

Board Statistics Report



Parameters Used:
 Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 01/01/2022 to 12/31/2022

Meeting Overview

Category	Number	Percentage
Number of votable meetings	415	
Number of meetings voted	357	86.02%
Number of meetings with at least 1 vote Against, Withhold or Abstain	271	65.30%

Ballot Overview

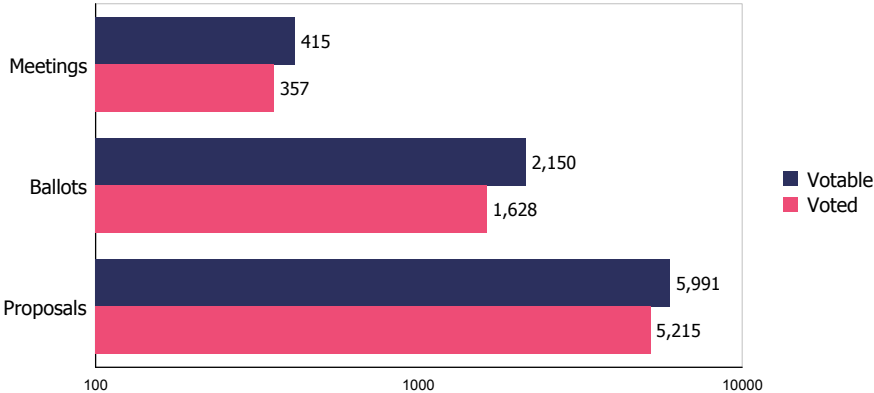
Category	Number	Percentage
Number of votable ballots	2,150	
Number of ballots voted	1,628	75.72%

Proposal Overview

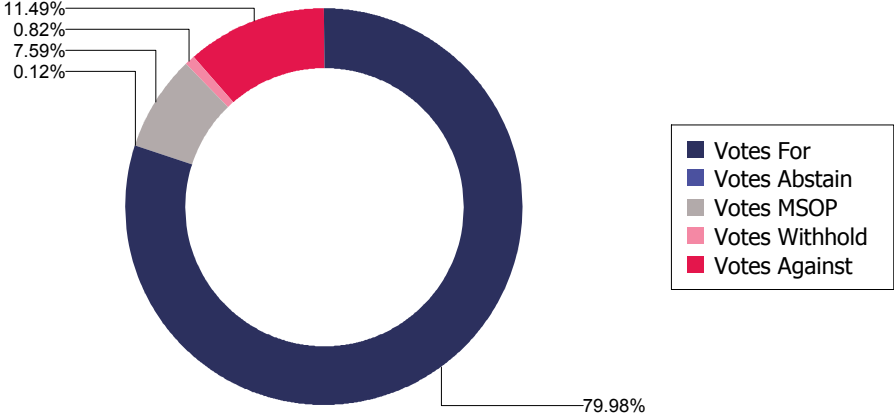
Category	Number	Percentage
Number of votable items	5,991	
Number of items voted	5,215	87.05%
Number of votes FOR	4,171	79.98%
Number of votes AGAINST	599	11.49%
Number of votes ABSTAIN	6	0.12%
Number of votes WITHHOLD	43	0.82%
Number of votes on MSOP	396	7.59%
Number of votes With Policy	4,959	95.09%
Number of votes Against Policy	257	4.93%
Number of votes With Mgmt	4,275	81.98%
Number of votes Against Mgmt	941	18.04%
Number of votes on Shareholder Proposals	260	4.99%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

