG	AT	Resolution on the cancellation of the conditional capital pursuant to Section 159 (2)(1) of the German Stock Corporation Act (AktG) pursuant to the general meeting resolution of 3 July 2019, the conditional increase in the company's share capital pursuant to Section 159(2)(1) of the German Stock Corporation Act (AktG) to be issued to creditors of financial instruments amounting to 10% of the share capital [Conditional Capital 2024] and the corresponding amendment of the Articles of Association to Section 4 (share capital and shares)(6)	Against
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against
Volkswagen AG -VZ-	DE	No resolution for holders of preferred stock	For
Volution Group Plc.	GB	Accounts and Reports	
		Remuneration Report	
		Final Dividend	
		Elect Nigel P. Lingwood	
		Elect Ronnie George	
		Elect Andy O'Brien	
		Elect Jonathan M. Davis	
		Elect Amanda J. Mellor	
		Elect Claire Tiney	
		Appointment of Auditor	
		Authority to Set Auditor's Fees	
		Authorisation of Political Donations	
		Authority to Issue Shares w/ Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	
		Authority to Repurchase Shares	
		Authority to Set General Meeting Notice Period at 14 Days	
Vonovia SE	DE	Presentation of the adopted annual financial statements, the approved consolidated financial statements and the combined management report for the Vonovia SE and the group as at 31 December 2023, and the Supervisory Board report for the 2023 financial year	Not voted
		Appropriation of net income for the 2023 financial year by Vonovia SE	For
		Discharge of the members of the Management Board for the 2023 financial year:	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Vonovia SE	DE	Election of the auditor of the financial statements and the auditor of the consolidated financial statements as well as the auditor for the audit review of the half-year report and any interim financial reports up to and including for the first quarter of the 2025 financial year	For
		Approval of the remuneration report for the 2023 financial year	For
		Approval of the remuneration system for the Management Board members	Against
		Election of a member of the Supervisory Board: Birgit M. Bohle	For
Vulcan Materials Co.	US	Elect Thomas A. Fanning	For
		Elect J. Thomas Hill	Against
		Elect Cynthia L. Hostetler	Against
		Elect Richard T. O'Brien	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Wacker Chemie AG	DE	Presentation of the adopted annual financial statements as at 31/12/2023, the approved consolidated financial statements as at 31/12/2023 and the combined management report for the 2023 financial year including the Management Board's explanatory report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of members of the Management Board	Against
		Resolution on the discharge of members of the Supervisory Board	Against
		Election of the auditor for an audit review of interim financial reports for the 2025 financial year	For
		Resolution on the approval of the remuneration report	Against
Wacker Neuson SE	DE	Presentation of the adopted annual financial statements as at 31 December 2023, the approved consolidated financial statements as at 31 December 2023 including the combined management report for the company and the group, the Management Board's explanatory report contained in the combined management report on the information pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income	For
		Resolution on the discharge of the Management Board members for the 2023 financial year	Against
		Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year	Against
		Resolution on the appointment of the auditor for the annual financial statements and consolidated financial statements for the 2024 financial year	Against
		Resolution on the approval of the remuneration report for the 2023 financial year	Against
		Resolution on the amendment to Section 4 of the company's Articles of Association regarding the information on the entry in the share register	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Wacker Neuson SE	DE	Resolution on the amendment of Section 19 of the company's Articles of Association regarding the chair of the general meeting	For
Wallenius Wilhelmsen ASA	NO	Election of Presiding Chair	For
		Agenda	For
		Minutes	For
		Accounts and Reports; Allocation of Profits and Dividends	For
		Authority to distribute dividends	For
		Remuneration Report	Against
		Corporate Governance Report	Not voted
		Authority to Set Auditor's Fees	For
		Election of Directors	Against
		Directors' Fees	For
		Nomination Committee Fees	For
		Audit Committee Fee	For
		Appointment of Nomination Committee	For
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Walmart Inc.	US	Elect Cesar Conde	Against
		Elect Timothy P. Flynn	Against
		Elect Sarah J. Friar	For
		Elect Carla A. Harris	For
		Elect Thomas W. Horton	Against
		Elect Marissa A. Mayer	Against
		Elect C. Douglas McMillon	Against
		Elect Brian Niccol	Against
		Elect Gregory B. Penner	Against
		Elect Randall L. Stephenson	Against
		Elect Steuart L. Walton	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Gestation Crates	For
		Shareholder Proposal Regarding Racial Equity Audit	For
		Shareholder Proposal Regarding Report on Human Rights Impact Assessment	For
		Shareholder Proposal Regarding Living Wage Policy	For
		Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	For
		Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Walmart Inc.	US	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Against
Want Want China Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect TSAI Shao-Chung	Against
		Elect CHU Chi-Wen	Against
		Elect TSAI Ming-Hui	Against
		Elect Haruo Maki	Against
		Elect Stella KONG HO Pui King	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against
		Amendments to Articles	For
Warner Bros. Discovery Inc.	US	Elect Li Haslett Chen	For
		Elect Richard W. Fisher	Withhold
		Elect Paul A. Gould	Withhold
		Elect Kenneth W. Lowe	Withhold
		Elect John C. Malone	Withhold
		Elect Fazal Merchant	Withhold
