

April 2026

Stewardship report 2025

Contents

Chapter 1: Introduction

- 06 Statement From Lori Heinel, Global CIO, State Street Investment Management

Chapter 2: Who we are and who we serve

- 08 State Street Corporation: One team. Shared mission.
- 09 Investment philosophy
- 10 Our company
- 12 What sets us apart
- 13 Who we serve: Our client base

Chapter 3: Asset stewardship at State Street Investment Management

- 15 Asset stewardship overview
- 16 Our proxy voting and engagement principles
- 17 Engagement
- 18 Voting
- 20 Sustainability Stewardship Service
- 22 Proxy Voting Choice Program

Chapter 4: 2025 asset stewardship activities

- 24 Introduction
- 25 2025 summary
- 29 2025 activities

43 Regional focus

46 Other engagement topics

Chapter 5: Internal governance of Asset Stewardship Program

48 Our approach to governance

50 Oversight of asset stewardship

51 Team structure and resourcing

52 Our Conflicts of Interest Policy

55 Training and knowledge sharing

56 Third-party service providers

Chapter 6: Promoting well-functioning markets

58 Interacting with the market

59 Interacting with other market participants

61 Regulators and policymakers

62 Our clients

63 Reporting

64 Disclosure of Shareholder Rights Directive II (“SRD II”) for UK Clients

Chapter 7: Investment approach

66 Introduction

67 Our approach to negative screening/exclusions

68 Our approach to positive screening

69 Incorporating sustainability in our asset classes and investment strategies

Chapter 8: Identifying and managing risks

- 71 Structure and approach to risk management**
- 72 Identifying risks**
- 74 Managing market-wide risks**
- 75 Managing industry risk and liquidity risk**
- 76 Sustainability considerations in risk management**
- 77 Effectiveness of our risk management approach**

Conclusion

Appendices

- 80 State Street Investment Management key links**
- 81 Asset Stewardship team senior leaders**
- 82 Endnotes**

01 Introduction

Statement From Lori Heinel, Global CIO, State Street Investment Management

Stewardship serves as an important input to the State Street Investment Management investment process by enhancing our understanding of the material risks and opportunities that may affect our clients' portfolios. Through engagement, we gather insight into governance practices, oversight structures, and disclosures of material risk.

In 2025, we continued to refine how stewardship insights are generated and applied as we aim to understand how companies oversee and manage the long-term risks and opportunities they deem material to their businesses. Our activities are focused on the factors that companies themselves identify as most relevant to their long-term performance, including sustainability-related considerations.

Across public equity markets, stewardship remains an important complement to our investment activities. In 2025, the core activities of our Asset Stewardship program included voting on proxy proposals at approximately 24,600 shareholder meetings and engaging with issuers across more than 40 countries. These interactions provided insight into company-specific developments, governance practices, and market trends that may influence long-term value.

Fixed income stewardship continues to develop in a measured and deliberate manner. In 2025, we focused on refining how stewardship engagement supports fixed income investment teams, including ongoing collaboration with portfolio managers, issuer dialogues centered on governance and disclosure considerations relevant to bondholders, and selective engagement with sovereign and quasi-sovereign issuers. These efforts were intended to deepen our understanding of issuer-specific risks and capital structures, while recognizing the distinct rights and characteristics of fixed income instruments.

Our clients bring diverse perspectives, priorities, and time horizons to their proxy voting and stewardship expectations. Recognizing this heterogeneity, we remain focused on offering our clients choice and flexibility when it comes to their proxy voting options. In 2025 we enhanced our Proxy Voting Choice program to include additional third-party proxy voting policy options for clients to select to apply to the proxy voting we conduct on their behalf. We also launched our Sustainability Stewardship Service in 2025. This client-driven offering, along with our broader proxy voting choice framework, reflects our ongoing effort to provide clients with additional ways to align proxy voting and stewardship activities with their individual objectives and preferences.

In response to client demand, we also advanced our sustainable investing capabilities. As of year-end 2025, we managed approximately \$901bn¹ in sustainable investing-related assets, representing roughly 16% of total assets under management. In addition, we launched Sustainable Outcome Investing, a capability designed to explore how environmental and social outcomes may be incorporated into investment processes when aligned with client objectives and mandates.

Across all investment- and stewardship-related activities, we remain independent and disciplined. Our voting decisions and engagements are conducted to enhance understanding of how companies oversee the risks and opportunities they deem material.

We are committed to an investment and stewardship approach grounded in fiduciary responsibility, transparency, and investor choice.

02 Who we are and who we serve

State Street Corporation: One team. Shared mission.

State Street Investment Management is the asset management business of State Street Corporation (“State Street”), which operates under a clear purpose: help create better outcomes for the world’s investors and the people they serve. State Street’s mission is reflected in our decisions, behaviors, and actions, and underpins our relationships with clients, our communities, and each other.

Trust is our greatest asset

We act with integrity, treating our clients and colleagues with fairness and respect.

Always finding better ways

With our investors, clients, and community partners in mind, we are continuously improving and innovating.

Stronger together

We are one company, working together and accountable to each other, our clients, and our shareholders.

Global force, local citizen

Our teams operate with a global mindset, while striving to make a difference in the communities where we live and work.

Investment philosophy

We start by listening first to understand our clients' objectives.

Understanding multiple dimensions

Creating successful investment outcomes starts with understanding the multiple dimensions of a client's long-term objectives and liabilities.

Knowing markets are not always efficient

Due to behavioral biases, informational inefficiencies, and limits to arbitrage, markets are not always efficient, leading to opportunities for excess returns.

Focusing on asset allocation

The primary driver of long-term returns is asset allocation. Investors need efficient access to a broad universe of capital market exposure. Focus should be on underlying risks, not asset class labels.

Achieving capital and risk efficient portfolios

A thoughtful and precise combination of market, factor, and idiosyncratic risk, along with manager skill, are key to achieving capital- and risk-efficient portfolios.

Our company

We partner with many institutions and financial intermediaries to help create better outcomes for the world's investors and the people they serve.

With a pioneering heritage rooted in indexing, and as the creator of many of the world's first ETFs, we have a long track record of increasing access for investors through relentless innovation and cost-effectiveness.

From core building blocks to tailored strategies, we offer a broad selection of solutions responsive to our clients' needs.

Figure 1: About State Street Investment Management

\$5.66T

in assets under management*

1st

largest bank-owned asset manager

3rd

largest ETF provider globally**

4th

largest asset manager globally**

47 yrs

managing client assets

11

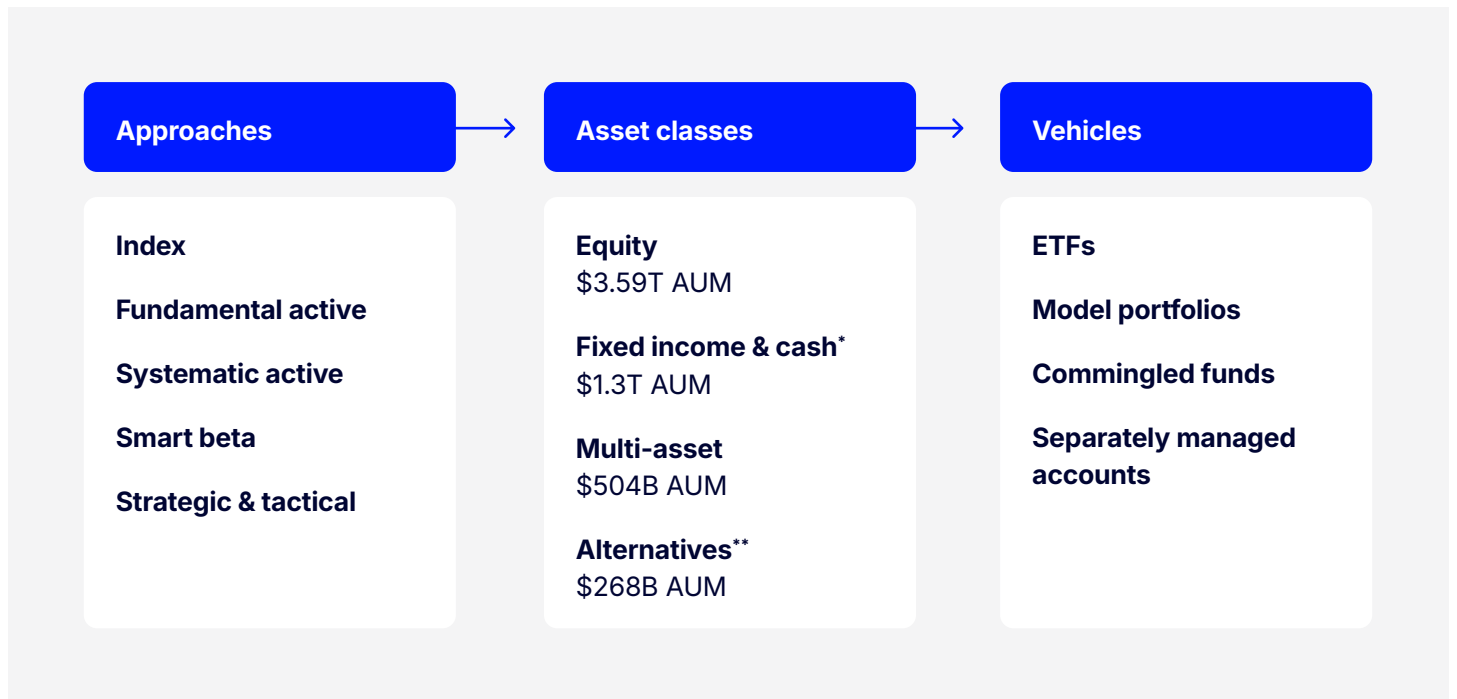
global investment centers

Source: State Street Investment Management, 31 December 2025.

* This figure is presented as of 31 December 2025 and includes ETF AUM of \$1,950.80 billion USD of which approximately \$173.02 billion USD in gold assets with respect to SPDR products for which State Street Global Advisors Funds Distributors, LLC ("SSGA FD") acts solely as the marketing agent. SSGA FD and State Street Investment Management are affiliated. Please note all AUM is unaudited.

** Pensions & Investments Research Center, data as of 31 December 2024. Updated annually in June.

Figure 2: What we offer

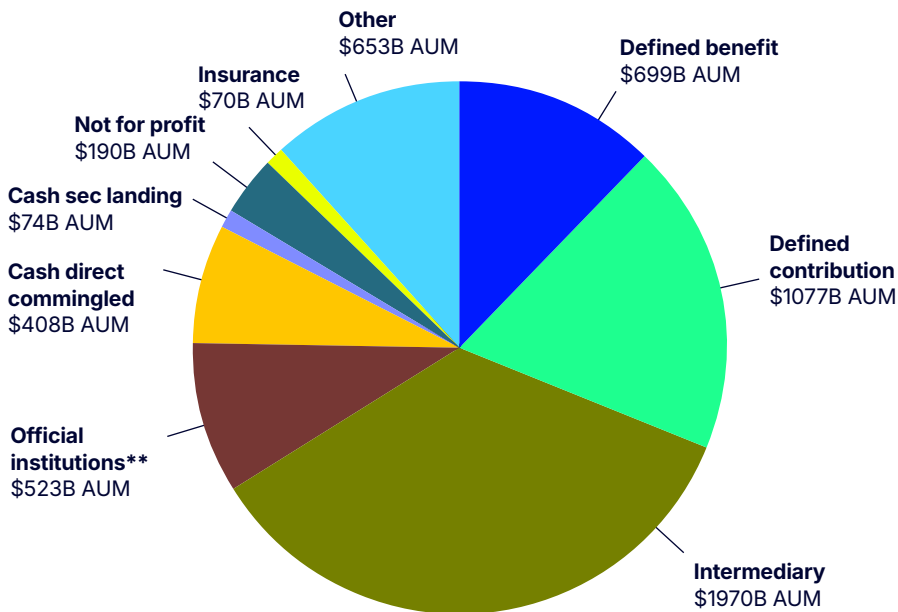


Source: State Investment Management Finance team. Figures are in USD; period end as of 31 December 2025.

* Cash includes both floating- and constant-net-asset-value portfolios held in commingled structures or separate accounts.

** Alternatives includes real estate investment trusts, currency, and commodities, including gold-backed ETFs for which State Street Global Advisors Funds Distributors, LLC ("SSGA FD") acts solely as the marketing agent.

Figure 3: Assets under management by client AUM*



Source: State Street Investment Management.

* This figure is presented as of 31 December 2025 and includes ETF AUM of \$1,950.80 billion USD of which approximately \$173.02 billion USD is in gold assets with respect to SPDR products for which State Street Global Advisors Funds Distributors, LLC ("SSGA FD") acts solely as the marketing agent. SSGA FD and State Street Investment Management are affiliated. Please note all AUM is unaudited.

** Official Institutions is a client type that includes all plan type assets including defined benefit and defined contribution.

What sets us apart

We put partnership first

- Over 500 experienced and capable portfolio managers, researchers, and strategists.
- 11 investment centers and dedicated offices in 28 cities worldwide—each globally connected, locally invested, and always ready to serve.
- An expanding network of strategic partnerships that complement our expertise—from specialists to product providers to wealth platforms.

We draw from our market-tested expertise

- Perspective of an institution that has navigated bull markets, bear markets, market corrections, and crises for over 230 years.
- Proficiency in managing the unique needs of institutional and financial intermediary clients across 62 countries.
- Leading-edge research and insights drawn from extensive experience and advanced analytics.

We leverage the strength of our global scale

- Access to new markets, innovative exposures, and cost-effective solutions.
- Choice of strategies and vehicles that span asset classes, styles, and themes.
- Flexibility to customize and tailor our solutions to fit clients' needs.

Who we serve: Our client base

As one of the world's largest asset managers, we serve a diverse range of clients across the globe. Our institutional clients include pension providers, intermediaries, institutions, and not-for-profit organizations. We are also a leading partner to some of the largest government retirement plan providers and sovereign wealth funds. Consequently, for many of our clients and the beneficiaries they serve, the investment horizon is measured in decades.

Employers

We work with employers to help millions of people live more secure and dignified retirements, including managing global pension funds, defined contribution funds in the US and UK, and superannuation funds in Australia.

Consultants

We partner with consultants to share investment insights and expertise to help their clients achieve their unique investment goals.

Endowments and foundations

We help endowments and foundations fund educational, scientific, and environmental breakthroughs by offering a wide range of solutions and products, regardless of the time horizon.

Financial advisors and intermediaries

We work with financial advisors and other intermediaries to help them and their clients create better financial futures—from registered investment advisers in the US to discretionary wealth managers and private banks in Europe—by offering a variety of ETFs and model portfolios.

Corporate treasurers and CFOs

We work with corporate treasurers and CFOs to help their companies meet their financial commitments and fiduciary obligations, as well as reinvest in their businesses through a variety of cash management solutions.

Asset managers

We partner with asset managers to solve complex needs such as portfolio transitions and solutions for liquidity within an asset class. A breakdown of our clients by type and by geography follows.

Figure 4: Client assets under management*

| Institution type | Net AUM (USD) |
|------------------|---------------|
| Institutional** | 3.65T |
| Intermediary | 2.02T |

| Geography | Net AUM (USD) |
|---------------|---------------|
| APAC | 670B |
| EMEA | 840B |
| North America | 4,160B |

Source: State Street Investment Management, 31 December 2025.

* This figure is presented as of 31 December 2025 and includes ETF AUM of \$1,950.80 billion USD of which approximately \$173.02 billion USD is in gold assets with respect to SPDR products for which State Street Global Advisors Funds Distributors, LLC (“SSGA FD”) acts solely as the marketing agent. SSGA FD and State Street Investment Management are affiliated. Please note all AUM is unaudited.

** Institutional AUM includes Cash.

Figure 5: A leading partner to institutional and intermediary clients

| | | |
|---------------|--|--|
| #1 | <ul style="list-style-type: none"> • Most liquid and traded ETF in the world* • Global passive equity manager | <ul style="list-style-type: none"> • Global endowment & foundation manager • Global government retirement plan assets manager |
| #2 | <ul style="list-style-type: none"> • US defined benefit manager • US passive bonds manager | <ul style="list-style-type: none"> • Global central bank assets manager |
| Top 10 | <ul style="list-style-type: none"> • #3 global ETF provider • #3 US passive equity manager • Global & non-US passive bonds manager • US defined contribution manager | <ul style="list-style-type: none"> • Global active ETF provider • Global institutional money market provider** • OCIO services • REITs manager |

Source: Pensions & Investments Research Center, data as of 31 December 2024. Updated annually in June.

* “Most liquid” source: Bloomberg Finance, L.P and Americas ETF Research as of 31 December 2025.

** iMoneyNet (Institutional Money Market Provider) as of 31 December 2025.

03 Asset stewardship at State Street Investment Management

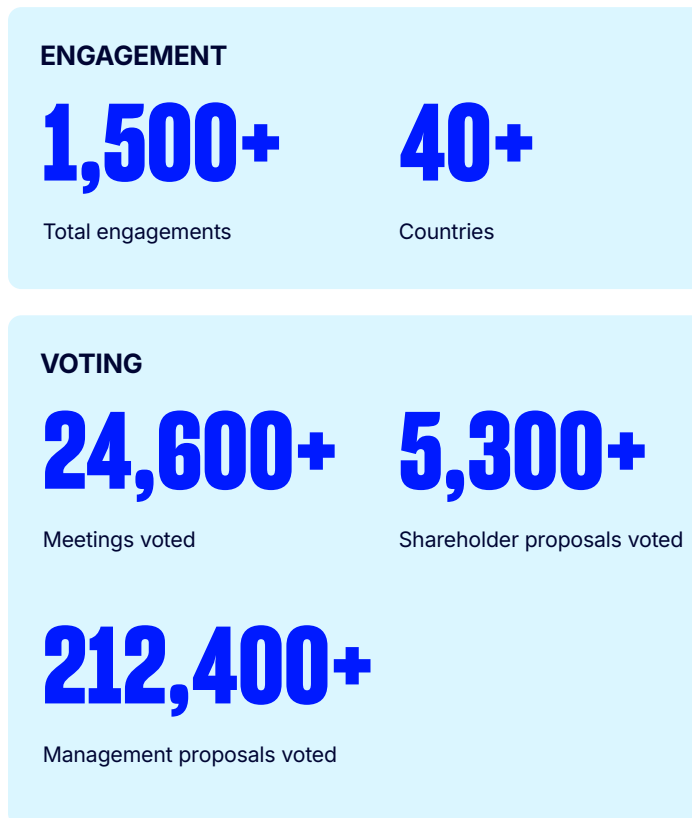
In this section, we provide a summary of the overall approach of our Asset Stewardship program, outlining our principles for proxy voting and engagement. We also provide a general overview of our activity in these areas in 2025. For detailed highlights from the year, please see *Chapter 4: 2025 Asset Stewardship Activities*.