		Elect Paula A. Price	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Warner Bros. Discovery Inc.	US	Elect David M. Zaslav	Withhold
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the Stock Incentive Plan	For
		Shareholder Proposal Regarding Report on Use of Artificial Intelligence	For
		Shareholder Proposal Regarding Right to Call Special Meeting	For
		Shareholder Proposal Regarding Formation of Corporate Sustainability Committee and Public Report	Against
Warsaw Stock Exchange (WSE)	PL	Closing of Meeting	For
		Opening of Meeting	For
		Election of Presiding Chair	For
		Compliance with Rules of Convocation	For
		Compliance with Rules of Convocation	For
		Agenda	For
		Presentation of Management Board Report	For
		Presentation of Financial Statements	For
		Shareholder Proposal Regarding Removal of Supervisory Board Member	Against
		Presentation of Management Board Report on Expenses	For
		Shareholder Proposal Regarding Election of Supervisory Board Member	Against
		Presentation of Supervisory Board Reports	For
		Management Board Report	For
		Remove CEO	Against
		Elect CEO	Against
		Financial Statements	For
		Financial Statements (Consolidated)	For
		Shareholder Proposal Regarding Coverage of Meeting Costs	For
		Allocation of Dividends	For
		Closing of Meeting	For
		Supervisory Board Report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Warsaw Stock Exchange (WSE)	PL	Remuneration Report	Against
		Remuneration Policy	Against
		Ratify Michal Balabanow	Against
		Ratify Izabela Flakiewicz	Against
		Ratify Dominik Kaczmarski	Against
		Ratify Janusz Krawczyk	Against
		Ratify Filip Paszke	Against
		Ratify Leszek Skiba	Against
		Ratify Eva Sudol	Against
		Ratify Adam Szyszka	Against
		Ratify Marek Dietl	For
		Ratify Monika Gorgon	For
		Ratify Adam Mlodkowski	For
		Ratify Izabela Olszewska	For
		Elect a Supervisory Board Member	Against
		Elect a Supervisory Board Member	Against
		Elect a Supervisory Board Member	Against
		Closing of Meeting	For
Waste Connections Inc.	CA	Elect Andrea E. Bertone	For
		Elect Edward E. Guillet	For
		Elect Michael W. Harlan	Withhold
		Elect Larry S. Hughes	For
		Elect Elise L. Jordan	For
		Elect Susan Lee	For
		Elect Ronald J. Mittelstaedt	For
		Elect Carl D. Sparks	For
		Advisory Vote on Executive Compensation	Against
		Appointment of Auditor and Authority to Set Fees	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Waste Management Inc.	US	Elect Thomas L. Bené	For
		Elect Bruce E. Chinn	For
		Elect James C. Fish, Jr.	For
		Elect Andrés R. Gluski	For
		Elect Victoria M. Holt	For
		Elect Kathleen M. Mazzarella	For
		Elect Sean E. Menke	For
		Elect William B. Plummer	For
		Elect Maryrose T. Sylvester	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles Regarding Officer Exculpation	Against
Watches Of Switzerland Group Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Elect Ian R. Carter	For
		Elect Brian Duffy	For
		Elect Anders Romberg	For
		Elect Tea Colaianni	For
		Elect Rosa Monckton	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Watches Of Switzerland Group Plc.	GB	Elect Robert Moorhead	For
		Elect Chabi Nouri	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Watsco Inc.	US	Elect Barry S. Logan	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	For
Watts Water Technologies Inc.	US	Elect Rebecca Boll	For
		Elect Michael J. Dubose	For
		Elect David A. Dunbar	Withhold
		Elect Louise K. Goeser	For
		Elect Kenneth Napolitano	For
		Elect Joseph T. Noonan	For
		Elect Robert J. Pagano, Jr.	Withhold
		Elect Merilee Raines	Withhold

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Watts Water Technologies Inc.	US	Elect Joseph W. Reitmeier	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
WEC Energy Group Inc.	US	Elect Ave M. Bie	For
		Elect Curt S. Culver	Against
		Elect Danny L. Cunningham	For
		Elect William M. Farrow III	For
		Elect Cristina A. Garcia-Thomas	For
		Elect Maria C. Green	For
		Elect Gale E. Klappa	Against
		Elect Thomas K. Lane	For
		Elect Scott J. Lauber	For
		Elect Ulice Payne, Jr.	Against
		Elect Mary Ellen Stanek	For
		Elect Glen E. Tellock	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Increase in Authorized Common Stock	Against
		Shareholder Proposal Regarding Simple Majority Vote	Against
Weichai Power Co. Ltd.	CN	New Weichai Heavy Machinery Supply Agreement	For
		New Weichai Heavy Machinery Purchase Agreement	For
		New Fast Transmission Sale Agreement	For
		New Fast Transmission Purchase Agreement	For
		Revision of Annual Caps under CNHTC Supply Agreement	For
		New CNHTC Purchase Agreement	For
		Revision of Annual Caps under Weichai Westport Purchase Agreement	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Weifu High-Technology Co. Ltd.	CN	2024 Appointment of Audit Firm	For
		Amendments to Articles	For
		By-Elect LU Qun	Against
Weis Markets Inc.	US	Elect Jonathan H. Weis	Withhold
		Elect Harold G. Graber	Withhold
		Elect Dennis G. Hatchell	Withhold
		Elect Edward J. Lauth III	Withhold
		Elect Gerrald B. Silverman	Withhold
		Ratification of Auditor	For
		Shareholder Proposal Regarding Report on Supply Chain Risks From Climate Change	For
		Shareholder Proposal Regarding Report on Supply Chain Animal Welfare	For
Wells Fargo & Co.	US	Elect Steven D. Black	Against
		Elect Mark A. Chancy	For
		Elect Celeste A. Clark	For
		Elect Theodore F. Craver, Jr.	For
		Elect Richard K. Davis	For
		Elect Fabian T. Garcia	For
		Elect Wayne M. Hewett	Against
		Elect CeCelia Morken	For
		Elect Maria R. Morris	For
		Elect Felicia F. Norwood	For
		Elect Ronald L. Sargent	For
		Elect Charles W. Scharf	For
		Elect Suzanne M. Vautrinot	For
		Advisory Vote on Executive Compensation	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Wells Fargo & Co.	US	Ratification of Auditor	Against
		Amend the Certificate of Incorporation to Opt Out of DGCL Section 203	For
		Amend the Bylaws to Remove a Supermajority Requirement	Against
		Shareholder Proposal Regarding Report on Harassment and Discrimination	For
		Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For
		Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	For
		Shareholder Proposal Regarding Audit of Climate Transition Policies	Against
		Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	For
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
Welltower Inc.	US	Elect Kenneth J. Bacon	For
		Elect Karen B. DeSalvo	For
		Elect Dennis G. Lopez	For
		Elect Shankh Mitra	For
		Elect Ade J. Patton	For
		Elect Diana W. Reid	Against
		Elect Sergio D. Rivera	For
		Elect Johnese M. Spisso	For
		Elect Kathryn M. Sullivan	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Increase in Authorized Common Stock	For
Wesfarmers Ltd.	AU	Re-elect Alison M. Watkins	Against
		Elect Kate Munnings	For
		Elect Friedrich (Tom) von Oertzen	For
		Approve Increase in NEDs' Fee Cap	For
		Remuneration Report	Against
		Equity Grant (MD/CEO KEEPP Awards)	For
Western Digital Corporation	US	Elect Kimberly E. Alexy	For
		Increase in Authorized Common Stock	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Elect Thomas Caulfield	For
		Amendment to Articles Regarding Removal of Provisions	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Western Digital Corporation	US	Elect Martin I. Cole	Against
		Amendment to Articles to Limit the Liability of Certain Officers	Against
		Elect Tunç Doluca	For
		Elect David V. Goeckeler	For
		Right to Adjourn Meeting	Against
		Elect Matthew E. Massengill	Against
		Elect Stephanie A. Streeter	For
		Elect Miyuki Suzuki	For
		Advisory Vote on Executive Compensation	Against
		Amendment to the 2021 Long-Term Incentive Plan	For
		Ratification of Auditor	Against
Western Union Co.	US	Elect Julie M. Cameron-Doe	For
		Elect Martin I. Cole	For
		Elect Suzette M. Deering	For
		Elect Betsy D. Holden	Against
		Elect Jeffrey A. Joerres	For
		Elect Devin McGranahan	For
		Elect Michael A. Miles, Jr.	Against
		Elect Timothy P. Murphy	For
		Elect Jan Siegmund	For
		Elect Angela A. Sun	For
		Elect Solomon D. Trujillo	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Approval of the 2024 Long-Term Incentive Plan	For
West Japan Railway Co.	JP	Allocation of Profits/Dividends	For
		Elect Kazuaki Hasegawa	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
West Japan Railway Co.	JP	Elect Yoshinobu Tsutsu	Against
		Elect Haruko Nozaki	For
		Elect Kenji Iino	Against
		Elect Yoshiyuki Miyabe	Against
		Elect Shoji Kurasaka	Against
		Elect Eiji Tsubone	Against
		Elect Hideo Okuda	Against
		Elect Koichi Haruna	Against
		Elect Akira Inoue	Against
		Elect Takeshi Urushihara	Against
		Elect Maki Ogura	Against
		Elect Makiko Tada	For
		Elect Emiko Hazama	For
		Elect Kenryo Goto	Against
Westlake Corporation	US	Elect James Chao	Withhold
		Elect John Chao	Withhold
		Elect Mark A. McCollum	Withhold
		Elect R. Bruce Northcutt	Withhold
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Virgin Plastic Demand	For
Westpac Banking Corporation	AU	Accounts and Reports	
		Appoint Auditor	
		Remuneration Report	
		Equity Grant (Incoming MD/CEO Anthony Miller)	
		Re-elect Nerida F. Caesar	

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Westpac Banking Corporation	AU	Re-elect Margaret (Margie) L. Seale	
		Elect Andy Maguire	
		Shareholder Proposal Regarding Facilitating Nonbinding Proposals	
		Shareholder Proposal Regarding Transition Plan Assessments	
West Pharmaceutical Services Inc.	US	Elect Mark A. Buthman	Against
		Elect William F. Feehery	Against
		Elect Robert F. Friel	Against
		Elect Eric M. Green	Against
		Elect Thomas W. Hofmann	Against
		Elect Molly E. Joseph	For
		Elect Deborah L. V. Keller	Against
		Elect Myla P. Lai-Goldman	Against
		Elect Stephen H. Lockhart	Against
		Elect Douglas A. Michels	Against
		Elect Paolo Pucci	Against
		Advisory Vote on Executive Compensation	Against
		Elimination of Supermajority Transaction Requirement	Against
		Elimination of Supermajority Amendment Requirement	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
West Pharmaceutical Services Inc.	US	Shareholder Proposal Regarding Simple Majority Vote	Against
Weyerhaeuser Co.	US	Elect Mark A. Emmert	Against
		Elect Rick R. Holley	For
		Elect Sara Grootwassink Lewis	For
		Elect Deidra C. Merriwether	For
		Elect Al Monaco	For
		Elect James C. O'Rourke	For
		Elect Nicole W. Piasecki	Against
		Elect Lawrence A. Selzer	For
		Elect Devin W. Stockfish	For
		Elect Kim Williams	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
Whitbread Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Final Dividend	For
		Elect Shelley Roberts	For
		Elect Kal Atwal	For
		Elect Horst Baier	For
		Elect Adam Crozier	For
		Elect Frank Fiskers	For
		Elect Richard Gillingwater	For
		Elect Karen Jones	For
		Elect Chris Kennedy	For
		Elect Hemant Patel	For
		Elect Dominic Paul	For
		Elect Cilla Snowball	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
WH Smith Plc.	GB	Accounts and Reports	For
		Remuneration Report	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
WH Smith Plc.	GB	Final Dividend	For
		Elect Colette Burke	For
		Elect Annette Court	For
		Elect Carl Cowling	For
		Elect Nicky Dulieu	For
		Elect Simon Emeny	For
		Elect Robert Moorhead	For
		Elect Marion Sears	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Adoption of New Articles	For
		Authority to Set General Meeting Notice Period at 14 Days	For
Wienerberger AG	AT	Presentation of the adopted annual financial statements 2023 and the management report of Wienerberger AG for the 2023 financial year, the consolidated financial statements and the group management report, the corporate governance report, the non-financial report and the Supervisory Board report for the 2023 financial year	Not voted
		Resolution on the appropriation of net income disclosed in the annual financial statements for 2023	For
		Discharge of the members of the Management Board for the 2023 financial year:	For
		Discharge of the members of the Supervisory Board for the 2023 financial year	For
		Election of the auditor of the financial statements and the auditor of the consolidated financial statements for the 2024 financial year	Against
		Resolution on the 2023 remuneration report	Against
		Resolution on the remuneration policy for the Management Board	For