Asset stewardship overview

At State Street Investment Management, we take our fiduciary duties as an asset manager very seriously. One of our fiduciary obligations to our clients is to always act in their best interest, including when making investment decisions, voting proxies, and conducting other shareholder engagement activities. State Street Investment Management focuses on risks and opportunities that may impact long-term value creation for our clients' investments. We rely on the elected representatives of the companies in which we invest—the board of directors—to oversee these firms' business strategies. We expect effective independent board oversight of the material risks and opportunities to a firm's business and operations. We believe that appropriate consideration of these risks and opportunities is an essential component of a firm's long-term business strategy and expect boards to actively oversee the management of the firm's strategy.

To fulfill our asset stewardship responsibility, we rely on two main activities: engaging with companies and voting at shareholder meetings. When engaging with and voting proxies with respect to the portfolio companies in which we invest our clients' assets, we do so on behalf of and in the best interests of the client accounts we manage and do not seek to change or influence control of any such portfolio companies. All engagement activities conducted with companies held in our clients' portfolios are conducted in accordance with our Global Proxy Voting and Engagement Policy (the "Policy").

Figure 6: 2025 asset stewardship details



Source: State Street Investment Management, 31 December 2025. All numbers are approximate.

Our proxy voting and engagement principles

The State Street Investment Management Asset Stewardship team develops the Policy, which outlines the principles that guide our approach to voting and engagement. We review and update the Policy annually. Our proxy voting and engagement program focuses on three core principles: effective board oversight, disclosure of material risks and opportunities, and shareholder protection.

Effective board oversight

We believe that well-governed companies are best placed to protect and pursue shareholder interests. Principally, a board acts on behalf of shareholders by protecting their interests and preserving their rights. In order to carry out their primary responsibilities, directors undertake activities that include setting strategy and providing guidance on strategic matters, selecting the CEO and other senior executives, overseeing executive management, creating a succession plan for the board and management, and providing effective oversight of material risks and opportunities relevant to their business. Further, good corporate governance necessitates the existence of effective internal controls and risk management systems, which should be governed by the board.

We view board quality as a measure of director independence, director succession planning, board composition, evaluations and refreshment, and company governance practices.

Disclosure

It is important for shareholders to receive timely and accurate reporting of a company's financial performance and strategy so that they are able to assess both the value and risk of their investment. In addition to information related to strategy and performance, companies should also provide disclosure relating to their approach to corporate governance and shareholder rights. Such information allows investors to determine whether their economic interests have been safeguarded by the board and provides insights into the quality of the board's oversight of management. Ultimately, the board of directors is accountable for the oversight and disclosure of the material risks and opportunities faced by the company.

Shareholder protection

State Street Investment Management believes it is in the best interest of shareholders for companies to have appropriate shareholder rights and accountability mechanisms in place. As a starting place for voting rights, it is necessary for ownership rights to reflect one vote for one share to ensure that economic interests and proxy voting power are aligned. This share structure best supports the shareholders' right to exercise their proxy vote on matters that are important to the protection of their investment, such as share issuances and other dilutive events, authorization of strategic transactions, approval of a shareholder rights plan, and changes to the corporate bylaws or charter, among others. In terms of accountability to shareholders and appropriate checks and balances, we believe there should be annual elections of the full board of directors.

Engagement

How we engage

We believe engagement is meaningful for the protection of the long-term economic value of our clients' investments. Through engagement, we aim to learn more about portfolio companies' strategy, board oversight and disclosure practices, and to better understand topics that companies deem material to their business.

Engagements with companies in our clients' portfolios are conducted in accordance with the Policy and applicable law. We do not seek to change or influence control of any portfolio company through engagement. We conduct engagements with individual issuers to communicate the principles of our Asset Stewardship program and to learn more about companies' strategy, board oversight, and disclosure practices.

Our issuer-specific engagements focus on discussing the principles outlined in the Policy, as well as risks and opportunities that a company has identified as material. We also aim to understand emerging risks and other issues affecting the companies in which we invest on behalf of our clients. We do not engage with issuers where such engagement would be in contravention of applicable law or regulatory guidance.

Types of engagement

As a fiduciary, we take a thoughtful approach to engaging with our portfolio companies, with conversations typically held at the request of the portfolio company. In 2025, we conducted more than 1500 company engagements across more than 40 countries.²

Equity engagements

Engagements may be held with portfolio companies to discuss a ballot item, event, or other established topic found in our Policy. In these conversations State Street Investment Management may express viewpoints regarding what constitutes best practices supporting effective board oversight, disclosure, and shareholder protection consistent with the Policy.

Fixed income engagements

From time to time, certain corporate action election events, reclassifications, or other changes to the investment terms of debt holdings may occur, or an issuer may seek to engage with State Street Investment Management to discuss matters pertaining to the debt instruments that we hold on behalf of our clients. In such instances, we may engage with the issuer to obtain further information about the matter for purposes of our investment decision making. Such engagements are the responsibility of the Fixed Income portfolio management team but may be supported by our Asset Stewardship team. All election decisions are the responsibility of the relevant portfolio management team.

For highlights from our engagement activities, please refer to *Chapter 4: 2025 Asset Stewardship Activities*.

Monitoring material information

Our stewardship team monitors the availability and quality of company-specific disclosures and the oversight of the risks and opportunities that a company has deemed to be material.

Voting

On behalf of the firm's clients who delegate voting authority to us, we voted at more than 24,600 shareholder meetings in 2025, including more than 212,400 proposals. We aim to execute our voting responsibility with accountability, consistency, and transparency and in a manner that we believe will most likely protect and promote the long-term economic value of client investments, as described in our Policy. We rely on publicly available information provided by portfolio companies and other sources to inform our analysis. We will also engage with companies where practicable if we need additional information to make our decision.

Exceptions to Global Proxy Voting and Engagement Policy

Above, we explain how we vote when clients have given us the authority to vote their shares. This includes where a pooled fund fiduciary has delegated the responsibility to vote the fund's securities to us. We vote those securities in a unified manner, consistent with the principles described in the Policy. Exceptions to this unified voting policy are as follows:

- 1 Where a client has elected to participate in State Street Investment Management's Proxy Voting Choice program, in which case a pro rata portion of shares held by the fund or segregated account attributable to participating clients are voted consistent with the third-party proxy voting guidelines selected by those clients;³
- 2 Where a pooled investment vehicle we manage utilizes a third-party proxy voting guideline as set forth in that fund's organizational and/or offering documents; and
- 3 Where voting authority with respect to certain securities held by our pooled funds may be delegated to an independent third party as required by regulatory or other requirements. With respect to such funds and separately managed accounts utilizing third-party proxy voting guidelines, the terms of the applicable third-party proxy voting guidelines shall apply in place of the Policy, and the proxy votes implemented with respect to such a fund

or account may differ from and be contrary to the votes implemented for other portfolios we managed pursuant to the Policy.

Securities lending recall and restriction

As a responsible investor and fiduciary, we recognize the importance of balancing the benefits of voting shares and the incremental lending revenue for the pooled funds that participate in our securities lending program (the "Lending Funds"). Our objective is to recall securities on loan and restrict future lending until after the record date for the respective vote in instances where we believe that a particular vote could have a material impact on the Lending Funds' long-term financial performance, and the benefit of voting shares will outweigh the forgone lending income.

Accordingly, we have set systematic recall and lending restriction criteria for shareholder meetings involving situations with the highest potential financial implications (such as proxy contests and strategic transactions including mergers and acquisitions, going dark transactions, change of corporate form, bankruptcy, and liquidation). Generally, these criteria for recall and restriction for lending only apply to certain large cap indices in developed markets.

We monitor the forgone lending revenue associated with each recall to determine if the impact on the Lending Funds' long-term financial performance and the benefit of voting shares will outweigh the forgone lending income.

Although our objective is to systematically recall securities based on the aforementioned criteria, we must receive notice of the vote in sufficient time to recall the shares on or before the record date. In cases in which we do not receive timely notice, we may not be able to recall the shares on or before the record date.

Our procedure for securities lending is reviewed annually to determine whether any changes are necessary and whether it is working as intended.

When we refrain from voting

We aim to vote at all shareholder meetings where our clients have given us the authority to vote their shares and where it is feasible to do so. When we deem appropriate, we may refrain from voting at meetings in cases where:

- 1 Power of attorney documentation is required
- 2 Voting will have a material impact on our ability to trade the security
- 3 Voting is not permissible due to sanctions affecting a company or individual
- 4 Issuer-specific special documentation is required, or various market or issuer certifications are required
- 5 Certain market limitations would prohibit voting (e.g., partial/split voting prohibitions or residency restrictions)
- 6 Unless a client directs otherwise, in so-called “share blocking” markets (markets where proxy voters have their securities blocked from trading during the period of the annual meeting)

Additionally, we are unable to vote proxies when certain custodians used by our clients do not offer proxy voting in a jurisdiction or when they charge a meeting-specific fee in excess of the typical custody service agreement.

Voting authority attached to certain securities held by State Street Investment Management’s pooled funds may be delegated to an independent third party as required by regulatory or other requirements. Under such arrangements, voting will be conducted by the independent third party pursuant to its proxy voting policy and not pursuant to our Policy.

In 2025, almost 100% of meetings were voted across all our strategies. This included where our clients had given us their authority to vote their shares as well as where clients use the Proxy Voting Choice program. Our voting positions are monitored daily by our Asset Stewardship team. We also track the progress of vote submissions through to the relevant custodian bank or other intermediary responsible for the final submission of the vote to the issuing company.

Sustainability Stewardship Service

The Sustainability Stewardship Service (the “Sustainability Service”) was launched in 2025 for clients who prioritize sustainability and seek to achieve sustainability outcomes. This client-driven service provides a dedicated framework for company engagement and specialized proxy voting focused on specific sustainability priorities. The Sustainability Service does not represent the views of State Street Investment Management.

A client that opts into the Sustainability Service can either retain their own voting authority or elect to apply the Sustainability Stewardship Service Proxy Voting and Engagement Policy (the “Sustainability Policy”) to the proxies voted by the Sustainability Stewardship team on the client’s behalf.⁴

The Sustainability Policy is rooted in the three pillars of effective board oversight, disclosure, and shareholder protection. It differs from the firm’s Policy in that it reflects the opt-in clients’ viewpoints on certain environmental and social topics. Based on feedback received from clients, the Sustainability Policy in 2025 focused on four sustainability priorities:

1. Climate change: Focus on the long-term climate-related risks and opportunities that portfolio companies may face, including those associated with physical climate risks and the transition to a lower-carbon economy.

2. Nature: Focus on potential risks and opportunities to companies associated with the acceleration of nature loss globally—through companies’ direct or indirect impacts and dependencies on nature.

3. Human rights: Focus on encouraging companies’ efforts to identify, manage, and mitigate human rights-related risks.

4. Diversity: Focus on the benefits a company can derive from having a diversity of backgrounds, experiences, and perspectives represented on the board, which may include a range of characteristics such as skills, gender, race, ethnicity, and age.

The Sustainability Stewardship team is responsible for developing the Sustainability Policy based on opt-in clients’ input and feedback on the sustainability priorities that are important to them, conducting portfolio company engagements under the Sustainability Policy on behalf of the opt-in clients, and voting proxies of opt-in clients that have elected to apply the Sustainability Policy to the eligible equity securities held in their segregated accounts managed by State Street Investment Management and those funds that have adopted the Sustainability Policy as their proxy voting policy.

Sustainability Stewardship Service cycle

- **Client input:** Seeks and incorporates feedback from participating clients to ensure the Sustainability Service continues to meet their evolving sustainability objectives and priorities.
- **Research and industry engagement:** Monitors industry developments and conducts ongoing research to refine approach, stays informed of emerging best practices, and addresses evolving sustainability challenges.
- **Sustainability policy:** Establishes clear client-led viewpoints on the Sustainability Service's sustainability priorities.
- **Company engagement:** Conducts targeted dialogues with portfolio companies on the sustainability priorities with a clear focus on achieving sustainability outcomes.
- **Evaluation:** Measures progress against the viewpoints expressed in the Sustainability Policy, including sustainability assessment criteria.
- **Reporting:** Documents all engagement activities and voting decisions, providing transparency to participating clients.



Proxy Voting Choice Program

- Launched in 2023, the State Street Investment Management Proxy Voting Choice Program (the “Proxy Voting Choice Program”) offers investors the ability to direct how shares held in the eligible funds and eligible segregated accounts they own are voted. We believe all investors deserve the opportunity to build investment portfolios matched to their goals and preferences.
- The Proxy Voting Choice Program leverages multiple third-party vendors specializing in proxy voting research and administration. These vendors provide third-party voting policies, enable outreach to retail investors, and offer the platform that supports the Proxy Voting Choice Program’s operations. Through a range of third-party policy options, investors can express their views and align their votes to their priorities.
- As of 30 September 2025, the Proxy Voting Choice Program covers over 80% of the eligible index equity assets we manage, including all US institutional index equity funds and a broad range of US index equity SPDR® ETFs and mutual funds.⁵
- More information on the Proxy Voting Choice Program can be found on our [website](#).

04 2025 asset stewardship activities

Introduction

Our stewardship program is anchored in the principles of effective board oversight, disclosure of material risks and opportunities, and shareholder protection. The Policy discusses these principles and our approach to engaging with and voting proxies with respect to the portfolio companies in which we invest our clients' assets.

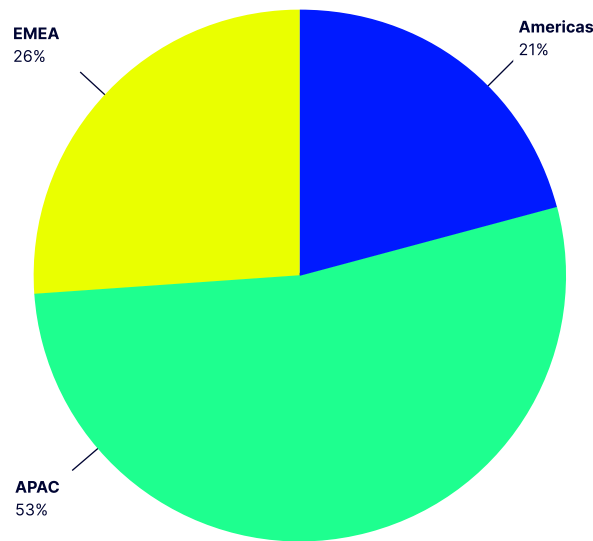
Our engagements help us communicate these principles and more fully understand the nuanced challenges that companies seek to address. We engage with companies to learn more about companies' strategy, board oversight, and disclosure practices. Guided by the Policy, there are often topics where we focus our engagement activity over multiple years. To establish where we focus our attention, we conduct independent research on emerging risk factors that may affect portfolio companies and seek to better understand topics that companies deem material to their business. In addition, we discuss region- and investor-specific risks with clients to ensure we are covering the issues that are important to them.

2025 summary

Voting activity

Below we provide information about our voting activities in 2025. Our voting record information is also available on [Vote View](#), an online platform that provides relevant details of our votes cast.

Figure 7: Breakdown of proxy voting in 2025 by proposals voted



Source: State Street Investment Management, as of 31 December 2025.

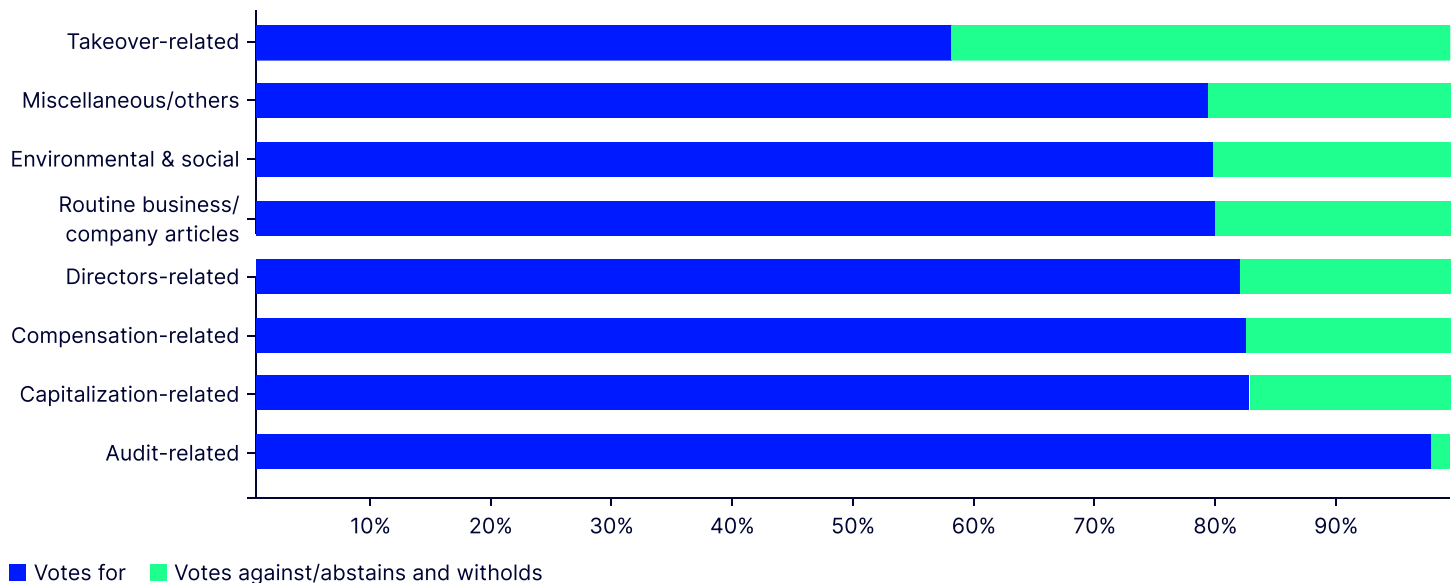
2025 voting—key figures

| | | | |
|--------------------------|-----------------|-----------------------|---------------|
| Number of meetings voted | 24,600+ | Number of countries | ~60 |
| Management proposals | 212,400+ | Shareholder proposals | 5,300+ |
| Votes for | ~82% | With management | ~92% |
| Votes against* | ~18% | Against management | ~8% |

Source: State Street Investment Management, as of 31 December 2025. All numbers are approximate.