		Resolution on the remuneration policy for the Supervisory Board	For
		Resolution on fixing of the remuneration for Supervisory Board members	For
		Authorisation to repurchase treasury shares	Against
		Authorisation to sell treasury shares	Against
		Resolution on the authorisation of the Management Board with the approval of the Supervisory Board to increase capital pursuant to Section 169 of the German Stock Corporation Act (AktG) (authorised capital) against a cash contribution together with the authorisation to exclude subscription rights, including the corresponding amendments to the Articles of Association in Section 4 (share capital and shares)	For
		Ad hoc (administration)	Against
		Ad hoc (shareholders)	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Wihlborg Fastigheter AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	For
		Voting List	Not voted
		Minutes	Not voted
		Agenda	For
		Compliance with the Rules of Convocation	For
		CEO's Address	Not voted
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	Against
		Ratify Anders Jarl	Against
		Ratify Tina Andersson	Against
		Ratify Jan Litborn	Against
		Ratify Lennart Mauritzson	Against
		Ratify Amela Hodzic	Against
		Ratify Anna Werntof	Against
		Ratify Johan Röstin	Against
		Ratify Ulrika Hallengren	For
		Dividend Record Date	For
		Board Size	For
		Directors and Auditors' Fees	For
		Elect Anders Jarl	Against
		Elect Anneli Jansson	For
		Elect Jan Litborn	Against
		Elect Lennart Mauritzson	Against
		Elect Amela Hodzic	For
		Elect Anna Werntoft	For
		Elect Johan Röstin	For

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Wihlborg Fastigheter AB	SE	Appointment of Auditor	Against
		Nomination Committee Guidelines	For
		Remuneration Report	Against
		Authority to Repurchase and Reissue Shares	For
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
Williams-Sonoma Inc.	US	Elect Laura Alber	For
		Elect Esi Eggleston Bracey	For
		Elect Andrew Campion	For
		Elect Scott Dahnke	For
		Elect Anne M. Finucane	Against
		Elect William J. Ready	Against
		Elect Frits Dirk van Paasschen	For
		Advisory Vote on Executive Compensation	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
		Ratification of Auditor	Against
WillScot Holdings Corporation	US	Elect Mark S. Bartlett	For
		Elect Erika T. Davis	For
		Elect Gerard E. Holthaus	For
		Elect Natalia Johnson	For
		Elect Erik Olsson	For
		Elect Rebecca L. Owen	For
		Elect Jeffrey F. Sagansky	For
		Elect Bradley L. Soultz	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
WillScot Holdings Corporation	US	Elect Michael W. Upchurch	For
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
		Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against
Wilson Bayly Holmes - Ovcon Ltd.	ZA	Re-elect Hatla Ntene	For
		Re-elect Ross W. Gardiner	For
		Elect Charles V. Henwood	For
		Appointment of Auditor	For
		Elect Audit Committee Member and Chair (Cobus Bester)	For
		Elect Audit Committee Member (Ross W. Gardiner)	For
		Elect Audit Committee Member (Karen Forbay)	For
		Elect Audit Committee Member (Nosipho Sonqushu)	For
		Approve Remuneration Policy	Against
		Approve Remuneration Implementation Report	Against
		General Authority to Issue Shares	For
		Authorization of Legal Formalities	For
		Approval of NEDs' Fees	For
		Approve Financial Assistance (Sections 44 and 45)	For
		Authority to Repurchase Shares	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
WisdomTree Inc.	US	Elect Management Nominee Lynn S. Blake (WHITE CARD)	Against
		Elect Management Nominee Anthony Bossone (WHITE CARD)	Against
		Elect Management Nominee Smita Conjeevaram (WHITE CARD)	Against
		Elect Management Nominee Rilla Delorier (WHITE CARD)	Against
		Elect Management Nominee Daniela A. Mielke (WHITE CARD)	Against
		Elect Management Nominee Shamla Naidoo (WHITE CARD)	Against
		Elect Management Nominee Win Neuger (WHITE CARD)	Against
		Elect Management Nominee Tonia L. Pankopf (WHITE CARD)	Against
		Elect Management Nominee Jonathan Steinberg (WHITE CARD)	Against
		Ratification of Auditor (WHITE CARD)	Against
		Advisory Vote on Executive Compensation (WHITE CARD)	Against
		Frequency of Advisory Vote on Executive Compensation - 1 year (WHITE CARD)	For
		Frequency of Advisory Vote on Executive Compensation - 2 years (WHITE CARD)	Against
		Frequency of Advisory Vote on Executive Compensation - 3 years (WHITE CARD)	Against
		Amendment to Shareholder Rights Plan (WHITE CARD)	For
		Elect Management Nominee Jonathan Steinberg (GOLD CARD)	Not voted
		Elect Management Nominee Win Neuger (GOLD CARD)	Not voted
		Elect Management Nominee Anthony Bossone (GOLD CARD)	Not voted
		Elect Management Nominee Lynn S. Blake (GOLD CARD)	Not voted
		Elect Management Nominee Smita Conjeevaram (GOLD CARD)	Not voted
		Elect Management Nominee Rilla Delorier (GOLD CARD)	Not voted
		Elect Management Nominee Daniela A. Mielke (GOLD CARD)	Not voted
		Elect Management Nominee Shamla Naidoo (GOLD CARD)	Not voted
		Elect Management Nominee Tonia L. Pankopf (GOLD CARD)	Not voted
		Ratification of Auditor (GOLD CARD)	Not voted
		Advisory Vote on Executive Compensation (GOLD CARD)	Not voted
		Frequency of Advisory Vote on Executive Compensation - 1 year (GOLD CARD)	Not voted
		Frequency of Advisory Vote on Executive Compensation - 2 years (GOLD CARD)	Not voted
		Frequency of Advisory Vote on Executive Compensation - 3 years (GOLD CARD)	Not voted
		Amendment to Shareholder Rights Plan (GOLD CARD)	Not voted
Wise Plc.	GB	Accounts and Reports	For
		Remuneration Report	Against
		Remuneration Policy	Against
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Elect David B. Wells	For
		Elect Kristo Käärmann	For
		Elect Elizabeth G. Chambers	For
		Elect Terri L. Duhon	For
		Elect Clare Gilmartin	For
		Elect Alastair Rampell	For
		Elect Hooi Ling Tan	For
		Elect Ingo Jeroen Uytdehaage	For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Wise Plc.	GB	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
		Authority to Repurchase Shares	For
		Authority to Set General Meeting Notice Period at 14 Days	For
W.K. Kellogg Co.	US	Elect Zack Gund	Against
		Elect Gary Pilnick	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation - 1 year	For
		Frequency of Advisory Vote on Executive Compensation - 2 years	Against
		Frequency of Advisory Vote on Executive Compensation - 3 years	Against
		Frequency of Advisory Vote on Executive Compensation - Abstain	Against
		Ratification of Auditor	For
		Amendment to the 2023 Long-Term Incentive Plan	For
Wolters Kluwer NV	NL	Opening	Not voted
		Opening of Meeting	Not voted
		Elect Anjana Harve to the Supervisory Board	For
		Presentation of Management Board Report	Not voted
		Closing of Meeting	Not voted
		Corporate Governance Report	Not voted
		Presentation of Supervisory Board Report	Not voted
		Remuneration Report	Against
		Accounts and Reports	For
		Dividend Policy	Not voted
		Allocation of Dividends	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Elect David W. Sides to the Supervisory Board	For
		Elect Jack P. de Kreij to the Supervisory Board	For
		Elect Sophie V. Vandebroek to the Supervisory Board	For
		Supervisory Board Remuneration Policy	For
		Supervisory Board Fees (FY2024)	For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Suppress Preemptive Rights	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Wolters Kluwer NV	NL	Authority to Repurchase Shares	Against
		Cancellation of Shares	Against
		Amendments to Articles	For
		Other Business	Not voted
		Closing of Meeting	Not voted
Woodside Energy Group Ltd.	AU	Accounts and Reports	Not voted
		Re-elect Richard J. Goyder	Against
		Elect Ashok Belani	For
		Remuneration Report	Against
		Equity Grant (MD/CEO Meg O'Neill)	For
		Approval of Potential Termination Benefits	For
		Approval of Climate Transition Action Plan and 2023 Progress Report	Against
Woolworths Group Ltd.	AU	Accounts and Reports	Not voted
		Remuneration Report	For
		Re-elect Maxine Brenner	Against
		Re-elect Philip Chronican	Against
		Equity Grant (MD/CEO Amanda Bardwell)	For
		Board Spill Resolution (Conditional)	Against
		Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against
		Shareholder Proposal Regarding Report on Impacts of Farmed Seafood	For
		Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from Macquarie Harbour	Against
Woori Financial Group Inc.	KR	Financial Statements and Allocation of Profits/Dividends	Against
		Elect CHUNG Chan Hyoung	Against
		Elect YOON In Sub	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Woori Financial Group Inc.	KR	Elect SHIN Yo Hwan	Against
		Elect LEE Eun Ju	For
		Elect PARK Sun Young	For
		Election of Audit Committee Member: CHUNG Chan Hyoung	Against
		Election of Audit Committee Member: SHIN Yo Hwan	Against
		Directors' Fees	For
Worldline S.A.	FR	Accounts and Reports	For
		Consolidated Accounts and Reports	For
		Allocation of Losses	For
		Special Auditors Report on Regulated Agreements	For
		Elect Nazan Somer Özelgin	Against
		Elect Daniel Schmucki	Against
		Ratification of the Co-option of Wilfried Verstraete	For
		Elect Wilfried Verstraete	For
		Elect Agnès Park	For
		Elect Sylvia Steinmann	For
		Elect Olivier Gavalda	For
		Appointment of Auditor for Sustainability Reporting (Deloitte)	Against
		2023 Remuneration Report	Against
		2023 Remuneration of Bernard Bourigeaud, Chair (Until December 14, 2023)	For
		2023 Remuneration of Georges Pauget, Chair (Since December 15, 2023)	For
		2023 Remuneration of Gilles Grapinet, CEO	Against
		2023 Remuneration of Marc-Henri Desportes, Deputy CEO	Against
		2024 Remuneration Policy (Chair)	For
		2024 Remuneration Policy (CEO)	For
		2024 Remuneration Policy (Deputy CEO)	For
		2024 Remuneration Policy (Board of Directors)	For
		Authority to Repurchase and Reissue Shares	Against
		Authority to Cancel Shares and Reduce Capital	For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
		Authority to Issue Shares and Convertible Debt Through Private Placement	Against
		Greenshoe	Against
		Authority to Increase Capital in Consideration for Contributions In Kind	Against
		Authority to Increase Capital Through Capitalisations	For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Specified Categories Related to Worldline IGSA)	Against
		Employee Stock Purchase Plan	For
		Stock Purchase Plan for Overseas Employees	For
		Authority to Issue Performance Shares	For
		Amendments to Articles Regarding Staggered Board	For
		Authorisation of Legal Formalities	For
Worthington Enterprises Inc.	US	Elect John B. Blystone	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Worthington Enterprises Inc.	US	Elect Mark C. Davis	Against
		Elect John H. McConnell II	Against
		Elect B. Andrew Rose	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Long-Term Incentive Plan	Against
		Ratification of Auditor	Against
WPP Plc.	GB	Accounts and Reports	For
		Final Dividend	Against
		Remuneration Report	Against
		Elect Andrew Scott	For
		Elect Angela Ahrendts	For
		Elect Simon Dingemans	For
		Elect Sandrine Dufour	For
		Elect Tom Ilube	For
		Elect Roberto Quarta	For
		Elect Mark Read	For
		Elect Cindy Rose	For
		Elect Keith Weed	Against
		Elect Jasmine Whitbread	For
		Elect Joanne Wilson	For
		Elect ZHANG Ya-Qin	For
		Appointment of Auditor	For
		Authority to Set Auditor's Fees	For
		Authority to Issue Shares w/ Preemptive Rights	Against
		Authority to Repurchase Shares	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Against
WRKCo Inc.	US	Elect Colleen F. Arnold	For
		Merger/Acquisition	For
		Advisory Vote on Golden Parachutes	Against
		Elect Timothy J. Bernlohr	For
		Elect J. Powell Brown	For
		Reduction in Share Premium Account	For
		Elect Terrell K. Crews	For
		Elect Russell M. Currey	For
		Elect Suzan F. Harrison	For
		Elect Gracia C. Martore	For
		Elect James E. Nevels	For
		Elect E. Jean Savage	For
		Elect David B. Sewell	For
		Elect Dmitri L. Stockton	For
		Elect Alan D. Wilson	For
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
WSP Global Inc.	CA	Elect Louis-Philippe Carrière	For
		Elect Christopher Cole	Against
		Elect Alexandre L'Heureux	For
		Elect Birgit W. Nørgaard	Against
		Elect Suzanne Rancourt	For