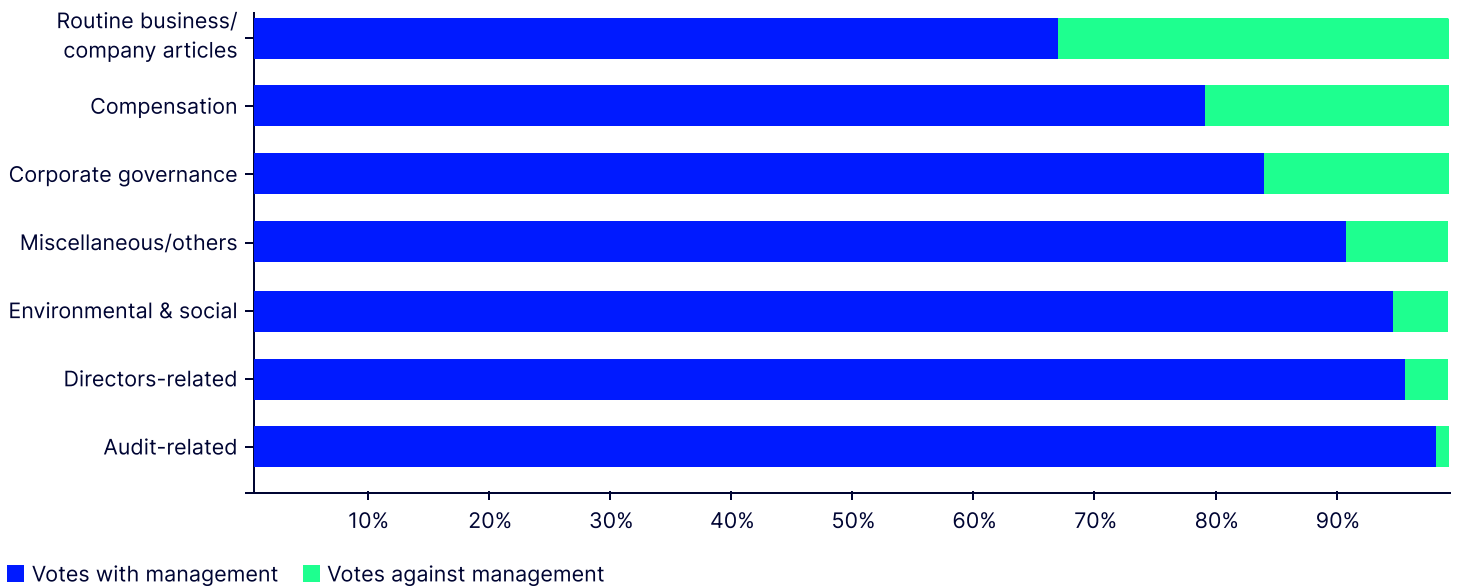
* Includes abstains and withholds.

Figure 8: Votes on management proposal by category



Source: State Street Investment Management, as of 31 December 2025. Includes proposals defined by ISS Proposal Class between 1 January 2025–31 December 2025.

Figure 9: Votes on shareholder proposal by category



Source: State Street Investment Management, as of 31 December 2025. Includes proposals defined by ISS Proposal Class between 1 January 2025–31 December 2025.

Proxy voting ballot proposals

The ballots of public companies carried more than 470 different types of proposals in 2025, presented by management and shareholders. Below, we review the most common types of voting proposals.

Management proposals

Management mainly presents proxy proposals to elect directors, handle routine business, and seek approval for compensation. We believe that company boards do right by investors—in fact, in 2025 around 82% of our votes aligned with the voting recommendations of company boards. Differences with companies’ boards have arisen around 18% of the time, generally when a company does not demonstrate best practice disclosure in line with other companies in its sector or market or otherwise does not align with our Policy.

As a general matter, we believe company boards are best placed to oversee strategy and company management, and our fiduciary duty includes ensuring that company boards are accountable to their shareholders, which we do through our engagement and proxy voting activities.

Figure 10: Breakdown of management voting proposals in 2025

| Categories | Number of proposals voted | % of total |
|--|---------------------------|-------------|
| Director elections | 92,500 | 44% |
| Routine business items (e.g. ratifying auditors, approving income and dividend allocation) | 48,200 | 23% |
| Compensation-related | 22,200 | 10% |
| Capitalization-related | 18,300 | 9% |
| Audit-related | 13,200 | 6% |
| Other | 18,000 | 8% |
| Total management proposals | ~212,400 | 100% |

Source: State Street Investment Management, as of 31 December 2025.

All numbers are approximate. Other includes Corporate Governance, Environmental and Social, Miscellaneous, and Non-routine business items.

Shareholder proposals

We evaluate shareholder proposals at portfolio companies on a case-by-case basis and in accordance with the principles described in the Policy. As discussed earlier, we believe that company boards do right by investors and are responsible for overseeing strategy and company management. To that end, we do not support shareholder proposals that are on a topic that the company has not determined to be material to its business or that appear to impose changes to business strategy or operations, such as increasing or decreasing investment in certain products or businesses or phasing out a product or business line.

Figure 11: Breakdown of shareholder voting proposals in 2025

| Categories | Number of proposals voted | % of total |
|--|---------------------------|-------------|
| Director elections | 3,000 | 56% |
| Routine business items (e.g. ratifying auditors, approving income and dividend allocation) | 430 | 8% |
| Compensation-related | 180 | 3% |
| Audit-related | 300 | 6% |
| Other | 1,400 | 27% |
| Total shareholder proposals | ~5,300 | 100% |

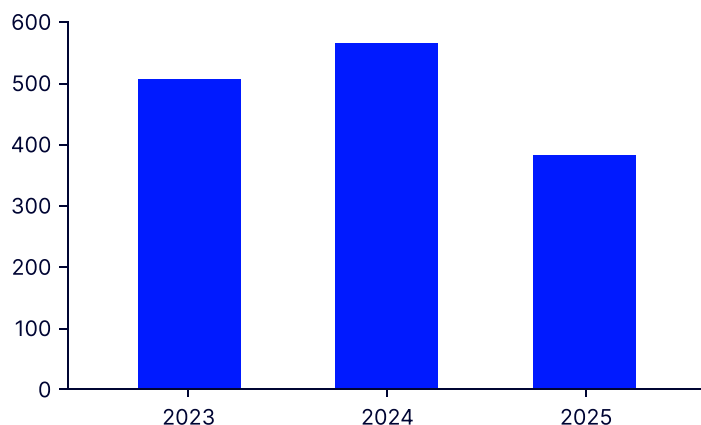
Source: State Street Investment Management, as of 31 December 2025.

All numbers are approximate. Other includes Corporate Governance, Environmental and Social, Miscellaneous, and Non-routine business items.

When assessing shareholder proposals, we consider whether the adoption of the resolution would promote long-term shareholder value in the context of our core governance principles of effective board oversight, disclosure, and shareholder protection.

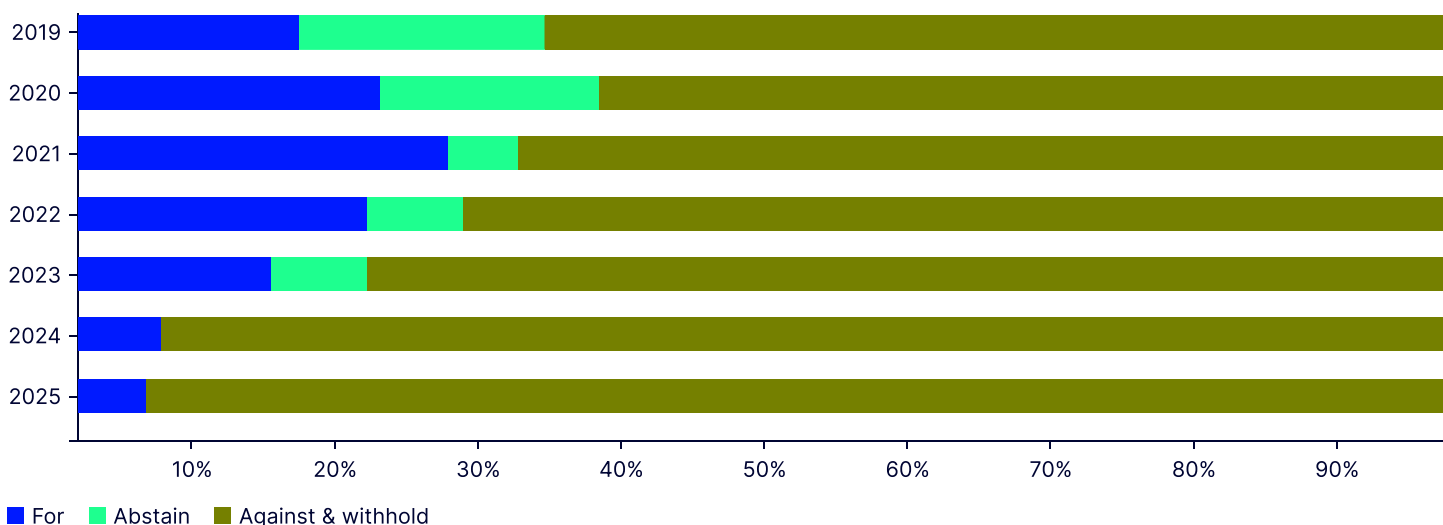
Most shareholder proposals are focused on governance issues⁶ (around 93% in 2025), and approximately 7% of the shareholder proposals we voted on in 2025 addressed sustainability-related topics. Figure 12 illustrates the trend of sustainability-related shareholder proposals filed over the past few years.

Figure 12: Sustainability-related shareholder proposals filed globally over time



Source: State Street Investment Management, as of 31 December 2025. Sustainability-related Proposals are defined by ISS Proposal Class. The graph includes shareholder proposals assigned the E, S, or E and S Proposal Class.

Figure 13: Global voting on sustainability-related shareholder proposals



Source: State Street Investment Management, as of 31 December 2025. Environmental and Social Proposals are defined by ISS Proposal Class. The graph includes shareholder proposals assigned the E, S, or E and S Proposal Class.

Proxy contest voting

We believe nominating committees that are comprised of independent directors are best placed to assess which individuals are adequately equipped with the knowledge and expertise to fulfill the duties of the board and to act as effective fiduciaries. While our default position is to support the committees' judgements, we consider the following factors when evaluating dissident nominees:

- Strategy presented by dissident nominees versus that of current management, as overseen by the incumbent board
- Effectiveness, quality, and experience of the management slate
- Material governance failures and the level of responsiveness to shareholder concerns and market signals by the incumbent board
- Quality of disclosure and engagement practices to support changes to shareholder rights, capital allocation, and/or governance structure
- Company performance and, if applicable, the merit of a recovery plan
- Expertise of board members with respect to company industry and strategy

Monitoring and reporting stewardship activity

Our team monitors and reports on our Asset Stewardship program, including voting activity, companies' disclosure, and company-specific case studies. We report activities in our periodic stewardship activity reports. Our voting record information is available on Vote View, a platform that provides relevant company details, proposal types, resolution descriptions, and records of our votes cast.

2025 activities

We believe issuer engagements are essential for the protection and promotion of the long-term economic value of our clients' investments. We conducted more than 1,500 engagements in 2025.

Below, we discuss some of our stewardship activities in 2025 and highlight engagements with specific companies.

Effective board oversight

Effective board oversight centers around governance. In our engagements we discussed board practices, succession planning, shareholder rights, and executive compensation, among other topics.

Figure 14: Board oversight engagement case studies

| | |
|------------------------|--|
| Company | Bayerische Motoren Werke AG (“BMW”) and Volkswagen AG (“Volkswagen”) |
| Geography and industry | Germany GICS industry: Automobiles |
| Key topics | Director accountability, director elections |
| Asset class | Equity |
| Key resolutions | Board discharge |
| Background | In Q2 2025, fines totaling over €400 million were issued to several major car manufacturers for their involvement in an end-of-life recycling cartel, including Volkswagen and BMW. From 2002 to 2017, car manufacturers in this cartel withheld information about vehicle recyclability and recycled materials, limiting customer access to environmental details. Volkswagen was fined over €100 million, which was the highest penalty imposed on a car manufacturer involved in the cartel. |
| Activity | <p>We engaged with Volkswagen and BMW, considering the historical context of the diesel emissions scandal, to address board oversight of risk management and the enhancement of their risk cultures.⁷ We inquired about the board's oversight of ongoing investigations and lessons learned from past investigations and discussed how both companies are refining their compliance strategies.</p> <p>BMW shared that its supervisory board engages independent legal counsel to offer impartial advice on oversight of internal investigations. Furthermore, the audit committee and supervisory board review ongoing investigations at each meeting. Finally, the company affirmed their dedication to compliance, which includes mandatory training across all levels and investment in enhancing the resources of the compliance team.</p> <p>Following the annual general meeting (“AGM”), we engaged with Volkswagen, who informed us that accountability had been established regarding the diesel emissions scandal. Volkswagen also shared their learnings from the various investigations.</p> |
| Outcome | <p>BMW provided enhanced disclosure indicating that investigations, including the examination of potential responsibility of current or former members of the management board, are ongoing. Consequently, we supported all board discharge votes at the BMW meeting. BMW had also made changes to the board since the incident came to light.</p> <p>At the Volkswagen meeting, we voted against supervisory board members who served during the period of the controversy. This decision was based on concerns about the level of disclosure on past and ongoing controversies and the independence of the board, given the low levels of independence and limited board renewal. We expressed our views on board independence and renewal at Volkswagen, which were acknowledged by the company.</p> <p>We encouraged both companies to continue offering transparency and communication to investors and stakeholders regarding compliance-related matters.</p> |

| | |
|------------------------|--|
| Company | Berkeley Group Holdings |
| Geography and industry | United Kingdom GICS industry: Household durables |
| Key topics | Governance, succession planning |
| Asset class | Equity |
| Key resolutions | Director elections |
| Background | We view board quality as a measure of director independence, director succession planning, board composition, evaluations and refreshment, and company governance practices among other factors. We believe independent directors are crucial to good corporate governance; they help management establish sound corporate governance policies and practices. We believe a sufficiently independent board is a key component to effectively monitoring management, maintaining appropriate governance practices, and performing oversight functions necessary to protect shareholder interests. We believe that to carry out their primary responsibilities, directors undertake activities including selecting the chief executive and other senior executives and creating a succession plan for the board and management. |
| Activity | <p>We engaged with board members of Berkeley Group Holdings Plc (“Berkeley”) ahead of its 2025 annual general meeting. The discussion with the senior independent director (“SID”) and audit committee chair focused on the succession for the chair role.</p> <p>Berkeley proposed that their chief executive take over as executive chair, to focus on maintaining relationships with key external stakeholders and oversee the 10-year strategy. The CFO would then become chief executive, focused on day-to-day delivery of the strategy. Together, the two directors have collectively served a total tenure of 34 years.</p> <p>We sought additional rationale for appointing a former chief executive directly to chair. The company stated that the decision was reached following extensive evaluation of different candidates and challenges facing the sector. The company also cited the need for stability and continuity amid heightened macro-economic and geo-political volatility.</p> <p>We sought to understand the safeguards that the board would establish to ensure appropriate independence and challenge. The company said that it has clearly delineated responsibilities between the executive chair and the chief executive and has announced the appointment of two new non-executive directors to enhance the board’s independence and provide additional oversight and challenge. The SID’s role would now involve increased site visits, and more meetings with the executive committee without the executive chair and CEO present. Berkeley shared that the executive chair would not participate in short term incentives to ensure a sole focus on the long-term strategy.</p> <p>Finally, we engaged board members on future succession plans for executive roles. Berkeley pointed to the strength of their culture and internal talent pool.</p> |
| Outcome | Through recent engagements with UK housebuilders, we have developed a comprehensive understanding of the sector’s current challenges. We appreciated the sector-focused rationale provided by the company. Although this practice is not standard in the UK, we were reassured by the safeguards established by the Board, particularly the explicit delineation of responsibilities and the strengthened function of the SID. |

| | |
|------------------------|--|
| Company | Fuji Media Holdings, Inc. |
| Geography and industry | Japan GICS industry: Media & entertainment |
| Key topics | Proxy contest, board structure, long-term strategy |
| Asset class | Equity |
| Key resolutions | Director elections |
| Background | <p>We engaged with Fuji Media Holdings, Inc. (“Fuji Media Holdings”) ahead of its annual meeting in 2025. A shareholder submitted resolutions at the annual meeting proposing the appointment of a slate of 12 directors to the board. The dissident raised concerns about the company’s strategy, the performance of its subsidiary – Fuji Television – and its corporate governance practices.</p> <p>The company had recently faced controversy involving allegations of sexual harassment and corporate misconduct at Fuji Television, which impacted its operating performance.</p> |
| Activity | Following the incident at Fuji Television, the company sought feedback from investors, partners, and other stakeholders on areas for improvement in its corporate governance practices. In response, the company decided to refresh the board of Fuji Media Holdings and Fuji Television to increase board independence and gender diversity and improve oversight of opportunities and risks. All members of the board were newly nominated for election, with the exception of the president, who previously served as an internal director at the company. |
| Outcome | We supported candidates nominated by the company at its annual meeting, considering the recent board refreshment and the reform measures implemented by the company following the incident. |