		Elect Linda Smith-Galipeau	For
		Elect Macky Tall	For
		Elect Claude Tessier	For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Advisory Vote on Executive Compensation	Against
		Increasing the Maximum Board Size	For
		Amendments to By-Laws	For
Wuxi Apptec Co. Ltd.	CN	Direct Repurchase of H Shares in relation to the 2023 H Share Award and Trust Scheme and Cancellation of H Shares	For
Xcel Energy Inc.	US	Elect Megan Burkhart	Against
		Elect Lynn Casey	Against
		Elect Robert C. Frenzel	Against
		Elect Netha Johnson	Against
		Elect Patricia L. Kampling	Against
		Elect George Kehl	Against
		Elect Richard T. O'Brien	Against
		Elect Charles Pardee	Against
		Elect Christopher J. Policinski	Against
		Elect James T. Prokopanko	Against
		Elect Tim Welsh	Against
		Elect Kim Williams	Against
		Elect Daniel W. Yohannes	Against
		Advisory Vote on Executive Compensation	Against
		Approval of the 2024 Equity Incentive Plan	For
		Ratification of Auditor	Against
Xiaomi Corporation	KY	Accounts and Reports	For
		Elect LIN Bin	Against
		Elect LIU De	Against
		Elect CAI Jinqing	For
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	Against
		Authority to Repurchase Shares	Against
		Authority to Issue B Class Shares w/o Preemptive Rights	Against
		Authority to Issue Repurchased Shares	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Xiaomi Corporation	KY	2024 Xiaomi HK Share Scheme	Against
		Service Provider Sublimit	Against
		Amendments to Articles	For
Xinhua Winshare Publishing and Media Co. Ltd.	CN	Amendments to Project to be Invested Using the Proceeds of the Company.	For
		Directors' Report	For
		Accounts and Reports	For
		Distribution of Interim Dividends	For
		Annual Report	For
		Allocation of Profits/Dividends	For
		Appointment of Auditor and Authority to Set Fees	For
		Amendments to Working Rules of Independent Directors	For
		Supervisors' Report	For
		Elect HAN Wenlong	Against
		Elect XUE Feng as Supervisor	Against
		Appointment of Internal Control Auditor and Authority to Set Fees	For
Xvivo Perfusion AB	SE	Opening of Meeting	Not voted
		Election of Presiding Chair	Not voted

Union Investment

Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Xvivo Perfusion AB	SE	Voting List	For
		Agenda	For
		Minutes	For
		Compliance with the Rules of Convocation	For
		Presentation of Accounts and Reports	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Ratification of Board and CEO Acts	Against
		Board Size; Number of Auditors	For
		Elect Gösta Johannesson	Against
		Elect Camilla Öberg	For
		Elect Lena Höglund	For
		Elect Lars Henriksson	For
		Elect Göran Dellgren	For
		Elect Erik Strömqvist	For
		Elect Gösta Johannesson as Chair	Against
		Appointment of Auditor	Against
		Directors and Auditors' Fees	For
		Approval of Nomination Committee Guidelines	Against
		Remuneration Report	Against
		Adoption of Share-Based Incentives (SORP 2023)	Against
		Authority to Issue Shares w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares	For
Xylem Inc.	US	Elect Jeanne Beliveau Dunn	For
		Elect Earl R. Ellis	For
		Elect Robert F. Friel	For
		Elect Lisa Glatch	For
		Elect Victoria D. Harker	Against
		Elect Mark D. Morelli	For
		Elect Jerome A. Peribere	For
		Elect Matthew F. Pine	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Xylem Inc.	US	Elect Lila Tretikov	For
		Elect Uday Yadav	For
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote For on This Resolution to Approve 1 Year	For
		Frequency of Advisory Vote on Executive Compensation: Please Vote For on This Resolution to Approve 2 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote For on This Resolution to Approve 3 Years	Against
		Frequency of Advisory Vote on Executive Compensation: Please Vote For on This Resolution to Approve Abstain	Against
Yadea Group Holdings Ltd.	KY	Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect SHEN Yu	Against
		Elect WONG Lung Ming	Against
		Elect CHEN Mingyu	Against
		Elect MA Chenguang	Against
		Elect LIANG Qin	Against
		Directors' Fees	For
		Appointment of Auditor and Authority to Set Fees	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Authority to Repurchase Shares	Against
		Authority to Issue Repurchased Shares	Against
		Adoption of New Share Option Scheme and Scheme Mandate Limit	Against
Yageo Corporation	TW	2023 Accounts and Reports	For
		Capitalization of Profits and Issuance of New Shares	For
		Adoption of Employee Restricted Stock Plan	For
		Amendment to the Operational Procedures for Loaning of Funds and Making of Endorsements/Guarantees	For
		Amendment to the Company's Articles of Incorporation	For
		Elect CHEN Tie-Min	Against
		Elect WANG Deng-Rue	Against
		Elect WANG Chin-San	Against

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Name of security	Country	Agenda items	Voting
Yageo Corporation	TW	Elect YANG Shih-Chien	Against
		Elect YEN Ching-Chang	Against
		Elect TSAI Shu-Chen	Against
		Elect LEE Cheng-Ling	Against
		Elect LIN HSU Tun-Son	Against
		Elect LIN Lai-Fu	Against
		Non-Compete Restrictions for Directors	Against
		Extraordinary Motions	Against
Yaoko Co. Ltd.	JP	Allocation of Profits/Dividends	For
		Elect Yukio Kawano	Against
		Elect Sumito Kawano	Against
		Elect Masanobu Kamiike	Against
		Elect Takanori Ishizuka	Against
		Elect Hiroaki Yagihashi	Against
		Elect Shigeyuki Kurokawa	Against
		Elect Asako Saito	For
		Elect Takashi Kuzuhara	Against
		Elect Masahiro Yamada	For
		Elect Yukio Sato	For
		Elect Katsuhiro Hashimoto	For
		Elect Tsuyoshi Ikarashi	For
Ypsomed Holding AG	CH	Approval of the management report, the annual financial statements and the consolidated financial statements 2023/24, acknowledgement of the auditors' reports	For
		Appropriation of net income 2023/24 and repayment from the statutory capital reserve	For
		Approval of the 2023/2024 non-financial report	For
		Discharge of the members of the Board of Directors and the remaining executive bodies for the 2023/24 financial year	Against
		Adjustments to the Articles of Association regarding periods of remuneration	Against
		Remuneration: Advisory vote on the 2023/24 remuneration report	Against
		Remuneration: fixed remuneration of the Board of Directors	For
		Remuneration: equity-based long-term compensation of the Board of Directors	For
		Remuneration: fixed compensation of the management	Against
		Remuneration: performance fee of the Executive Committee	Against
		Remuneration: equity-based long-term compensation of the Executive Committee	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Ypsomed Holding AG	CH	Re-election to the Board of Directors: Gilbert Achermann (as a member and Chairman)	Against
		Re-election to the Board of Directors: Paul Fonteyne	Against
		Re-election to the Board of Directors: Martin Münchbach	Against
		Re-election to the Board of Directors: Betül Susamis Unaran	For
		Re-election to the Board of Directors: Simon Michel	Against
		Re-election to the Nomination & Remuneration Committee: Gilbert Achermann	Against
		Re-election to the Nomination & Remuneration Committee: Paul Fonteyne	Against
		Re-election of the independent proxy	For
		Re-election of the auditors	For
		Ad hoc	Against
Yuanta Financial Holding Co. Ltd.	TW	2023 Business Report and Financial Statements	For
		2023 Profits Distribution Plan	For
		Issuance of New Shares by Capitalization of Profit	For
		Amendments to Articles	For
		Extraordinary Motions	Against
Yum China Holdings Inc.	US	Elect Fred Hu	For
		Elect Joey Wat	For
		Elect Robert B. Aiken	For
		Elect Peter A. Bassi	For
		Elect Edouard Ettedgui	For
		Elect David Hoffmann	For
		Elect Ruby Lu	For
		Elect Zili Shao	For
		Elect William Wang	For
		Elect Min (Jenny) Zhang	For
		Elect Christina Xiaojing Zhu	For
		Ratification of Auditor	For

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Name of security	Country	Agenda items	Voting
Yum China Holdings Inc.	US	Advisory Vote on Executive Compensation	Against
		Issuance of Common Stock	Against
		Share Repurchase	Against
Yutong Bus Co. Ltd.	CN	2023 Directors' Report	For
		2024 Third Quarter Profit Distribution Plan	For
		Amendments to Articles	For
		2023 Supervisors' Report	For
		2023 Accounts and Reports	For
		2023 Allocation of Profits/Dividends	Against
		2023 Annual Report and Its Summary	For
		2023 Audit Fees and Appointment of Auditor	Against
		2024 Related Party Transactions	Against
		2024 Authority to Give Guarantees	Against
		Amendments to Business Scope and Articles	For
		Elect DONG Xiaokun	Against
		Elect ZHANG Tongqiu	Against
Zalando SE	DE	Presentation of the adopted annual financial statements and the approved consolidated financial statements for the 2023 financial year together with the combined management report for Zalando SE and the Zalando Group, the combined non-financial declaration for Zalando SE and the Zalando Group and the Supervisory Board report as well as the explanatory report on the Information pursuant to Sections 289a and 315a of the German Commercial Code (HGB)*	Not voted
		Appropriation of net income	For
		Discharge of the Zalando SE Management Board for the 2023 financial year	For
		Discharge of the Zalando SE Supervisory Board for the 2023 financial year	For
		Election of the auditor of the financial statements, the auditor of the consolidated financial statements and the auditor for the audit review for the 2024 financial year	For
		Election of the auditor of the financial statements, the auditor of the consolidated financial statements and the auditor for the audit review in the 2025 financial year until the next general meeting	For
		Approval of the remuneration report for the 2023 financial year	Against
		Approval of the remuneration system for the Management Board members	Against
		Amendment to Section 17(3)(3) of the Articles of Association of Zalando SE (participation and exercise of voting rights)	For
		Cancellation of Conditional Capital 2013 and corresponding amendment to the Articles of Association	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Zealand Pharma A/S	DK	Report of the Management	Not voted
		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Elect Martin Nicklasson	For
		Elect Kirsten Aarup Drejer	For
		Elect Jeffrey Berkowitz	For
		Elect Leonard Kruimer	For
		Elect Bernadette Connaughton	For
		Elect Elaine Sullivan	For
		Elect Enrique Conterno	For
		Appointment of Auditor; Authority to Appoint Sustainability Auditor	For
		Authority to Repurchase Shares	For
		Remuneration Policy	Against
		Remuneration Report	Against
		Directors' Fees	For
		Authority to Issue Shares w/o Preemptive Rights	Against
		Issuance of Warrants w/o Preemptive Rights	Against
		Indemnification of Directors/Officers	For
Zhejiang Supor Co. Ltd.	CN	2023 Directors' Report	For
		Amendments to Articles	For
		Estimated Additional Continuing Connected Transaction	For
		2023 Supervisors' Report	For
		2023 ANNUAL REPORT AND ITS SUMMARY	For
		2023 Accounts and Reports	For
		2023 Profit Distribution Plan	Against
		2024 Appointment of Auditor	Against
		Purchase of Short-Term Wealth Management Products with Idle Proprietary Working Capital	For
		Provision of Guarantee for Wholly-Owned Subsidiaries and Guarantee Among Wholly-Owned Subsidiaries	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Zhejiang Supor Co. Ltd.	CN	Launching Advance Payment Financing Business	Against
		Repurchase and Cancellation of Some Granted Restricted Shares	For
		Amendments to Articles	For
		Amendments to Procedural Rules: Board Meetings	Against
		Amendments to Work System for Independent Directors	Against
Zhen Ding Technology Holding Ltd.	KY	Ratification of 2023 Business Report and Consolidated Financial Statements	For
		Ratification of the 2023 Earnings Distribution	For
		Proposal for Amendments to the Company's Rules Governing the Election of Directors	For
		Proposal for the Release of the Non-Competition Restriction for Directors	For
		Extraordinary Motions	Against
Zhongji Innolight Co. Ltd.	CN	2023 Directors' Report	For
		Change in the Use of Raised Funds	For
		2023 Supervisors' Report	For
		Change of Registered Capital and Amendments to Articles	For
		2023 Accounts and Reports	For
		2023 Annual Report and its Summary	For