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|-------------------------------|---|
| Company | Kobayashi Pharmaceutical Co., Ltd. |
| Geography and industry | Japan GICS industry: Personal care products |
| Key topics | Director elections, board accountability |
| Asset class | Equity |
| Key resolutions | Director elections |
| Background | <p>In 2024, Kobayashi Pharmaceutical Co., Ltd. faced significant public scrutiny due to health and safety concerns related to its red yeast supplement. The company announced recall and discontinuation of the product. The company conducted several internal reviews and was also investigated by government authorities.</p> <p>The findings helped formulate recommendations and implementation of prevention measures focusing on three key areas: strengthening quality and safety protocols, implementing fundamental corporate governance reforms, and fostering a renewed corporate culture.</p> |
| Activity | <p>We engaged with the company in November 2024 shortly after the conclusion of the internal investigation to discuss the board's oversight of the incident, risk management practices, and governance.</p> <p>The company shared measures undertaken to remedy the issue and corporate governance reforms. Measures included seeking to enhance corporate governance including reducing reliance on the founding family and increasing board oversight through independent directors, strengthening the organizational structure in order to improve internal audit, controls, compliance measures, and reporting to the board.</p> <p>In 2025, a shareholder proponent put forward an extraordinary shareholder meeting proposal for the nomination of three independent directors to the board. We held additional engagements with both the proponent and the company to discuss the resolutions.</p> |
| Outcome | <p>After evaluating the effectiveness, quality, and experience of the dissident candidates, we supported two of the nominees put forward by the proponent. We believe that their expertise in serving on investigative committees and experience in litigation and product liability will strengthen oversight in both domestic and international markets, complement existing skills of the current board, and contribute to the company's renewed strategy. We noted that the current board size allows for the addition of two directors in accordance with the company's articles of incorporation.</p> |

| | |
|------------------------|---|
| Company | Marks and Spencer Group Plc |
| Geography and industry | United Kingdom GICS industry: Consumer staples distribution & retail |
| Key topics | Cybersecurity and chair succession |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | <p>Marks and Spencer Group Plc (“Marks and Spencer”) was the target of a sophisticated cyber-attack in Q2 2025, resulting in significant operational disruption and loss of revenue. The company reported that the cyber-attack was expected to cost the company £300 million⁸ in operating profit and disrupted some operations until August.</p> <p>The chair, appointed in 2017, was approaching nine years in the role. The UK Corporate Governance Code recommends that companies do not exceed this period, or that they provide an explanation for extending the tenure.</p> |
| Activity | <p>We spoke to the company to understand the circumstances surrounding the cyber-attack and the board’s oversight of the incident and recovery. The chair explained that the board and audit and risk committee had responded rapidly by first meeting within 24 hours. The board described a multi-phase response: initial containment, forensic investigation, and a comprehensive rebuild of core systems.</p> <p>The chair explained that the company had robust systems and process in place to protect against cybersecurity risks, but the company had commissioned an externally facilitated review to identify lessons learned. The company said that throughout the incident, it had prioritized transparent communication with customers and stakeholders.</p> <p>In Q3, we spoke to the lead independent director who shared that in 2026, the chair’s term would reach the nine-year recommended limit. The board was seeking investor feedback on a limited extension of the chair’s tenure to ensure lessons learned were embedded, and to support the onboarding of the new CFO and the delivery of an ambitious growth strategy.</p> |
| Outcome | <p>Marks and Spencer successfully restored full online operations by Q3 2025. The company publicly reported an estimated £300 million impact on operating profit, alongside £101.6 million in incident-related costs and £100 million in insurance proceeds. The board committed to sharing the findings of the external review with investors and to ongoing reporting of key resilience metrics.</p> <p>In Q4 2025, the board announced that it had decided to extend the chair’s term for an additional three years to steer the company through the recovery,⁹ as well as an ambitious growth strategy. We acknowledged the company’s proactive approach to seeking investor feedback on a possible limited extension, recognizing the value of continuity during a period of significant operational recovery and leadership transition.</p> |

| | |
|------------------------|--|
| Company | Stellantis NV |
| Geography and industry | Netherlands GICS industry: Automobile components |
| Key topics | Remuneration |
| Asset class | Equity |
| Key resolutions | Approve remuneration report and approve remuneration policy |
| Background | <p>Stellantis NV (“Stellantis”) experienced a leadership transition with the departure of its CEO in December 2024. As outlined in the separation agreement, the departing CEO was to receive substantial compensation throughout 2024 and 2025, which includes a year’s salary as severance and pro-rated long-term cash and equity incentives (including a one-off transformation incentive) exceeding EUR 30 million.</p> <p>In addition, Stellantis proposed updates to its remuneration policy at the AGM. Notably, the maximum potential for the Long-Term Incentive (“LTI”) plan would rise from 780% to 1,040% of base salary. According to Stellantis, these changes were crucial for attracting and retaining a highly qualified CEO, particularly given the company’s extensive business operations across both the United States and Europe.</p> |
| Activity | <p>We initiated discussions with Stellantis following the departure of its CEO to gain insight into the reasons for the transition and the company’s strategy for identifying a successor. We noted that the latter part of the outgoing CEO’s tenure was characterized by employee and investor dissatisfaction, as well as incomplete progress on transformational initiatives. Stellantis indicated that it expected to appoint a new CEO by the end of the first half of 2025. Recognizing the complexities of the global automotive sector and the company’s circumstances, we sought clarification from Stellantis regarding the leadership qualities and experience it deemed essential for the role.</p> <p>We appreciate that the Remuneration Committee exercised discretion in determining the final separation package. Notably, no annual bonus was paid for 2024, and certain elements of compensation were either forfeited or prorated. Stellantis demonstrated transparency by providing detailed disclosures regarding remuneration under the separation agreement, extending beyond the financial year 2024 reporting period.</p> |
| Outcome | While we acknowledge improvements in Stellantis’ executive pay practices, notably the introduction of performance-based incentives and enhanced benchmarking disclosures, we ultimately voted against the remuneration report due to concerns about the alignment of payouts with shareholder interests. Nonetheless, we supported the revised remuneration policy, recognizing ongoing efforts to incorporate investor feedback and strengthen governance. |

| | |
|------------------------|--|
| Company | Toronto-Dominion Bank |
| Geography and industry | Canada GICS industry: Banks |
| Key topics | Board oversight |
| Asset class | Equity |
| Key resolutions | Director elections |
| Background | In 2024, Toronto-Dominion Bank (“TD Bank”) agreed to pay a record \$3 billion in penalties to resolve an anti-money laundering (“AML”) investigation, becoming the first bank to plead guilty to conspiracy to commit money laundering in the US. According to regulators, the company ignored red flags and created an environment for criminals to exploit. |
| Activity | Prior to the 2025 annual meeting, we engaged with the company’s lead independent director to better understand the board’s oversight of AML processes and the appointment of a new CEO. |
| Outcome | <p>Going into the 2025 AGM, we were concerned with the board’s approach to oversight of risk management related to its AML processes, and as such, withheld our support for three independent directors, who all served on the risk and audit committees prior to the start of the AML investigations. We believe the board did not demonstrate an effective oversight process and failed to ensure effective leadership of the AML risks.</p> <p>Following the annual meeting, we had an engagement with TD Bank’s CEO to discuss management’s approach to overhauling its AML processes and overall company strategy.</p> <p>After our engagements with the company, TD Bank added disclosure in their presentation materials that provides investors with more transparency around their AML key performance indicators and progress made in overhauling these processes.</p> |

| | |
|------------------------|---|
| Company | Vonovia SE |
| Geography and industry | Germany GICS industry: Real estate management & development |
| Key topics | Executive compensation |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | <p>In 2024, we engaged with representatives from Vonovia SE (“Vonovia”) and the board to discuss the upcoming vote at the 2025 AGM seeking approval of its updated remuneration policy. The remuneration policy is refreshed every four years in line with local market practices.</p> <p>The revised remuneration policy put forward by Vonovia addressed significant dissent from shareholders observed during the 2024 AGM vote on the remuneration report.</p> <p>The revised policy includes non-financial metrics in the short-term incentive plan, complementing those already present in the long-term incentive plan (“LTIP”). Additionally, Vonovia proposed technical adjustments to better align compensation with strategic goals and performance.</p> |
| Activity | <p>During this engagement, we discussed the use of non-financial metrics and the relationship with company performance over the long term. Where used, we believe they should ideally be part of the long-term incentive plan, be quantifiable, strategically relevant, sufficiently challenging, and clearly outlined in the company’s disclosures.</p> <p>One of the metrics in Vonovia’s LTIP is relative Total Shareholder Return (“TSR”), weighted at 40%. We noted that the TSR component could vest even if Vonovia’s TSR performance is below the median of its peers.</p> |
| Outcome | During an engagement in Q1 2025, Vonovia explained that, among other changes, it had removed the optionality of vesting a payout for below-median TSR performance in its LTIP, and the company increased transparency around the non-financial metrics used in incentive plans. Both these changes are more aligned with our expectations for remuneration policies. |

| | |
|------------------------|---|
| Company | The Walt Disney Company |
| Geography and industry | United States GICS industry: Entertainment |
| Key topics | Succession planning, board oversight |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | We engaged the Walt Disney Company (“Disney”) board and management team to discuss executive succession oversight. We have had ongoing discussions with them about board oversight of the company’s strategy and succession planning. As a long-term investor, we view well-formed and proactive executive succession planning essential to the execution of a company’s long-term strategy. Therefore, we believe that selecting the CEO and other senior executives while overseeing the transition of leadership is a key responsibility of the board. While the reappointment of a former CEO of the company may be necessary in certain circumstances, such reappointments do not necessarily yield the best outcomes for shareholders over the long term. |
| Activity | In Q1 2025, we engaged with members of Disney’s board to discuss progress surrounding the company’s executive search process and succession planning. |
| Outcome | During the engagement, the Disney team shared updates on the succession planning process and timeline. The company shared that they were conducting a comprehensive overview of the executive leadership team and the organizational structure. |

Disclosure

Below we highlight some of our disclosure-related engagements from 2025.

Figure 15: Disclosure engagement case studies

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|------------------------|--|
| Company | Adidas AG |
| Geography and industry | Germany GICS industry: Textiles, apparel & luxury goods |
| Key topics | Circular economy |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | We believe in the importance of effective risk management and governance of issues that are material to a company. This may include sustainability-related risks and opportunities where a company has identified such risks and opportunities as material to its business. In 2025, we engaged Adidas AG (“Adidas”) to discuss its strategies and disclosures related to environmental and social topics deemed material by the company. This included discussion on circular strategies. During these engagements, we aimed to understand how the company identifies and manages risks and opportunities related to these topics as well as gain insights into best practices, challenges and opportunities, and industry trends. |
| Activity | During our engagement in Q3 2025, Adidas described its circular economy approach as integrated with its broader environmental and social strategies. The company expressed circularity is viewed as a strategic lever for climate risk mitigation, cost efficiency, and operational resilience. To help achieve its stated recycled polyester and textile waste targets, the company explained its focus on reducing virgin material use by scaling recycled inputs. Adidas also discussed potential tradeoffs and challenges with shifting to circular models, noting industry collaboration and scalable technologies as critical enablers. |
| Outcome | <p>The engagement with Adidas provided key insights into best practices and challenges across the footwear industry and its value chain. Adidas explained the key role of circularity to reduce dependency on virgin materials and build long-term resilience. The company described its approach to utilize waste from their existing production cycle, including using leftover rubber and ethylene-vinyl acetate for manufacturing footwear. The company also highlighted efforts to further innovate and scale solutions via collaboration with key partners to drive circularity across the industry.</p> <p>Adidas also explained potential trade-offs with using circular or alternative materials, such as a higher carbon footprint from shifting from recycled polyethylene terephthalate to textile waste for its products. It also described testing materials against sustainability performance criteria, following ISO and internal guidelines.</p> <p>Adidas highlighted opportunities for Extended Producer Responsibility schemes to reflect product sustainability and unlock commercial benefits. The company also shared challenges facing many companies around the lack of standards for recyclability and durability and the need for industry and government collaboration to scale solutions. It described how circularity approaches currently come at a price premium, but that automation, technology, and scale are expected to drive cost neutrality in the future.</p> |

| | |
|------------------------|---|
| Company | The Hershey Company |
| Geography and industry | Germany GICS industry: Food products |
| Key topics | Deforestation and other land use, human rights |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | We believe in the importance of effective risk management and governance of issues that are material to a company. This may include sustainability-related risks and opportunities where a company has identified such risks and opportunities as material to its business. In 2025, we engaged the chocolate manufacturer The Hershey Company (“Hershey”) to discuss their strategies and disclosures related to environmental and social topics deemed material by the company. This included discussion on strategies to address risks related to deforestation. During this engagement, we aimed to understand how the company identifies and manages risks and opportunities related to these topics as well as gain insights into best practices, challenges, and industry trends. |
| Activity | In Q3 2025, we engaged Hershey on topics that it has deemed material, including climate, deforestation, and human rights. During the engagement, the company discussed how it has publicly disclosed that it is unlikely to achieve its goal to achieve a deforestation- and conversion-free supply chain for the forest-risk commodities it sources by the end of 2025, and highlighted key challenges and ongoing efforts to continue monitoring and managing deforestation-related risks. |
| Outcome | <p>The engagement with Hershey helped us understand how downstream actors that may not have direct access to farmers are navigating the complexities of deforestation-related disclosures, managing regulatory compliance, and mitigating other deforestation-related risks.</p> <p>The company discussed that while it is on track to be compliant with the EU Deforestation Regulation, it continues to face challenges regarding the availability and accessibility of data to verify its supply chain as deforestation-free. For example, while the company has achieved its goal to have 100% of its palm oil by volume Roundtable-for-Sustainable-Palm-Oil-certified, only 69% of its palm oil supply chain is verified fully deforestation-free.</p> <p>The company expressed that it faces challenges regarding the cost associated with data collection and tracing ingredients to the farm level. The company expects this process to become more seamless and automated over time as technologies and satellite monitoring evolve to support enhanced traceability and verification. In the meantime, the company seeks to focus on restoration efforts.</p> <p>The company also discussed its efforts to address human rights-related risks which also support its deforestation-related efforts, such as through the Hershey Income Accelerator. This program rewards farmers implementing sustainable agronomic practices and supports efforts to ensure that children in the farming communities attend school. Sustained investment in these farming communities allows Hershey to build supply chain resilience and establish relationships needed to implement practices that are core to Hershey’s deforestation strategy.</p> |

| | |
|------------------------|--|
| Company | Kering SA |
| Geography and industry | France GICS industry: Textiles, apparel & luxury goods |
| Key topics | Circular economy |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | We believe in the importance of effective board oversight and disclosure of topics that are material to a company, including those that are sustainability-related. We conducted an engagement with Kering SA (“Kering”), a multinational luxury goods company, in Q2 2025 to discuss the company’s oversight, strategy, and disclosures related to environmental topics deemed material by the company. |
| Activity | <p>During our engagement with Kering in 2025, we discussed the company’s strategy to achieve its circularity ambition which focuses on three key pillars:</p> <ol style="list-style-type: none"> 1. Luxury that lasts 2. Regenerative sourcing and clean production 3. Making production processes more efficient <p>Kering shared its approach to managing risks and opportunities related to topics such as raw materials, water, and waste management and discussed progress toward their goals. The company highlighted its work with the Science Based Targets Network to pilot freshwater and land use related science-based targets for nature. We also discussed evolving regulatory requirements related to product labeling and traceability.</p> |
| Outcome | <p>Through this engagement, we gained insights into Kering’s industry leadership and best practice disclosures on circular economy as well as topics related to resource use, raw materials, water, and waste management. Kering discussed how its circular economy approach supports business efficiency and resiliency including through improvements in resource use, energy, and waste management. Kering’s project prioritization approach for its circularity strategy is informed by an Environmental Profit and Loss tool. This tool quantifies the lifecycle environmental footprint of the company’s activities from production through product end of life in monetary values and helps inform decision-making.</p> <p>Kering also explained key challenges for the company and the industry more broadly including product eco-design, the availability of some recycled materials, and recycling technological and infrastructure readiness.</p> <p>Furthermore, the company highlighted the importance of improving traceability and data collection to comply with evolving regulatory requirements. For example, compliance with the Law on Anti-Gaspillage pour une Économie Circulaire includes circular economy, labeling, and traceability requirements for products sold in France.</p> |

| | |
|------------------------|---|
| Company | Microsoft Corporation |
| Geography and industry | United States GICS industry: Software |
| Key topics | Emerging technologies, environmental risk management |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | We have a long-standing history of engaging with Microsoft Corporation (“Microsoft”) on the company’s long-term strategy, governance, and sustainability practices. As artificial intelligence (“AI”) has become increasingly central to the company’s strategy, our recent engagement aimed to deepen our understanding of Microsoft’s practices and board oversight of this topic, including the environmental impact of accompanying data center development. |
| Activity | In Q3 2025, we engaged with Microsoft to discuss the company’s practices related to AI and data center development. The discussion centered on the key risks and opportunities the company is navigating with rapid data center expansion and AI investment growth. Microsoft outlined its views on materiality, the complexities and trade-offs in pursuing 24/7 carbon-free energy, and the need to preserve grid reliability amid rapid data center expansion. Microsoft also addressed both progress and key challenges, such as the steep costs of decarbonization at the margins and the practical limitations of retrofitting older sites. Throughout the call, we outlined our view on the importance of transparency and disclosure around topics material to the company’s business or operations and took the opportunity to understand the board’s oversight of these areas. |
| Outcome | We acknowledged the company’s willingness to discuss its approach to environmental sustainability and AI, and the disclosures provided. |

| | |
|------------------------|--|
| Company | United Overseas Bank Limited (Singapore) |
| Geography and industry | Singapore GICS industry: Banks |
| Key topics | Nature-related risk management |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | We believe in the importance of effective risk management and governance of issues that a company identifies as material. This may include sustainability-related risks and opportunities where a company has identified such risks and opportunities as relevant to its business. In 2025, we engaged United Overseas Bank Limited (Singapore) (“UOB”) and discussed its strategies and disclosures related to environmental topics deemed material by the company. |
| Activity | UOB identifies sustainable banking as a material environmental, social, governance “ESG” factor. UOB has set objectives to integrate environmental and social considerations into risk management as well as support clients with sustainable financing solutions. During the engagement, UOB discussed its nature strategy and shared updates on progress. This included implementing internal training and capacity building, enhancing nature-related disclosures, and promoting nature-focused financing. The company also outlined its efforts and learnings as an early adopter of the Taskforce on Nature-related Financial Disclosures recommendations. UOB conducted an assessment to map sub-sectors in its corporate loan portfolio with high dependencies and impacts on nature and disclosed the findings in its Sustainability Report 2024. |
| Outcome | The engagement with UOB provided key insights into the company’s nature and sustainable financing strategy as well as best practices and trends across the industry more broadly. The company discussed the nascency and limitations in nature-related data and tools available today. To address this, UOB is actively working with various stakeholders to increase data quality and availability for their portfolio and provide thought leadership on methodologies, such as developing nature scenarios for material sectors of their portfolio. UOB recognized that climate-focused solutions can also contribute to the maintenance and restoration of nature’s health. While opportunities in pure-play nature financing remain nascent, scalable opportunities can be found within the climate-nature nexus. UOB reported that approximately 60% of its existing sustainable financing portfolio at the end of 2024 fell within this nexus. For example, UOB provides financing solutions for clients in Singapore’s real estate sector to enhance facilities to obtain a green building certification, which includes efficient water and waste management as key requirements. Going forward, UOB plans to continue tracking its financing efforts towards nature and supporting their customers in minimizing impact to nature through relevant financing products. |

Shareholder protection

Below we highlight some of our shareholder protection-related engagements from 2025.

Figure 16: Shareholder protection engagement case studies

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|------------------------|--|
| Company | Acer, Inc. |
| Geography and industry | Taiwan GICS industry: Technology hardware storage and peripherals |
| Key topics | Long-term strategy |
| Asset class | Equity |
| Key resolutions | Amendments to procedures governing the acquisition or disposal of assets |
| Background | Acer Inc. (“Acer”) is primarily involved in the manufacturing, distribution, and sales of personal computers and displays, but it also incubates new business ventures and has subsidiaries involved in gaming, cybersecurity, and medical AI, among other areas. We engaged with Acer ahead of its 2025 annual meeting to discuss its long-term strategy and a management resolution on the agenda requesting amendments to procedures governing the acquisition or disposal of assets, specifically to raise the limits for investments in securities. |
| Activity | <p>During our engagement, the company shared that its strategy involves spinning off many of its non-PC and display businesses into independently listed public subsidiaries, while retaining a significant ownership stake—exceeding 50% in some instances.</p> <p>Acer explained its rationale for spinning off non-PC businesses, emphasizing that separate listings enable these subsidiaries to operate independently with dedicated oversight. These subsidiaries are in a growth phase, and their strong financial performance contributes to value creation for Acer’s shareholders. As these businesses mature, the company may consider reducing its ownership stake. Additionally, Acer noted that investment oversight is managed through the board’s investment committee.</p> <p>To support the business development of these subsidiaries and maintain its controlling stake, Acer proposed to raise the limit for securities investment.</p> |
| Outcome | We decided to support the management proposal considering the company’s financial performance, the strategic rationale behind increasing the securities investment limit, a comparative view of peer investment-to-equity ratios, and the presence of board-level oversight for managing investment-related risks and opportunities. |

| | |
|------------------------|--|
| Company | Hindustan Unilever Limited |
| Geography and industry | India GICS industry: Personal care products |
| Key topics | Long-term strategy |
| Asset class | Equity |
| Key resolutions | Approve scheme of arrangement |
| Background | <p>Hindustan Unilever Limited (“Hindustan Unilever”) had put forward to shareholders a vote on the demerger of its ice cream business into a newly formed entity, Kwaliti Wall’s India Limited (“KWIL”). This transaction aligns with the broader plan of its parent company, Unilever PLC, to undertake a global demerger of its ice cream division into a separate company called The Magnum Ice Cream Company.</p> <p>Hindustan Unilever planned to issue new KWIL shares to existing shareholders of the company at a rate of 1 KWIL share for every 1 share held in Hindustan Unilever.</p> |
| Activity | During the engagement, the company explained the rationale for the demerger, highlighting that the ice cream business in India has strong growth potential due to low market penetration. The ice cream segment operates with an independent strategy, including a dedicated supply chain and distinct sales teams. As such, demerging from the main entity is expected to have minimal impact on the rest of the operations, according to the company. It is expected to allow both entities to sharpen their focus on respective business priorities and pursue their individual growth trajectories more effectively. |
| Outcome | Based on the strong rationale linked to the execution of the long-term strategy, limited execution risk, and oversight demonstrated by the company, we supported the proposal. |

| | |
|------------------------|---|
| Company | Rio Tinto Plc and Rio Tinto Ltd |
| Geography and industry | UK and APAC GICS industry: Metals and mining |
| Key topics | Shareholder rights |
| Asset class | Equity |
| Key resolutions | Shareholder resolution requesting an independent review into the merits of unifying Rio Tinto's dual-listed company structure |
| Background | <p>Rio Tinto Plc and Rio Tinto Ltd ("Rio Tinto") operates under a dual-listed company ("DLC") structure, with Rio Tinto Plc listed on the London Stock Exchange and Rio Tinto Ltd on the Australian Stock Exchange. In December 2024, Rio Tinto received a shareholder proposal from Palliser Capital calling for the company to initiate an independent review on the DLC structure and whether unification would be in shareholders' best interests.</p> <p>In its response to the shareholder proposal, the Rio Tinto board of directors confirmed that it undertakes periodic reviews of the merits of retaining the DLC structure as part of options to maximize sustainable value for shareholders. The most recent comprehensive review was completed in 2024 with the help of external financial, legal, and tax advisers. Based on the findings of the review, the board concluded that the DLC structure "continues to be effective and provide benefits to Rio Tinto and its shareholders," and that "a unification under Rio Tinto Limited would be value destructive for the Group."</p> |
| Activity | <p>We engaged with the proponent to understand the details and rationale for the proposal, which centered around a further review of the merits of the structure. The proponent put forward several arguments to support unification and cited the restructuring of BHP, a mining company, as a model for success.</p> <p>We also engaged with representatives from the board and the company to understand the board's oversight of the issue. The company highlighted that the board had already provided appropriate disclosure of the outcomes of the 2024 review into dual listing. In the board's view, publishing additional details may be materially prejudicial to shareholders' interests and could have unintended and adverse consequences for Rio Tinto. The review contains confidential and highly commercially sensitive information, including detailed analysis of tax costs and forecast financial information.</p> |
| Outcome | From our analysis of the response by the company to the shareholder proposal and our engagement with the company, we were satisfied with the board's oversight of material risks and opportunities. We do not expect another review of the merits of the DLC structure to lead to a different conclusion. In support of management, we voted against the proposal. |

| | |
|------------------------|---|
| Company | TECO Electric & Machinery Co Ltd |
| Geography and industry | Taiwan GICS industry: Electrical equipment |
| Key topics | Long-term strategy |
| Asset class | Equity |
| Key resolutions | N/A |
| Background | In Q3 2025, we engaged with TECO to discuss details around its plans to form a strategic partnership with Hon Hai Technology Group. The two companies have formed a strategic alliance, which will be further strengthened through share exchange swap. |
| Activity | <p>TECO highlighted that the partnership is expected to unlock synergies that will strengthen their joint capabilities and support TECO's expansion into the US market. Together, the companies aim to deliver comprehensive data center construction solutions, including servers, cooling systems, and power infrastructure. The company explained that this will help meet growing demand across multiple regions, including the United States, Southeast Asia, Middle East, and others.</p> <p>In addition, TECO shared insights into its broader long-term strategy, focusing on areas such as electrification, energy conservation and carbon reduction, green energy initiatives, and regional development. The company also addressed current global and market conditions and outlined its ongoing efforts to optimize its supply chain.</p> |
| Outcome | We achieved a better understanding of how the strategic alliance may impact the company's long-term strategy and its potential implications for shareholders. We continue our engagement with the company while monitoring how the share swap will affect shareholders. |

Fixed income engagements

Our Fixed Income Stewardship engagement activities are useful in understanding developments at issuers and sharing perspectives on a two-way basis. For example, during new issuance road shows, we inform issuers of considerations that may impact asset managers' ability to invest in such bonds, including minimum issuance size for index eligibility, liquidity considerations for issuance management, use of proceeds restrictions, and relevant certifications for certain labeled bonds such as green bonds.

During engagements initiated in response to corporate action election events or other changes to debt investment terms that affect the structure, terms or rights of bondholders (for example, consent solicitations, covenant amendments, debt restructurings,

or bankruptcy-related actions), such engagement enables a deeper understanding of issuer-specific developments and how these are being addressed. Where changes to investment terms arise (including reclassifications), engagement helps clarify the circumstances that led to the event and to assess the issuer's plans for addressing these developments in the context of long-term issuer viability. In the case of corporate action events that impact bondholder rights, engagement also provides an opportunity to understand the issuer's rationale for the proposed action and to assess whether the event is expected to be one-off in nature or indicative of similar actions in the future.

Below we highlight some of our fixed income engagements in 2025.

Figure 17: Fixed income engagement case studies

| | |
|-------------------------------|--|
| Company | Warner Bros. Discovery, Inc. |
| Geography and industry | US GICS industry: Media |
| Key topics | Engagement for fixed income electing purpose |
| Asset class | Fixed income |
| Key resolutions | N/A |
| Background | <p>The issuer, Warner Bros. Discovery, Inc. ("Warner Bros.") was separating its streaming and studios business to create a new publicly traded company. To optimize the capital structure, the company launched a cash tender and consent solicitation for all its outstanding bonds.</p> <p>Warner Bros. was paying a high consent fee to complete the process in a short time and to avoid market disruption given the size of the debt outstanding and its resulting weight in high-yield indices (which it would enter post the downgrade driven by the split).</p> <p>Engagement was necessary to:</p> <ul style="list-style-type: none"> • Understand the operational implications of the restructure • Ensure bondholder rights were protected • Navigate the challenges posed by the short timeframe, particularly for globally indexed managers <p>The transaction was complex, and the resulting credit rating downgrade meant the issuer would become a dominant weight in the high-yield index.</p> |
| Activity | <p>During a call in Q2 2025, Warner Bros. explained: the rationale for the changes; the consent that was being asked of bond holders; the operational aspect of the consent (including lockout period, proration, participation, and acceptance thresholds); and the consent fees being offered to bond holders.</p> <p>Warner Bros. gave sufficient and necessary information for decision-making on the consent solicitation. The company acknowledged the challenges that were raised and gave sufficient information to justify its decision.</p> <p>Our portfolio managers and members of the Asset Stewardship team collaborated closely to consider the scale and complexity of the restructuring, its impact on portfolio composition arising from the downgrade of the issuer's debt, and the nature of the consent being requested.</p> |
| Outcome | Engagement with the issuer enabled a clearer understanding of bondholder rights, the operational aspects of the transaction, and the rationale for the proposed changes. The engagement supported a well informed assessment of the consent solicitation and its implications for long term portfolio outcomes. |

| | |
|------------------------|--|
| Company | Thames Water |
| Geography and industry | United Kingdom GICS industry: Water utilities |
| Key topics | Company credit profile |
| Asset class | Fixed income |
| Key resolutions | N/A |
| Background | Thames Water's financial position began to deteriorate following regulatory price-control pressures, ultimately contributing to its downgrade to the lowest rung of investment grade. This downgrade marked the start of a broader sequence of events, including further rating actions, financial stress, and ongoing restructurings that required repeated investor engagement to maintain visibility on the company's evolving credit profile. |
| Activity | <p>Engagements in 2024 and 2025 focused on understanding the drivers of the credit rating downgrades, regulatory price-control constraints, and their impact on Thames Water's financial position. The company disclosed that prolonged regulatory restrictions had weakened financial flexibility and credit metrics, with limited scope for near-term improvement until greater clarity emerges on the future regulatory framework. Ongoing uncertainty around price controls was highlighted as a key challenge for financial planning.</p> <p>Thames Water also discussed the progress of its turnaround efforts and the evolution of its capital structure oversight. The company acknowledged elevated leverage and reliance on external funding support while reiterating the need to continue investing in operational priorities alongside cultural and organizational change in order to address legacy issues and stabilize performance.</p> <p>A later engagement in 2025 centered on restructuring and liquidity management. Thames Water disclosed the need to secure additional liquidity and amend existing debt arrangements, including seeking bondholder consents to provide runway while restructuring progresses. Efforts continue to restore financial resilience and an investment-grade profile.</p> |
| Outcome | <p>As a result of these engagements, we maintained close oversight of Thames Water's financial position during a period of escalating credit stress, including its downgrade from investment grade into high yield. This downgrade had clear implications for our portfolios, as GBP investment grade and GBP high yield represent distinct and less-intersecting markets given the relatively limited depth of the GBP high yield investor base.</p> <p>Engagement supported our understanding of the liquidity, restructuring, and regulatory dynamics underpinning this transition, informing how we assessed exposure, liquidity, and risk across portfolios. Continued dialogue in 2025 enabled us to evaluate the implications of proposed restructuring measures and issuer requests in the context of reduced market access and evolving credit fundamentals.</p> |

Regional focus

Our Asset Stewardship team is structured to include regional heads for the Americas, Europe, the Middle East and Africa (“EMEA”), and Asia Pacific (“APAC”), enabling us to engage with companies across regions and monitor and respond to local developments. Below, we share observations from our regional activities.

Americas

2025 US proxy season

Shareholder proposals: The 2025 proxy season saw a decrease in the number of shareholder proposals.¹⁰ Among the contributing factors was an increase in successful no-action relief requests from issuers and an increase in withdrawals from proponents. In the US, State Street Investment Management supported 7% of environmental and social shareholder proposals this season, a similar level to that in 2024. We continue to observe a decline in overall investor support of these proposals. One area where we saw an increase in support was for shareholder proposals requesting enhanced disclosures on worker health and safety.

Proxy contests: We saw limited alignment between dissident campaigns and our focus on long-term value creation, with many contests emphasizing strategies to increase short-term gains. We also saw a number of unusual “Vote No” campaigns and contested meetings that were not traditional proxy contests with dissidents nominating a slate of directors.

CEO succession: We observed a growing number of abrupt and costly CEO transitions and plan to continue to engage with issuers on this topic and expect boards to oversee CEO succession.

Shareholder rights: We saw some companies attempting to circumvent proxy meeting votes, for

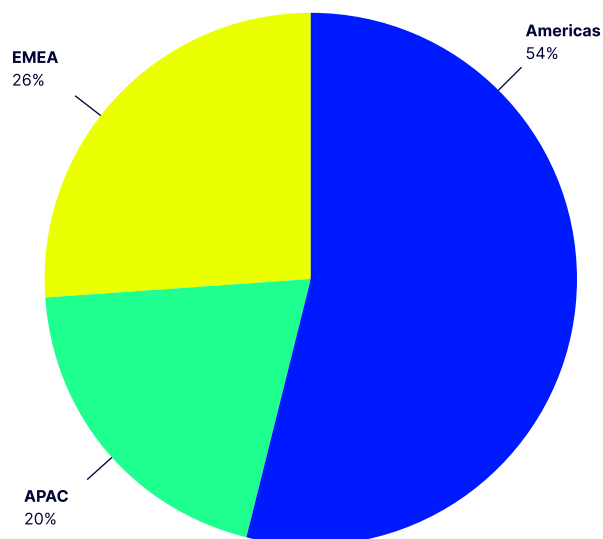
example, by using written consent. While there may be benefits to using written consent, we generally expect companies to solicit input from all shareholders when appropriate, such as through shareholder meetings and engagement.

Executive compensation: We saw pay levels continue to rise in 2025, and we observed an increase in use of mega-grants. We believe it is best practice for companies to create compensation plans that align executive pay with long-term company performance, negating the need to use large one-time awards.

Board composition: We observed that many companies removed or pared down disclosures related to board composition. Through engagements, we sought to understand how boards ensure board composition with a range of knowledge, expertise, experience, and perspectives, as defined by the nominating committee.

Geopolitical risk: We observed heightened awareness of geopolitical risk and its impact on corporate strategy, operations, and governance. Companies exhibited increased focus on risks related to tariffs, geopolitical tensions, and commercial operations in certain markets.

Figure 18: Engagements by region



Source: State Street Investment Management, 31 December 2025.

Merger and acquisition activity—US

In the US, we observed a similar level of merger and acquisition (“M&A”) vote activity in 2025 compared to 2024. Many large companies have indicated that they are prioritizing strengthening their balance sheets, liquidity management, and more disciplined capital allocation amid what they described as a period of geopolitical and economic uncertainty, especially in the first half of the year.

We expect M&A proposals to be in the best interests of shareholders, demonstrated by enhancing share value and/or improving the effectiveness of the company’s operations. We evaluate mergers and structural reorganizations on a case-by-case basis and expect transactions to maximize shareholder value.

We will continue to engage with companies on the oversight of risks and opportunities and how these factors may influence trends in organic versus inorganic growth.

Europe and the UK

Remuneration update—EMEA

Complexity and higher pay

In the UK, companies are increasingly seeking approval for more complex and higher pay structures in an effort to attract and retain talent. Companies provided different reasons for increasing the quantum of CEO pay, including maintaining competitiveness in a global marketplace and having significant exposure to US markets.

Benchmarking continues to be an important feature when determining pay, with many companies seeking to position pay around the median of relevant peer groups. In those instances, we encourage companies to disclose and provide clear rationale for the peer groups used. In the UK, there has also been increased flexibility in bonus deferral practices, along with companies raising shareholding guidelines for executives when pursuing higher quantum levels.

Restricted stock units

In companies across the UK and Europe, we have observed the increased adoption of restricted stock units (“RSUs”), a long-standing feature of US executive pay. Where RSUs are proposed, we consider the company’s rationale, use of appropriate performance conditions, and the alignment of RSUs with its strategy and pay culture.

One-off awards

One-off awards are discretionary incentives granted

outside the standard remuneration framework, typically used to recognize exceptional performance or address unique strategic circumstances. We continue to see these one-off awards being granted. When used, we expect a compelling rationale for their necessity, given that they reward executives for actions typically considered part of a CEO’s core responsibilities. We also seek to understand why the current remuneration policy does not, in the board’s view, adequately incentivize and motivate the executive team.

Non-executive remuneration

On non-executive director pay, we continue to monitor the trend of chairs of top listed companies in Switzerland being paid at the same level or more than leading company executives. While this remuneration may reflect the increasing demands of the position, our expectations for remuneration policies and governance norms include companies providing clear justification for such pay levels.

Cybersecurity resilience and recovery—EMEA

Official reports indicate an increase in the severity and complexity of cybersecurity attacks in Europe and the UK over the past few years. According to the UK’s National Cyber Security Centre (“NCSC”), the number of cyber incidents, including those classified as highly significant, has risen by 50% compared to last year.¹¹ The UK’s Cyber Security Breaches 2025 survey finds that the percentage of businesses experiencing a ransomware crime has doubled from the previous year.¹²

In Europe, the 2025 annual report from the European Union Agency for Cybersecurity (“ENISA”) describes a maturing threat environment characterized by rapid exploitation of vulnerabilities.¹³ The same report notes that ransomware continues to be central to intrusion activities.

Board oversight, knowledge, and expertise

Board oversight of cybersecurity risk remains of critical and increasing importance. Our recent discussions with boards reveal an evolving focus from “prevention” to “prevention, resilience, and recovery.”

Resilience—internal controls and risk management

Some boards shared that cybersecurity is a standing agenda item with regular updates and clear lines of accountability. In addition, several boards referred to inviting external experts for deep-dive sessions and ethical hacking exercises to uncover hidden vulnerabilities and provide independent assurance, strengthening the board’s confidence in the organization’s cyber defenses.

Recovery

The board chair of a British multinational retailer shared the board's involvement in post-incident reviews and crisis management protocols. When significant incidents occur, we believe it is important that boards remain informed about the company's response plan, including any reputational exposures and the company's containment and remediation plans.