		2023 Profit Distribution Plan	Against
		2023 Report on Deposits and Use of Previously Raised Funds	For
		2023 Directors and Supervisors' Fees	For
		Application for Comprehensive Credit Lines and Provision of Guarantee by Company and its Subsidiaries	For
		2024 Appointment of Auditor	Against
		Use of Idle Raised Funds for Cash Management	For
		Use of Own Funds for Cash Management	For
		Adjustment of Independent Directors' Fee	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Zhuzhou CRRC Times Electric Co. Ltd.	CN	Annual Report	For
		Authority to Repurchase H Shares	Against
		Accounts and Reports	Against
		Directors' Report	For
		Supervisors' Report	For
		Allocation of Profits/Dividends	For
		Appointment of Auditor and Authority to Set Fees	For
		Application to Credit Lines	For
		Directors' Fees	For
		Supervisors' Fees	For
		Estimations on Ordinary Related Transactions for 2025-2027	For
		Amendments to Terms of Reference of Independent Non-Executive Directors	For
		Amendments to Rules of Procedure for General Meetings	For
		Amendments to Rules of Procedure for Meetings of the Board of Directors	For
		Amendments to Rules of Procedure for Meetings of the Supervisory Comittee	For
		Amendments to Management Policy for External Guarantees	For
		Amendments to Management Policy for Related Party Transactions	For
		Amendments to Management Policy for External Investments	For
		Amendments to Management Policy for A Shares Proceeds	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Zhuzhou CRRC Times Electric Co. Ltd.	CN	Amendments to Policy for Preventing the Controlling Shareholders, Actual Controllers and Related Parties from Appropriating Funds of the Company	For
		Elect FENG Xiaoyun	For
		Authority to Issue A Shares and/or H Shares w/o Preemptive Rights	Against
		Authority to Repurchase H Shares	Against
		Amendments to Articles	For
		Elect XU Shaolong	Against
Zimmer Biomet Holdings Inc.	US	Elect Christopher B. Begley	Against
		Elect Betsy J. Bernard	Against
		Elect Michael J. Farrell	Against
		Elect Robert A. Hagemann	Against
		Elect Arthur J. Higgins	Against
		Elect Maria Teresa Hilado	For
		Elect Syed Jafry	For
		Elect Sreelakshmi Kolli	For
		Elect Louis Shapiro	For
		Elect Ivan Tornos	Against
		Ratification of Auditor	Against
		Advisory Vote on Executive Compensation	Against
		Amendment to the Employee Stock Purchase Plan	For
Zoetis Inc.	US	Elect Paul M. Bisaro	For
		Elect Vanessa Broadhurst	For
		Elect Frank A. D'Amelio	Against
		Elect Gavin D. K. Hattersley	For
		Elect Sanjay Khosla	Against
		Elect Antoinette R. Leatherberry	For
		Elect Michael B. McCallister	Against
		Elect Gregory Norden	Against
		Elect Louise M. Parent	Against
		Elect Kristin C. Peck	Against

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Zoetis Inc.	US	Elect Willie M. Reed	Against
		Elect Robert W. Scully	Against
		Advisory Vote on Executive Compensation	Against
		Ratification of Auditor	Against
		Amendment Regarding Officer Exculpation	Against
		Shareholder Proposal Regarding Mandatory Director Resignation Policy	For
Zozo Inc.	JP	Elect Kotaro Sawada	Against
		Elect Koji Yanagisawa	For
		Elect Fuminori Hirose	For
		Elect Makoto Hide	For
		Elect Yuko Nagata	For
		Elect Taro Saito	For
		Elect Takako Kansai	For
		Elect Takuya Oikawa	For
Zscaler Inc.	US	Elect Jagtar J. Chaudhry	Withhold
		Ratification of Auditor	For
		Advisory Vote on Executive Compensation	Against
Zurich Insurance Group AG	CH	Approval of the management report and the annual accounts and consolidated financial statements of 2023	For
		Advisory vote on the 2023 remuneration report	Against
		Advisory vote on the 2023 sustainability report	For
		Appropriation of net income	For
		Discharge of the members of the Board of Directors and management	Against
		Election to the Board of Directors: Michel M. Liès (as member and Chairman)	For
		Election to the Board of Directors: Joan Amble	For
		Election to the Board of Directors: Catherine Bessant	For
		Election to the Board of Directors: Christoph Franz	Against
		Election to the Board of Directors: Michael Halbherr	Against
		Election to the Board of Directors: Sabine Keller-Busse	For
		Election to the Board of Directors: Monica Mächler	For
		Election to the Board of Directors: Kishore Mahbubani	For
		Election to the Board of Directors: Peter Maurer	For
		Election to the Board of Directors: Jasmin Staiblin	For
		Election to the Board of Directors: Barry Stowe	For
		Election to the Board of Directors: John Rafter	For

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Voting by Company in the selected reporting period: 01.01.2024 bis 30.12.2024

Name of security	Country	Agenda items	Voting
Zurich Insurance Group AG	CH	Election to the Remuneration Committee: Michel M. Liès	For
		Election to the Remuneration Committee: Catherine Bessant	For
		Election to the Remuneration Committee: Christoph Franz	Against
		Election to the Remuneration Committee: Sabine Keller-Busse	For
		Election to the Remuneration Committee: Kishore Mahbubani	For
		Election to the Remuneration Committee: Jasmin Staiblin	For
		Re-election of the independent proxy	For
		Re-election of the auditors	For
		Approval of the remuneration of the Board of Directors	For
		Approval of the remuneration paid to management	Against
		Ad hoc	Against
Zurn Elkay Water Solutions Corporation	US	Elect Todd A. Adams	Withhold
		Elect George C. Moore	For
		Elect Rosemary M. Schooler	For
		Advisory Vote on Executive Compensation	Against
		Frequency of Advisory Vote on Executive Compensation: 1 year	For
		Frequency of Advisory Vote on Executive Compensation: 2 years	Against
		Frequency of Advisory Vote on Executive Compensation: 3 years	Against
		Frequency of Advisory Vote on Executive Compensation: Abstain	Against
		Approval of the Employee Stock Purchase Plan	For
		Ratification of Auditor	Against

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Contact:
Union Investment Institutional GmbH
Weissfrauenstrasse 7
60311 Frankfurt/Main
Germany tel.: +49 69 2567-7652
www.union-investment.com.

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