Evolving regulations

The EU NIS2 directive has obligations for a common level of cybersecurity across eighteen critical sectors, introducing stricter reporting duties and direct board accountability.¹⁴ A Finnish healthcare company shared the importance of following regulations and insights from the EU. In the UK, the Cyber Governance Code of Practice¹⁵ was launched in April 2025 to support boards and directors in understanding and managing their cybersecurity responsibilities.

Consolidation of Italian banking sector

The highly fragmented Italian banking sector is currently experiencing an unprecedented wave of M&A activity, driven primarily by regulatory pressure, a challenging economic environment, and the need to improve the competitiveness of Italian financial institutions vis-à-vis their European peers. The European Central Bank has been advocating for greater consolidation in Europe's fragmented banking sector. Italy has one of the highest numbers of operating banks per capita among EU member states.¹⁶

We expect proposals related to mergers and acquisitions to be in the best interests of shareholders, demonstrated by enhancing share value and/or improving the effectiveness of the company's operations. We evaluate mergers and structural reorganizations on a case-by-case basis and expect transactions to maximize shareholder value.

Asia Pacific

2025 Korea AGM season

In the first quarter of 2025, we conducted 17 engagements with Korean companies ahead of their annual meetings. The discussions focused on understanding their long-term strategy, capital allocation, board structure, and board oversight of risks and opportunities. Several companies shared updates on their initiatives to enhance corporate value through improvements in capital allocation.

That includes enhanced focus on improving return on equity, increasing dividend payout, conducting share buybacks, and/or cancelling treasury share to enhance shareholder returns.

Japan's corporate governance landscape

Following a series of corporate governance reforms introduced in recent years by the Financial Services Agency ("FSA") and the Tokyo Stock Exchange, many large Japanese companies have been improving governance practices by strengthening board independence, enhancing board composition, and improving disclosures related to material topics and capital allocation strategies.

More recently, the FSA's 2025 Action Program¹⁷ has urged companies to enhance value creation, improve quality of disclosures, and foster a more effective dialogue with investors. Among the initiatives is a call for companies to evaluate the appropriate timing of their annual securities report disclosures.

These developments are in alignment with our view that effective board oversight, shareholder value creation, and governance are fundamental to the long-term success of our portfolio companies. We welcome efforts aimed at improving the timing of annual securities report releases and reviewing related disclosure practices. We believe timely and accurate disclosures ahead of annual general meetings are essential for enabling investors to make well-informed evaluations of both the value and risks associated with their investments.

Japan proxy season: Cross-shareholdings

We continue to engage with companies on the topic of cross-shareholdings. Since 2022, we have conducted 53 engagements in Japan on this topic. All of these companies provided insights and disclosures on how they assess their exposure to strategic holdings, as well as their policies and strategies for managing and reducing exposure. Where companies make the decision to reclassify their strategic holdings to investment-related assets, we underscore the importance of disclosure and transparency on the board's decision-making process to understand the rationale for such reclassifications. These disclosures are valuable in informing our voting decisions and further reinforce the importance of receiving the annual securities report in a timely manner, as it provides the most current and relevant information.

Other engagement topics

During engagements in 2025, we learned about company strategies and disclosures related to several topics identified by companies as material to their business. For example, this year, many companies discussed their approach to addressing risks and opportunities related to emerging technologies and associated impacts on energy demand and infrastructure, energy affordability, workforce transitions, and data privacy.

05 Internal governance of Asset Stewardship program

We believe an effective stewardship approach is underpinned by strong internal governance, appropriate resourcing, and robust processes and must follow a deliberate and well-considered approach. In this section, we describe the governance structure of State Street Investment Management and the firm's model for managing conflicts of interest.

Our approach to governance

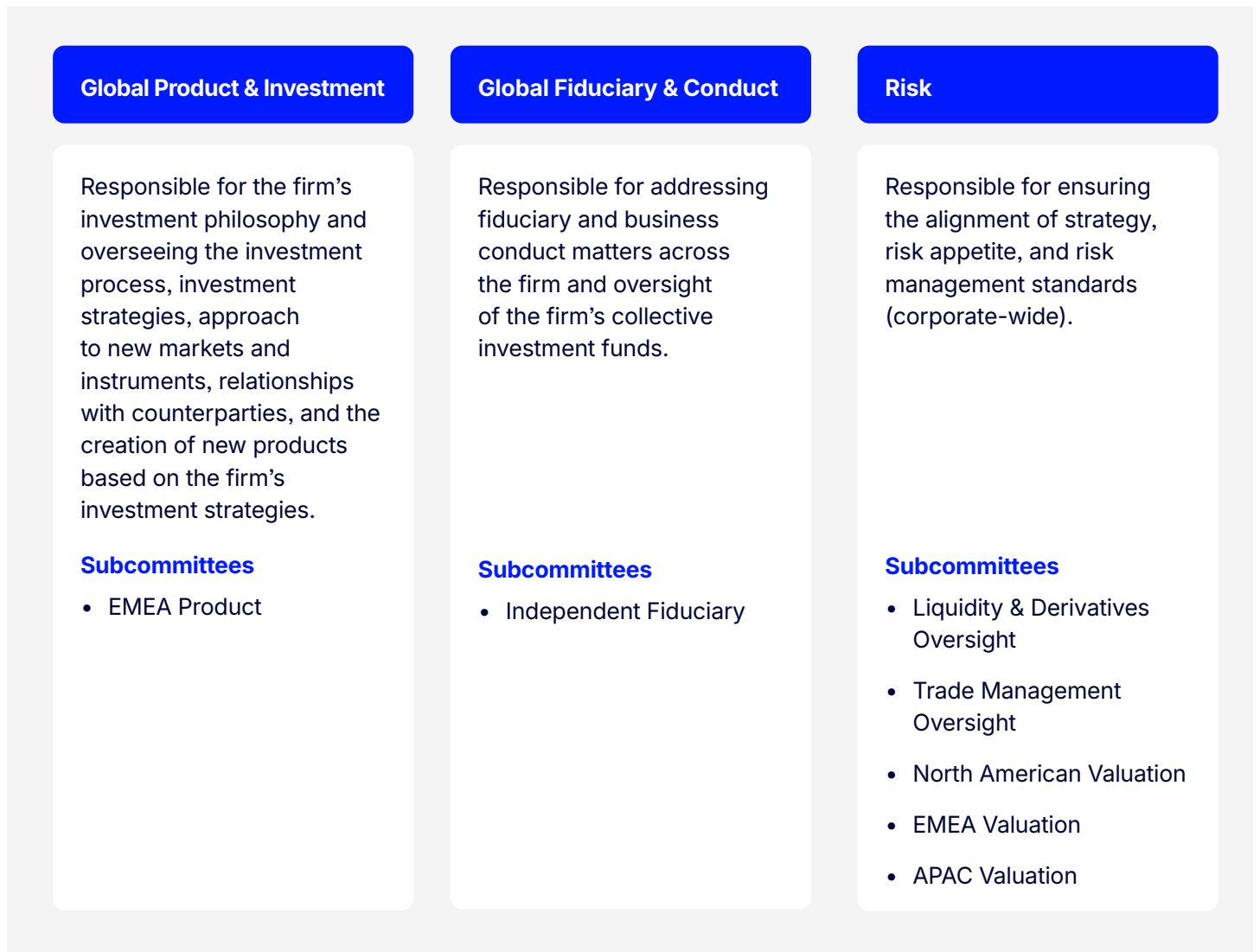
State Street Investment Management sits within State Street's wider corporate governance framework, led by its board of directors. State Street Investment Management's governance structure consists of three senior committees, which are designed to support effective and efficient decision-making and provide oversight of its business functions:

- The Risk Committee ("RC") serves as the central escalation, review, and challenge point for the firm's risk profile, material risk trends, and all matters escalated from other committees. The RC also reports and escalates issues to State Street's senior risk committees as it deems necessary and appropriate.
- The Global Product and Investment Committee ("GPIC") is responsible for the firm's investment philosophy and overseeing the investment process, investment strategies, approach to new markets and instruments, relationships with counterparties, and the creation of new products based on the firm's investment strategies. The GPIC also reports to State Street's New Business and Product Review and Approval Process Committee.
- The Global Fiduciary and Conduct Committee ("GFCC") is responsible for addressing fiduciary and business conduct matters across the firm as well as oversight of the firm's collective investment funds. The GFCC also reports to State Street's Fiduciary Review Committee.

These senior committees and the subcommittees underlying each apply a consistent approach to the establishment and implementation of firm-wide policies and procedures and provide broad oversight of the business functions. This governance structure is administered by an Internal Governance Oversight team, which focuses on promoting efficiency, clarity, and accountability with respect to decision rights and firmwide oversight. The guiding principles embodied within this governance structure, and upon which the Internal Governance Oversight team operates are:

- Promote a culture of efficient and effective decision-making
- Reinforce ownership of and accountability for decision-making and management of key risks by business leaders
- Enhance accountability for adherence to policies and decision-making protocol in support of our client service objectives and leadership reputation

Figure 19: Governance structure



Source: State Street Investment Management, 31 December 2025.

Oversight of asset stewardship

The GFCC is responsible for overseeing the firm’s proxy voting and engagement activities (collectively, “Asset Stewardship Matters”) and for reviewing and approving the policies, guidelines, and guidance that pertain to Asset Stewardship Matters.

Team structure and resourcing

State Street Investment Management has a team specifically devoted to asset stewardship. The Asset Stewardship team is based around the globe—operating out of the US, the UK, Poland, Singapore, Australia, and India. Team members have professional expertise in the fields of audit, governance, corporate strategy, environmental management, policymaking and regulation, and economics.

The Asset Stewardship team includes regional heads in the Americas, EMEA, and APAC and a dedicated Stewardship Research team. We believe this structure of team members with deep technical specialization complemented by regional expertise creates strong understanding, capacity, and capability for engagement and voting with our portfolio companies in the best interests of our clients' investments.

Additional information about the senior leaders of our Asset Stewardship team is provided in the Appendix of this report.

We also draw upon cross-functional resources for research, investment strategy, and operations, and other resources across the business within individual Investment Marketing, Operations, and Reporting teams for support.

Our Conflicts of Interest Policy

State Street has a comprehensive standalone Conflicts of Interest Policy and other policies that address a range of identified conflicts of interest that may apply to State Street Investment Management. Under the Conflicts of Interest Policy, State Street defines a conflict of interest as “a circumstance where State Street or its employees have interests or relationships that could raise questions about State Street’s objectivity, judgment, or ability to perform services for a particular client or group of clients.” The Conflicts of Interest Policy sets forth State Street’s approach to identifying and appropriately managing all conflicts of interest in connection with the provision of State Street’s services. Whenever a potential conflict is identified, State Street responds with a combination of disclosure, mitigating controls, or conflict avoidance. The Conduct Risk Management Office serves as an escalation point. The Conflicts of Interest Policy is reviewed periodically.

In addition, State Street Investment Management maintains a conflicts register that identifies key conflicts and describes controls in place to mitigate the conflicts (the “Conflicts Register”). Further, Managing Conflicts of Interest Arising From State Street Investment Management’s Proxy Voting and Engagement Activity (the “Conflicts Mitigation Guidelines”) is designed to act in conjunction with related policies and practices employed by other groups within the organization and complement those policies and practices by providing information about managing the conflicts of interest that may arise through State Street Investment Management’s proxy voting and engagement activities.

The combination of the Conflicts of Interest Policy, Conflicts Register, and Conflicts Mitigation Guidelines detailed above enable us to identify, manage, and mitigate conflicts of interest that may arise through our business activities.

Managing conflicts related to proxy voting and engagement

State Street Investment Management has implemented processes designed to prevent undue influence on State Street Investment Management’s proxy voting and engagement activities that may arise from

relationships between proxy issuers or companies and State Street, State Street Investment Management, State Street Investment Management affiliates, State Street Investment Management Funds, or State Street Investment Management Fund affiliates.

State Street Investment Management assigns sole responsibility for the implementation of its Policy to members of its Asset Stewardship team, a team that is independent from other functions within the organization, such as sales and marketing, client facing, or other investment teams. All State Street employees are subject to State Street’s Standard of Conduct, Conflicts of Interest Policy, and other policies that address a range of identified conflicts of interest. Proxy voting and engagements are undertaken in accordance with the Policy which is reviewed and overseen by the GFCC. Any changes to the Policy are communicated to Asset Stewardship team employees in a timely manner to ensure that they understand the potential impact to their engagement and proxy voting activities. In rare circumstances where nuances within specific proxy proposals fall outside of the scope of the Policy, requiring case-by-case analysis, such proposals are escalated to the Head of Asset Stewardship. Voting consistently with the Policy helps mitigate potential conflicts of interest, as the Policy is determined without reference to any specific entities or relationship.

Members of the Asset Stewardship team may, from time to time discuss views on proxy voting matters, company performance, strategy, among other topics, with other State Street or State Street Investment Management employees, including portfolio managers, senior executives, and relationship managers. However, final voting decisions are made solely by the Asset Stewardship team, in accordance with the Policy and in a manner consistent with the best interest of its clients. Asset Stewardship team employees are generally prohibited from disclosing State Street Investment Management’s voting decisions prior to proxy voting meetings. In addition, State Street Investment Management generally exercises a single voting decision for each ballot item across the client accounts for which it is responsible for proxy voting regardless of investment strategy.¹⁸

Other protocols designed to help mitigate potential conflicts of interest include:

Figure 20: Examples of potential conflicts of interest and mitigation protocols

| Types of potential conflict | Stewardship conflict of interest description | Typical conflict mitigation protocols that we employ |
|-----------------------------|--|--|
| Business relationships | A conflict of interest may arise where, for example, we hold investments in companies with which we, or our affiliates, have material business relationships. | <p>Assigning sole responsibility for the implementation of the Policy to members of Asset Stewardship team and voting in accordance with the Policy are our primary conflict mitigation protocols. Furthermore, the voting rationale is recorded internally and to provide transparency where permissible.</p> <p>Additional mitigation steps may be implemented on a case-by-case basis. This may include, for example, blackout periods for communications with issuers/clients.</p> |
| Equity investments | A conflict of interest may arise where client accounts and/or State Street Investment Management pooled funds, where State Street Investment Management acts as trustee, may hold shares in State Street or other State Street Investment Management affiliated entities, such as mutual funds affiliated with SSGA Funds Management, Inc. | Mitigants may include, for example, outsourcing voting decisions relating to a shareholder meeting of State Street or other State Street Investment Management affiliated entities to independent outside third parties. |
| Outside business interests | A conflict of interest may arise where an Asset Stewardship team employee, a key employee, or a director at the firm has an outside business interest (such as a director role in a company we invest in, or in the same industry as we invest). | <p>State Street Investment Management maintains an Outside Activities Policy, and employees must submit a request requiring approval before undertaking any outside activities that are captured by the Outside Activities Policy. The request will be reviewed by the employee's manager and the Conduct Risk Management Office to ensure compliance with applicable policies and procedures (such as the Global Anti-Corruption Policy and the Standard of Conduct) and ensure potential conflicts are mitigated.</p> <p>Additional mitigation steps may be implemented on a case-by-case basis. This may include, for example, retaining an independent fiduciary to make a voting decision where State Street Investment Management believes it may be conflicted from voting due to an employee's outside business interest and outsourcing voting decisions relating to shareholder meetings of issuers where State Street's independent directors serve as board members.</p> |
| Other personal conflicts | A conflict of interest may arise where a family member or other personal contact of an Asset Stewardship team employee is employed by a company in which we invest. | Mitigation steps may be implemented for personal conflicts on a case-by-case basis. This may include, for example, filing a Personal Conflicts declaration with a mitigation strategy to document how the conflict will be avoided. Such strategies may include, for example, a member of the Asset Stewardship team with a conflict recusing him/herself from voting and participating in engagement activities at the relevant company and implementing blackout periods for communications with issuers/clients. |
| Securities lending | We may lend securities that we hold in one of our portfolios to another financial counterparty. This may create a conflict of interest regarding whether to recall those securities to enable us to vote on behalf of the portfolio in a shareholder resolution, which may impact the intended securities lending income. | Our approach to securities lending recall, and any potential conflicts that may be created through our securities lending recall activity, is governed by the Securities Lending Recall for Proxy Voting Procedure, which is co-owned by the Asset Stewardship team, Securities Lending team, and Proxy Operations Group. The conflict mitigation protocols include predefining criteria to systematically recall shares, periodic review of the recall procedure by relevant stakeholders, and periodic reporting of recall activities and associated forgone lending income to the relevant internal governance bodies. |

Conflicts of interest—identification and mitigation in 2025

Examples of how we managed specific conflicts of interest include:

- Outsourced voting decisions relating to shareholder meetings of State Street and the company of which State Street's CEO serves as a non-executive board member to an independent third-party fiduciary
- Outsourced voting decisions for companies where members of State Street's board sit on the board
- Required recusal of an employee from participating in voting and engagement activities with a specific issuer due to a personal relationship

Training and knowledge sharing

Within daily operations, each stewardship analyst has access to a handbook document that serves as a reference point for analysts on various stewardship topics including, but not limited to, proxy voting procedures, guidelines for engagement, conflicts of interest, information sharing, and record keeping.

The handbook document is intended to be a living, centralized, helpful resource that is refreshed and enhanced on an ongoing basis and reviewed at least annually. New team members receive a rigorous introduction and onboarding program, and the team also receives refresher training on policy and procedure changes before the start of the proxy voting season.

Additionally, the Sustainable Investing and Asset Stewardship team provides training internally to key stakeholders on an ongoing basis and across firm functions in global locations, including portfolio management, sales, relationship management, portfolio strategy, data, and research teams. Training covers a variety of topics and developments, which may include proxy voting and engagement, oversight of material risks and opportunities in portfolio companies, investment strategies and products, as well as taxonomy.

Members of the Sustainable Investing and Asset Stewardship team regularly meet with internal colleagues to discuss industry trends, client needs, research priorities, metrics and analytics, and new investing strategies, among other topics.

Third-party service providers

State Street Investment Management independently develops the Policy, and all voting decisions and engagement activities for which State Street Investment Management has been given voting discretion are undertaken in accordance with the Policy. State Street Investment Management retains a third-party service provider to facilitate the execution of our proxy votes; State Street Investment Management does not follow the voting recommendations of any policy offered by any third-party proxy advisor in implementing the Policy. Third parties also provide certain policies available through our Proxy Voting Choice Program and help to implement that Program, including—for our ETFs and mutual funds—reaching out through intermediaries to underlying shareholders, collecting responses, and splitting the ballots.

In situations in which we use third-party providers, they are expected to deliver the same standard that we have set for our internal resources. We employ robust processes and governance oversight to monitor service providers and engage with them when expectations are not being met, as discussed below.

Monitoring proxy voting activities

We perform an annual vendor due diligence process to ensure that the provider that facilitates our vote execution continues to have adequate staff resources and competencies, systems, processes, and controls in place to provide services at the level of quality required to support our voting activities. In addition, we have ongoing processes to oversee our third-party providers' implementation of the Policy and the Proxy Voting Choice Program. We discuss any issues that have arisen, agree on areas for improvement, and identify opportunities for development.

Examples of the processes and oversight that support our stewardship activities include:

- **Control testing by the dedicated Business Risk Management Executive (“BRME”) team** BRME is part of the first line of defense and follows the State Street Assurance Standard in implementing a control testing coverage and frequency model; Compliance and Enterprise Risk functions—both part of the second line of defense—also perform targeted reviews.
- **Internal Audit reviews** Our Internal Audit function—the third line of defense—periodically conducts independent reviews of our internal controls, such as the processes and controls followed in our stewardship activities.

We aim to continually strengthen our internal oversight and control environment, including in response to review and oversight. During 2025, our Internal Audit function reviewed our proxy voting and engagement activities and found that we have implemented effective processes and implemented key controls to mitigate risks inherent in the activities.

Regarding disclosure, our goal is to ensure that our stewardship reporting is fair, balanced, understandable, and serves our clients' best interests. For example, when we publish company engagement highlights, we select examples that are varied among different sectors and regions and based on a wide range of topics. Our stewardship publications, including activity reports and thought leadership pieces, are subject to a comprehensive review process by relevant senior leaders within the Asset Stewardship team, as well as our standard marketing compliance process before publication.

06 Promoting well- functioning markets

Interacting with the market

We recognize our responsibility to support well-functioning markets and do so through a multi-targeted approach to engagement with the market. We engage with regulators, policymakers, our clients, and our portfolio companies on the matters that we believe are most important to our work on behalf of our clients.

Asset stewardship team thought leadership and public speaking

We promote awareness of our stewardship approach, as well as the firm's capabilities and insights, in various ways, including the publication of thought leadership content on our website.

In 2025, we published a piece on “Opportunities and Risks Related to Emerging Technologies,” which provides insights from our engagements with companies in the Information Technology and Communications Services sector. This report highlights how companies are managing the opportunities and risks associated with artificial intelligence and other emerging technologies. Our findings underscore the importance of robust governance frameworks and strategic risk management to navigate the evolving technological landscape.

We also seek to provide our perspectives on asset stewardship by participating in industry and stakeholder gatherings as panelists and speakers. We use speaking opportunities to share our perspectives on stewardship or our views on developing issues.

Figure 21: Public speaking activities

| Event | Description |
|--|---|
| Jasper Street Advisors— <i>Annual roundtable on shareholder expectations</i> | Participated in roundtable discussion with institutional investors and governance advisors to discuss emerging risks and opportunities in shareholder engagement, exchanging practical advice for how companies can navigate a fast-evolving engagement paradigm. |
| National Association of Corporate Directors— <i>Achieving resiliency</i> | Participated in a panel discussion outlining our views on effective governance aspects. |
| Sodali & Co., and Spencer Stuart— <i>Corporate directors meetings</i> | Participated in roundtable discussions with corporate directors focused on institutional investors' priorities. |
| PJT Camberview— <i>Fall engagement summit</i> | Participated in a panel discussion with industry partners and advisors, focusing on investor perspectives and priorities. |

Source: State Street Investment Management, 31 December 2025.

Interacting with other market participants

We believe that to properly exercise the duties that we owe to our clients, we must always act independently when making decisions about how to invest our clients' assets and how to vote the securities of our clients who delegate voting authority to us. At the same time, we have joined various industry groups and industry initiatives, discussed in more detail below, to participate in conversations and information sharing about issues that impact global and local markets and may affect the long-term value of our clients' assets. Doing so helps us expand our knowledge and share our views with other industry members, as well as seek the best available information on important factors that may help us serve our clients.

In becoming a member of these external organizations, we do not make any commitments that might be inconsistent with our legal obligations or fiduciary responsibility to our clients. We periodically assess the scope and purpose of those organizations and evaluate the benefit of joining as well as continued membership, based on the following principles:

- Alignment with our overall positioning/approach and strategy
- Evaluation of associated benefits of participation
- Assessment of potential constraints imposed

Industry and market connectivity, including selective membership participation, is important to us, and we are committed to continuing to follow the above outlined approach. Our sustainable investing- and asset stewardship-related memberships are reviewed annually.

Additionally, our parent company, State Street, is a member of various organizations and initiatives. State Street Investment Management participates in some of those parent company relationships, as described below.

The following is a non-exhaustive list of the industry organizations and initiatives that we have joined and for which there was notable activity in 2025. We highlight what we believe are particular benefits to our clients and the broader capital markets with respect to supporting better disclosures, contributing to research and knowledge-sharing, and promoting standards-setting.

Supporting better disclosure

Japan Stewardship Code

In 2025, we completed an annual self-evaluation in alignment with the Japan Stewardship Code, which encourages engagement and stewardship activities among institutional investors and the companies they invest in.

Principles for Responsible Investment (“PRI”)

State Street Investment Management is a signatory member of PRI, supporting and participating in disclosure around the investment implications of sustainability factors. We publicly reported our sustainable investing practices during the 2025 reporting cycle.

Supporting research and knowledge-sharing

Council of Institutional Investors (“CII”)

State Street Investment Management is an Associate Member of the Council of Institutional Investors. CII is an industry group that provides an opportunity for us to share our views on corporate governance and proxy voting issues and also hear directly from asset owners regarding their priorities. In 2025, we attended annual conferences and CII’s Corporate Governance Advisory Council meetings.

Institutional Investors Group on Climate Change (“IIGCC”)

State Street Investment Management has been a member of the IIGCC since 2021 and is a contributor to a working group related to index investing. In 2025 we attended the “Navigating the transition” AGM.

One Planet Asset Manager initiative (“OPAM”)

The OPAM initiative was launched in 2019 to support the members of the One Planet Sovereign Wealth Funds (“OPSWF”) in their implementation of the OPSWF Framework. In 2025, we attended the annual CEO summit co-hosted by the Public Investment Fund and the OPSWF.

Supporting Standards-Setting

International Financial Reporting Standards (“IFRS”) Sustainability Alliance

In 2025, we continued to use the IFRS platform to access information on IFRS and International Sustainability Standards Board (ISSB) endeavors, keep abreast of updates, and listen to academic speeches on the use of Sustainability Accounting Standards Board (“SASB”)/ISSB standards.

International Sustainability Standards Board Investor Advisory Group (“ISSB IIAG”)

The firm’s membership on the IIAG allows us to participate in the ongoing monitoring and reviewing of the SASB standards, which are a widely accepted framework for assessing materiality used by the market. In 2025, the firm’s Sustainable Investing and Asset Stewardship team members participated in periodic meetings organized for ISSB IIAG.

Regulators and policymakers

At State Street, the Public Policy team is responsible for monitoring policy, legislative, or regulatory developments globally, and for engaging regulators and policymakers on these issues. We publish letters to regulators and policymakers on State Street's [website](#), and details of our lobbying activities can be found [here](#). With respect to trade organizations, we periodically assess their scope and purpose to identify where their positions align with State Street's positions and to evaluate the benefit of continued membership.

Our interactions with asset owners, asset managers, data providers, and other key stakeholders from across the globe give us unique insight to engage in evolving policy debates.

Our clients

The Asset Stewardship team works closely with the firm's Global Client Coverage Group to maintain an open dialogue with clients on the delivery of our stewardship activities. Our approach is centered on client engagement and reporting. We recognize the importance of being accountable to our clients on how we fulfill our duties as responsible fiduciaries on their behalf.

We continually look for ways to improve our client engagement, and we meet with clients periodically to discuss our stewardship program. These discussions are attended by subject matter experts from the Asset Stewardship team alongside the Client Coverage team.

In addition, the firm has conducted a Net Promoter Score ("NPS") survey program since 2020 to gather feedback from clients to assess their satisfaction with State Street Investment Management and identify areas for improvement. Beginning in 2023, the firm calculated company-wide NPS scores, allowing us to identify broad themes, trends, and priority areas to improve the client experience. In 2025, the firm's NPS score was well above the established benchmark for financial services.

Over time, we have been able to implement the following improvements to ensure that we continue to deliver increasing levels of support and value to our clients:

Providing client choice

- **Proxy Voting Choice Program** Launched in 2023, this program empowers clients to direct the proxy voting of shares held in the eligible funds and segregated accounts they own.
- **Sustainability Stewardship Service** Launched in 2025, this innovative, opt-in client-led solution supports our institutional clients who wish for more engagement with portfolio companies on sustainability topics.
- **Investing Choice** We offer a range of strategies to support clients' investing goals, including managing risk, responding to new regulations, making value-aligned investments, or seeking to enhance long-term performance.

Reporting

We provide transparency about our stewardship activities through regular client reports and relevant information reported online in accordance with applicable legal and regulatory requirements. Through our annual stewardship report, we provide details of our stewardship approach, engagement and voting policies, and activities during the year. This annual stewardship report is complemented by periodic stewardship activity reports, as well as the publication of thought leadership on our website.

Consistent with our commitment to transparency, we increased the frequency with which we publish our voting record from annually to quarterly beginning in 2021. This information is available on Vote View, a platform that provides relevant company details, proposal types, resolution descriptions, and records of our votes cast.

Disclosure of Shareholder Rights Directive II (“SRD II”) for UK Clients

In compliance with the UK SRD II, we have developed a framework that identifies our most significant votes for our UK clients. Using this framework, we create reports on a quarterly basis for our UK clients that include a brief explanation of the most significant votes identified in their portfolios across a range of governance and sustainability shareholder and management votes.

07 Investment approach

Introduction

To help investors meet investment needs and objectives, we offer a wide spectrum of investment strategies from which our clients may choose. Whether our clients are focused on risk management, responding to new regulations, making investments that align with their values, or seeking to enhance long-term performance, our sustainable investing capabilities can support clients in achieving their sustainable investing objectives and investment goals.

Our sustainable investing solutions vary depending on the type of strategy provided to our clients, but generally fall into one of three broad categories:

1 Negative screening: A “Negative Screen” (also known as an exclusionary screen) is a screen incorporated into the investment strategy that results in the exclusion of securities of issuers that fail to satisfy certain sustainability criteria. Negative Screens include but are not limited to State Street Investment Management Point of View screens, norms-based screens, Socially Responsible Investing screens, and screens provided by clients or other third parties.

2 Positive screening: A “Positive Screen” is a screen incorporated into the investment strategy that intentionally includes securities of issuers identified as having positive sustainability characteristics (including positive characteristics of sub-components of sustainability such as environmental, climate, or social characteristics) relative to the issuer’s industry or sector peers. Positive Screens include but are not limited to targeting an overall improvement of a portfolio’s sustainability profile as compared to a benchmark or stated investment guideline, measured in sustainability scores or metrics, or investing only in issuers within an industry or sector that score relative to its peers.

3 Third-party ESG/sustainable index investment strategies: An index is deemed to be a “Third Party ESG/Sustainable Index” if the index methodology incorporates ESG/sustainability factors or characteristics that are utilized by the third-party index provider to determine which securities and/or their weights are included as index constituents.

Our approach to negative screening/exclusions

At State Street Investment Management, exclusionary screening can be applied to portfolios as a standalone approach or in combination with other investing styles. Other styles include thematic investing, such as a focus on climate or integrating sustainable investing into the investment process, such as an active portfolio manager considering sustainability signals and factors, where appropriate, in efforts to mitigate risk and seek opportunities for long-term performance potential. Screening may sound simple, but the process can involve a varying amount of judgment on the part of asset managers or the third-party data providers with whom they partner to conduct exclusionary screens.

It is the choice of our clients if or how exclusionary screens are applied with respect to their portfolios. We play an important role in offering clients our own perspective, where appropriate, on how to conduct exclusionary screening. This perspective, which we have named Point of View (“POV”), is guided by the same rigor that steers all of our work.

POV: Guiding principles

Four guiding principles inform our exclusionary screening POV:

- 1 Systematic and transparent approach:** We follow a well-defined methodology that can be flexibly applied to different use cases.
- 2 Leverage best-in-class available data:** We typically use inputs from multiple data providers where accessible to us. This broadens our overall coverage universe and reduces the potential biases of a single data provider.
- 3 Awareness of impact on risk and return objectives:** Our point of view is attentive to the impact of excluded securities on a broader set of investment considerations.

- 4 Strive for firm-wide consistency while accommodating differences:** While we strive for global consistency, we adapt to investment styles, legal requirements, and/or market-specific norms prevalent in certain regions. This allows us to offer our clients a defined perspective as well as investment solutions most appropriate to their contexts.

POV screening approach

Based on the POV guiding principles, we generate internal restricted lists quarterly, which are applied to a variety of equity and fixed income mandates (both funds and separately managed accounts) across the firm, based on client mandates. While these lists do not constitute formal policy, they are our recommended approach to screen the topics we cover. We aim to balance screening objectives with an awareness of risk/return considerations. Consequently, our restricted lists are focused on those issuers with meaningful direct involvement in the product in question.

Our approach to positive screening

Under our positive screening approach, we provide insights to help clients determine which investments should be included within our sustainable investing funds and portfolios based on the positive sustainability characteristics they exhibit. We invest in companies or exposures selected for certain sustainability-related characteristics.

An example of how positive screening may be implemented is where a portfolio targets an improvement in sustainability-related characteristics compared to the benchmark. Our approach to positive screening identifies companies who have certain characteristics in sustainability that we can positively tilt towards in order to generate an improved profile relative to a standard fund or index. We use data sets to identify scores or metrics and seek to ensure we truly address and integrate the issues relevant to clients' requirements.

Positively screening companies can be used to identify themes and specific sustainability objectives our clients choose to address. This is often referred to as thematic investing, where we support our clients' desire to invest in a particular area, such as related to climate. For investors seeking to align their portfolios with their climate ambitions and/or align with climate-aware industry frameworks, we offer climate-related investment products and solutions that are designed to meet specific climate-related objectives. Those solutions may consider climate change mitigation, which addresses how to reduce the level of greenhouse gas emissions, and/or climate change adaptation, which addresses how to adapt to the potential impact of climate change and how to build climate resiliency into portfolios.

Our range of climate products and solutions includes proprietary investment models, such as our climate transition equity strategies, climate transition bond strategies, a low-carbon equity framework, and a low-carbon bond framework, as well as strategies for which we partner with third-party index providers to build for our clients.

Incorporating sustainability in our asset classes and investment strategies

Active strategies

With respect to the management of our clients' portfolios in active strategies, we believe sustainability factors should be considered alongside traditional investment factors when making investment decisions to develop a more complete picture of the future financial trajectory and business risks of companies and issuers. We believe this practice allows issuers to more fully demonstrate their value proposition to investors and the market to appropriately value an issuer's securities. Sustainability factors may cause either a negative or positive impact on a variety of financial metrics. In addition, we recognize that some sustainability-related risks and opportunities are likely to materialize over longer-term time horizons. Finally, the degree to which these factors may drive future business results may or may not be well recognized in the market. Therefore, we believe it is important to assess these factors as part of a comprehensive assessment of the value of an investment, as applicable, depending on the investment strategy. However, unless specifically disclosed to investors in a strategy, sustainability factors are not material to the way the investment strategy is managed and are not necessarily determinative of investment selection.

Tools available to our investment teams

Our firm's investment teams utilize a variety of data and analytical tools in their various approaches to sustainable investing. Our sustainable investing data platform includes numerous data sets from multiple data providers, leveraging thematic information from leading third-party vendors. This data covers a range of matters including ESG ratings and scores, thematic sustainability topics like climate (e.g., carbon emissions, fossil fuel reserves, brown and green revenues, physical and transition risk, carbon value at risk), corporate governance, controversies, and product involvement.

08

Identifying and managing risks

Identifying and managing risks is a critical part of our role as stewards of client capital. In this section, we provide an overview of our risk management framework and explain how we generally identify and respond to market-wide and operational risks. We also provide information on the risks we identified and responded to in 2025.

Structure and approach to risk management

We leverage the principles of the “Three Lines of Defense” model in designing our overall risk framework to drive strong risk accountability, identification, monitoring, and control improvement activities.

The first line of defense comprises the business and support teams, such as portfolio managers and research analysts, that have direct risk and control ownership and risk management responsibilities. These teams are supported by an embedded and dedicated Business Risk Management Executive team with dual reporting lines to the Chief Operating Officer of State Street Investment Management and the Chief Administrative Officer of State Street. The second line of defense comprises the Risk and Compliance teams, which establish and monitor adherence to the risk and control framework and create an additional layer of independence. The third line of defense comprises the Audit team, which provides final assurance that the first and second lines of defense are designed and operating effectively in carrying out these responsibilities.

The State Street Investment Management Risk Committee (“RC”) is the most senior oversight and decision-making committee for risk management oversight within the firm. The RC’s mission is to ensure alignment of strategy and risk appetite, as well as alignment with State Street corporate-wide strategies and risk management standards.

The State Street Investment Management Chief Executive Officer and Chief Risk Officer serve as the RC Co-Chairs. Members of the Committee are appointed by the Co-Chairs. RC members include our Chief Compliance Officer, Chief Operating Officer, Chief Financial Officer, Chief Investment Officer, and Heads of EMEA and APAC, as well as State Street’s Head of Risk Superstructure.

The second line of defense risk approach is driven by our Enterprise Risk Management Group, led by the Chief Risk Officer. This group includes our Investment, Liquidity, Counterparty, Model, and Operational Risk teams. The group is tasked with monitoring, supporting, and ensuring the management of business risks throughout the organization. The Enterprise Risk Management Group’s mission is to protect both our firm and our clients from unintended risks by providing an independent assessment framework to evaluate risk exposures and process controls across asset classes.

Identifying risks

Emerging risk review framework

We have established an emerging risk review framework that allows the Investment Risk Management team to proactively identify and respond to market-wide and systemic risks in the global financial system and global economies. The framework is intended to help manage and mitigate uncertainties in investment strategies and funds by proactively measuring and quantifying associated risk, thereby enabling a preventive approach to risk management. We have built out our risk management framework to include important risks that we believe cut across all risk types. It integrates extensive inputs such as leadership interviews, financial exposures, audit findings, and strategic priorities to identify and prioritize emerging risks.

In 2025, several emerging risks were identified through the framework and reviewed, including:

- Cyber/information security risk—Threats impacting business operations or the safety of internal/client data (Operational)
- Rising sophistication of cyber threats—Enabled by emerging technology (Strategic)
- Fiscal crisis in a key economy—including the US (Macro)
- Trade and tariff policy—And associated economic or market impact (Macro)
- Banking crises in key economies—including the US (Macro)
- Rise of disruptive technologies—Impacting business models and operations (Strategic)
- Prolonged downturn in business or economic cycle—Affecting growth and stability (Macro)
- Third party technology dependence—Reliance on external tech providers (Operational)

- IT and operational resiliency—Failures in IT systems and infrastructure (Operational)
- US assets lose safe haven status—Risk to dollar and Treasuries (Macro)

The 2025 risk watchpoints highlight critical vulnerabilities identified by senior leadership. Geopolitical risks include escalating conflicts and political instability, particularly affecting key hubs like India and Poland, with potential market access disruptions. Cybersecurity concerns center on AI-driven threats, ransomware, and infrastructure failures that could compromise critical systems. Talent-related risks involve high turnover, burnout, and loss of institutional knowledge, exacerbated by remote work dynamics. Financial system risks include potential collapse in China's \$60 trillion sector, which could trigger global contagion similar to the 2008 crisis.¹⁹

Investment risk

The Investment Risk team is responsible for independently monitoring investment risk exposures to ensure that risk contributions are consistent with return expectations and to highlight intentional and unintentional exposures. Attention is focused on where risk exists and how much, and whether it is consistent with our views and client objectives. Furthermore, the team has developed an associated framework and risk processes to monitor sustainability-related targets and metrics for relevant investment strategies. In addition, the team provides portfolio-level risk reporting to investment managers—inclusive of climate data reporting when appropriate—to help ensure that the strategy's risk profile is consistent with the investment objectives.

Liquidity risk

The Liquidity Risk Management team is responsible for independently monitoring and reporting on assets and funding redemption liquidity risk to ensure appropriate levels of liquidity across portfolios and to ensure adherence to regulatory liquidity requirements. Furthermore, periodic table-top exercises are held with the business to ensure awareness of roles and responsibilities and preparedness of the business and its operations through simulated stress events. These steps, along with regular monitoring and governance, ensure that liquidity risk is well understood and prudently managed. The team conducts regular stress testing, assesses liquidity coverage ratios, and reports key liquidity developments to investment and trading teams and senior management.

Counterparty risk

The Counterparty Risk Management team strives to prudently manage counterparty risk while The team oversees daily exposure reporting, performs annual credit reviews, and maintains a counterparty database to ensure compliance and manage concentration risks across portfolios.

Operational risk

The role of the Operational Risk Management team is to assist the organization in effectively managing the risk of errors in people, processes, technology, and external events in conjunction with achieving business objectives. The team oversees this process by executing a framework to identify, measure, control, monitor, and report on operational risks. In partnership with the business, the team is responsible for delivering a risk governance structure that facilitates risk discovery, prioritization, and management to inform business discussions and decision-making. The team conducts annual and ad hoc assessments such as the Risk Control Self-Assessment, Material Risk Identification (“MRI”), and Targeted Risk Assessments (“TRA”), partnering with business units to evaluate control environments and key risk indicators.

The team is an independent risk function with responsibility for the capability of the firm’s people and processes to reliably deliver their business activities, and acts as an operational risk industry liaison, continuously tracking, monitoring, and furthering best practices. Emerging risks and topics such as sustainability are identified, assessed, and monitored using MRI and TRA, which are some of the core elements of the operational risk frameworks used by the team.

Model risk

State Street has company-wide requirements for model risk management to which our models adhere. The Model Risk Management team administers State Street’s Model Risk Management framework to ensure that model risk is identified, assessed, mitigated, and monitored over time. Independent model validation is a formally structured process intended to determine whether a model has been developed and implemented consistently with its design objectives and business uses and has an ongoing monitoring plan in place. Validation is performed in accordance with State Street corporate guidelines by independent model risk management validators. The validation conclusions determine if the model is approved for implementation. Model validation is conducted prior to model use and on a periodic basis, with a frequency commensurate with the assessed risk and whenever model changes are made, in addition to annual model reviews. These guidelines apply to both internally developed models and to all third-party or vendor models.

Managing market-wide risks

At State Street Investment Management, we define market-wide risks as those that may lead to financial loss or affect overall performance of the entire market and those that may lead to the collapse of an industry, financial market, or economy.

To understand and ensure effective management of these risks, the Investment Risk team conducts a variety of stress tests, encompassing both historical and theoretical market and economic scenarios, and reports to the Portfolio Management teams. Additionally, the Operational Risk team performs the MRI assessment at a firm-wide level and, at a legal entity level, scenario analysis, which focuses on potential “tail risks” (i.e., low frequency, higher impact events) and stress testing to demonstrate adequate capitalization.

The Global Market Event Response Team (“GMERT”) responds to market-based crisis events that pose significant financial, legal, or reputational risk to State Street Investment Management. GMERT’s purpose is to act as a central coordinating body to address all aspects of our response to an unusual scenario. GMERT comprises senior team members of Risk, Compliance, Investment, Trading, and Operations who are all notified to ensure we provide a coordinated and appropriate response. For example, in response to the US regional banking crisis, we assessed fund and client exposures to the affected entities and the related market movements through GMERT as well as convened a working group dedicated to timely client communications.

In 2025, GMERT successfully navigated multiple

geopolitical risk events, including US-China tariff escalations and Middle East tensions, which triggered market volatility and liquidity concerns. The team delivered timely alerts, coordinated cross-functional responses, and leveraged real-time dashboards to mitigate risk exposure.

Furthermore, State Street Investment Management conducts a Climate Risk Workshop to identify potential risks arising from climate change that may impact the firm’s financial performance and operations. In addition, the Risk team engages in several regulatory and industry initiatives that seek to socialize industry best practices, including as active members of the Global Association of Risk Professionals buy-side forum and responding to the European Commission’s consultation on “Assessing the Adequacy of the Macroprudential Policies for Non-Bank Financial Intermediation.” Further, State Street’s Third Party Risk Management framework establishes required oversight by setting forth minimum standards and tailored controls for all our service providers.

This industry participation, alongside our engagements with third-party providers, enables us to function in an effective and resilient manner while minimizing risks that may arise from third-party business failure, as well as sharing best practices with other market participants.

Managing industry risk and liquidity risk

In the past decade, crises demonstrated that liquidity risk is often the cause of fund failures and contagion risks across asset classes. We sought to manage such risks from a lack of liquidity by building out a liquidity risk management framework based on measurement and monitoring, contingency planning, disclosures, transparency, and governance.

Clear and transparent disclosures result in a set of liquidity risk management tools designed to minimize and mitigate liquidity risks for funds. Furthermore, each investment and product team holds regular table-top exercises to ensure that the teams are aware of the steps to follow and that processes are well-documented and understood. These steps, along with regular monitoring and governance, ensure that the risk arising from liquidity is well-understood and appropriately managed.

Throughout 2025, we remained vigilant in addressing industry-wide challenges that could disrupt the firm's operations and strategic direction. We closely tracked developments such as fiscal instability in major economies, evolving trade and tariff policies, and geopolitical tensions in regions like India and Poland. These factors were seen as potential threats to market access and service continuity. Additionally, the emergence of disruptive technologies and new competitors prompted a reassessment of strategic

priorities. These risks were evaluated through structured internal processes, including leadership surveys and risk heatmaps, ensuring that mitigation efforts were aligned with regulatory expectations and business resilience goals.

State Street provided comments to the European Commission ("EC") in response to its targeted consultation on the integration of EU capital markets, highlighting potential risk implications. The feedback addresses questions on initiatives to harmonize post-trading, trading, and cross-border asset management in the EU, including supervisory frameworks—critical areas for mitigating systemic and operational risks. Additionally, State Street commented on the EC's initiative to develop a blueprint for Savings and Investment Accounts ("SIAs") under the Savings and Investments Union to ensure robust governance and risk controls within the SIA framework. The letter underscores persistent structural challenges, such as limited ETF accessibility, that pose market efficiency and investor protection risks. Furthermore, it emphasizes the role of secure digital distribution channels as an alternative engagement method, noting the importance of managing technology and cybersecurity risks in investor interactions.

The Investment and Liquidity Risk Management teams participated in the State Street response with constructive feedback to questions as they relate to liquidity management in open-ended funds, leverage, and risk from margin calls in money market funds.

Sustainability considerations in risk management

In recent years, we focused on integrating sustainability considerations into the firm's risk management processes, where appropriate. By embedding sustainability into risk management, State Street Investment Management aims to proactively address emerging threats, support client objectives, and maintain market credibility. The approach is characterized by data-driven processes, regulatory alignment, and continuous improvement, ensuring that sustainability risks are not only identified but effectively managed across relevant business functions.

Effectiveness of our risk management approach

We monitor the effectiveness of our risk management program over time and consider where changes can help improve the risk management framework. This happens formally through processes such as Risk Appetite reviews, as well as informally as risks and emerging risks are discussed. We believe that our approach to risk management—including the identification of, and response to, market-wide risks—helps to mitigate the risk to clients and promote well-functioning markets.

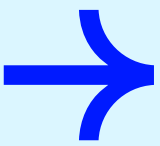
The firm's risk management approach in 2025 was characterized by a structured, repeatable, and data-driven process that integrated senior leadership input, regulatory alignment, and rigorous internal review. The Emerging Risk Identification framework supported capital planning and stress-testing efforts, ensuring that evolving threats—ranging from cyber risks and geopolitical instability to talent retention and sustainability-related commitments—were proactively assessed and prioritized across relevant business functions.

Conclusion

Our primary obligation to our clients is to maximize the long-term value of their investments. As such, when engaging with portfolio companies and voting proxies, we do so on behalf of and in the best interest of our clients. Through our stewardship program, we seek to deepen our understanding of how companies are approaching material risks and opportunities and to encourage transparent, investment decision-useful disclosures that help investors evaluate long-term risks and performance.

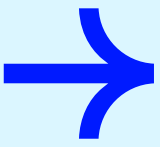
Appendices

State Street Investment Management key links



**Global Proxy Voting and
Engagement Policy**

[Voting and
Guidance library](#)



Voting summary

[Vote View](#)



Asset Stewardship team senior leaders

| Name | Job title / function | Nature of role | Industry | Firm |
|-----------------|---|--|----------|------|
| Karen Wong | Senior Vice President, Global Head of Sustainable Investing and Asset Stewardship | Lead asset stewardship and sustainable investing functions | 27 | 5 |
| Benjamin Colton | Managing Director, Global Head of Asset Stewardship | Oversee proxy voting and engagement | 16 | 8 |
| Claudia Chapman | Vice President, EMEA Head of Stewardship | Oversee proxy voting and engagement —EMEA | 23 | 3 |
| Holly Fetter | Vice President, Americas Head of Stewardship | Oversee proxy voting and engagement —Americas | 6 | 6 |
| Vesi Kertikova | Vice President, APAC Head of Stewardship | Oversee proxy voting and engagement —APAC | 19 | 2 |
| Devika Kaul | Vice President, Head of Stewardship Research | Oversee stewardship-related research and thought leadership | 10 | 5 |

Endnotes

- 1 Estimated and unaudited Sustainable Investing assets under management as of December 31, 2025 as calculated by State Street Investment Management for our Sustainable Investing Accounts. The firm defines a “Sustainable Investing Account” as a client account (i.e., fund or separately managed account managed by State Street Investment Management) that utilizes an investment strategy that falls into one of the following three categories, which are not mutually exclusive:
 1. Negative Sustainable Investing Screen, as defined below
 2. Positive Sustainable Investing Screen, as defined below
 3. Third-Party ESG/Sustainable Investing Index Investment Strategies, as defined below
 1. Negative Sustainable Investing Screen: A “Negative Sustainable Investing Screen” (also known as an exclusionary screen) is a screen incorporated into the investment strategy utilized for the management of a portfolio that results in the exclusion from the portfolio of securities of issuers that fail to satisfy certain sustainability criteria (e.g., because the issuers comprise part of a sector or industry). Negative Sustainable Investing Screens include but are not limited to State Street Investment Management’s Point of View (“POV”) screens, norms-based screens, Socially Responsible Investing (SRI) screens, and screens provided by other third parties (including client-directed screens). Where a client’s investment agreement and/or investment guidelines specify, or the client otherwise communicates to us that the application of a negative screen is to satisfy a purpose other than sustainable investing (e.g., diversification), such screens do not qualify as a Negative Sustainable Investing Screen. Note: There are several ways in which a company can be considered to be involved in a particular product or service, and a screening methodology, along with coverage limitations, may result in a negatively screened portfolio having some exposure to the screened criteria.
 2. Positive Sustainable Investing Screen: A “Positive Sustainable Investing Screen” is a screen incorporated into the investment strategy utilized for the management of a portfolio that intentionally includes securities of issuers identified as having positive sustainability characteristics relative to the issuer’s industry or sector peers. Positive Sustainable Investing Screens target an improvement of a portfolio’s sustainability profile as compared to a benchmark or stated investment guideline, measured by a sustainability score or a sustainability metric, or invest only in issuers within an industry or sector that score higher within that industry or sector than the issuer’s peers.
 3. Third-Party ESG/Sustainable Investing Index Investment Strategies: An index-tracking client account qualifies as a Sustainable Investing Account if it tracks a Third-Party ESG/Sustainable Investing Index. An index is deemed to be a “Third-Party ESG/Sustainable Investing Index” if the index methodology incorporates ESG/sustainability factors or characteristics that are utilized by the third-party index provider to determine which securities and/or how much in weight are included as index constituents. A client account that utilizes a Third-Party ESG/Sustainable Investing Index as a reference benchmark for performance or reporting purposes, but does not seek to track such index as an investment strategy, does not qualify as a Sustainable Investing Account unless it meets at least one of the first two prongs of the definition of “Sustainable Investing Account” set forth above.

The methodology used by State Street Investment Management to identify Sustainable Investing AUM may differ from the methodology used under certain classification and disclosure regulatory regimes. The firm makes no representation that an account identified as a “Sustainable Investing Account” satisfies all Sustainable Investing categories under our Sustainable Investing Account Identification Policy. A Sustainable Investing Account may satisfy only one of the three categories described above, and within that category it may incorporate a single sustainability factor or exposure. State Street Investment Management’s Sustainable Investing AUM may include AUM of client accounts for which a negative screen is applied at the request of the client for regulatory or other purposes, which may not be disclosed to us, that we believe results in the exclusion from the client’s portfolio of securities based on sustainability criteria.
- 2 Note that we do not include emails, letters, and other less formal exchanges in our reporting of engagements.
- 3 Please refer to the final section of Chapter 3 for an overview of State Street Investment Management’s Proxy Voting Choice program.
- 4 The Sustainability Stewardship Service is only available to clients that opt in and is separate and distinct from State Street Investment Management’s Global Proxy Voting and Engagement program. For those clients that opt in and that elect to apply the Sustainability Policy to their proxy voting, the Sustainability Policy applies as an overlay of the Global Policy.
- 5 “Eligible equity index assets” include all fund and client accounts managed by State Street Investment Management that employ an equity index strategy, and which have granted, or are able to grant, proxy voting authority to State Street Investment Management and its affiliates.
- 6 Governance issues are defined by ISS Proposal Class.
- 7 The Volkswagen diesel emissions scandal (“Dieselgate”) was a 2015 case where Volkswagen used software to cheat emissions tests, making cars appear compliant while emitting far higher pollutants during normal driving.
- 8 Marks and Spencer Group plc, [FY 2025 Financial Report](#).
- 9 Marks and Spencer Group plc, [Press Release, 14 Oct 2025, Directorate Change](#).
- 10 [2025 proxy season review: Four key takeaways | EY—US](#).
- 11 [It’s time to act—NCSC Annual Review 2025](#). Highly significant attacks are defined as those having a serious impact on central government, UK essential services, a large proportion of the UK population, or the UK economy. There were 18 such incidents in the period covered, a 50% increase from the previous year.
- 12 Department for Science, Innovation and Technology, [Cyber security breaches survey 2025](#).
- 13 European Union Agency for Cybersecurity, [ENISA Threat Landscape 2025](#).
- 14 European Commission, [Shaping Europe’s digital future](#). Directive on measures for a common level of cybersecurity across the European Union (NIS2 Directive), Sectors of high criticality: energy; transport; banking, etc.
- 15 UK National Cyber Security Centre, [Cyber Governance Code of Practice](#).
- 16 2022, European Banking Federation, [Banking in Europe: EBF Facts and Figures 2022](#).
- 17 [Action Programme for Corporate Governance Reform 2025](#), Financial Services Agency, June 2025.

- 18 For exceptions to this unified voting policy, please refer to Chapter 3.
- 19 The reference to “China’s \$60 trillion sector” is a shorthand used in 2025 risk watchpoints to describe the scale and systemic importance of China’s real estate-linked financial ecosystem, rather than a single industry or firm. It refers to the estimated total value of China’s property market and its deep interconnections with banks, shadow banking, local government financing vehicles, and household wealth, which together make real estate one of the largest asset classes globally. The wording is used illustratively to highlight a low probability, high impact tail risk scenario, where severe stress in this sector could transmit through China’s financial system and potentially create global spillovers, analogous to contagion dynamics seen during the 2008 financial crisis, rather than to suggest an imminent collapse or specific exposure.

About State Street Investment Management

At State Street Investment Management, we have been helping create better outcomes for institutions, financial intermediaries, and investors for nearly half a century. Starting with our early innovations in indexing and ETFs, our rigorous approach continues to be driven by market-tested expertise and a relentless commitment to those we serve. With over \$5 trillion in assets managed*, clients in 60 countries, and a global network of strategic partners, we use our scale to deliver a comprehensive and cost-effective suite of investment solutions that help investors get wherever they want to go.

* This figure is presented as of March 31, 2026 and includes ETF AUM of \$1,940.32 billion USD of which approximately \$184.18 billion USD in gold assets with respect to SPDR products for which State Street Global Advisors Funds Distributors, LLC (SSGA FD) acts solely as the marketing agent. SSGA FD and State Street Investment Management are affiliated. Please note all AUM is unaudited.

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Marketing Communication

State Street Global Advisors Worldwide Entities

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The returns on a portfolio of securities which exclude companies that do not meet the portfolio's sustainable strategy criteria may trail the returns on a portfolio of securities which include such companies. A portfolio's sustainable strategy criteria may result in the portfolio investing in industry sectors or securities which underperform the market as a whole.

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