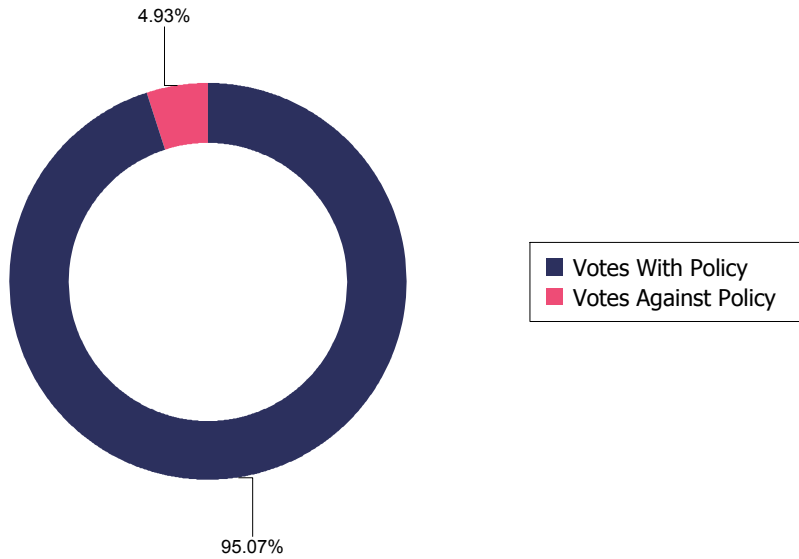
Voting Statistics



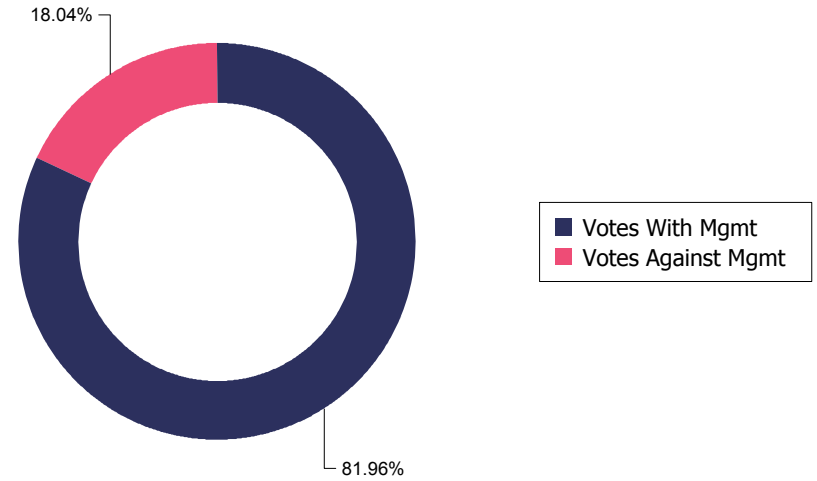
Vote Cast Statistics



Vote Alignment with Policy



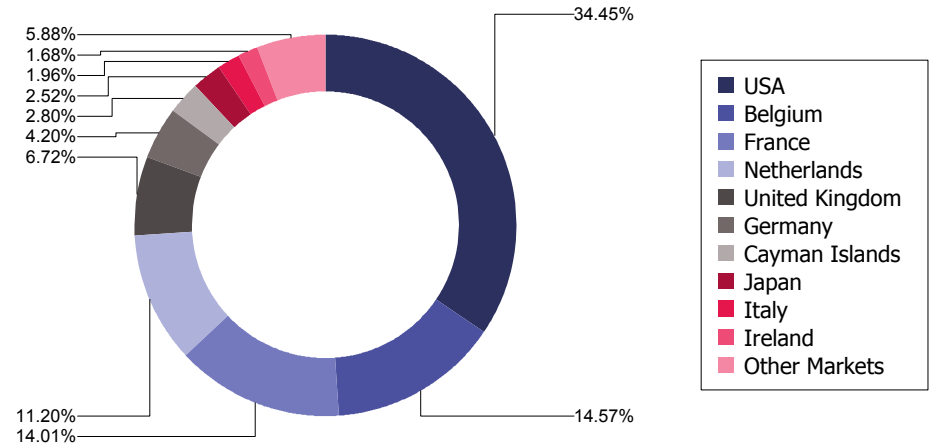
Vote Alignment with Management



Market Breakdown

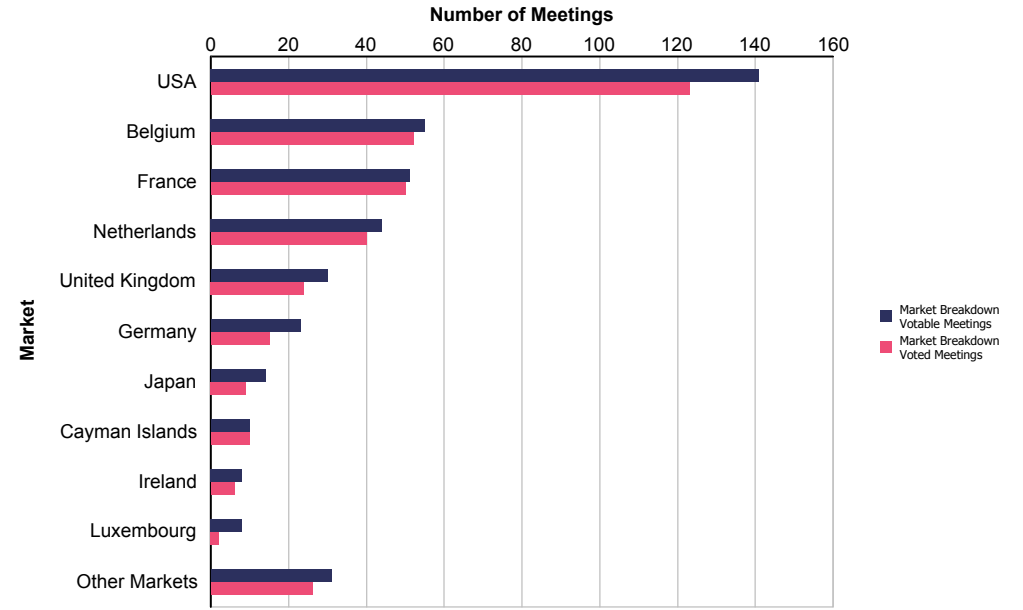
Market	Votable Meetings	Voted Meetings	Percentage
USA	141	123	87.23%
Belgium	55	52	94.55%
France	51	50	98.04%
Netherlands	44	40	90.91%
United Kingdom	30	24	80.00%
Germany	23	15	65.22%
Japan	14	9	64.29%
Cayman Islands	10	10	100.00%
Ireland	8	6	75.00%
Luxembourg	8	2	25.00%
Italy	7	7	100.00%
Spain	7	6	85.71%
Canada	3	3	100.00%
China	3	2	66.67%
Jersey	2	2	100.00%
South Korea	2	2	100.00%
Switzerland	2	1	50.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Taiwan	2	1	50.00%
Curacao	1	1	100.00%
Hong Kong	1	1	100.00%
Thailand	1	0	0.00%



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Air Products and Chemicals, Inc.	03-Feb-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	03-Feb-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward L. Monser	Against
Air Products and Chemicals, Inc.	03-Feb-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sea Ltd. (Singapore)	14-Feb-22	Cayman Islands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Association	Against
Deere & Company	23-Feb-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dmitri L. Stockton	Against
Deere & Company	23-Feb-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Deere & Company	23-Feb-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against
Siemens Energy AG	24-Feb-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Apple Inc.	04-Mar-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	04-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	04-Mar-22	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	5. Amend Articles of Incorporation to become a Social Purpose Corporation	Against
The Walt Disney Company	09-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	09-Mar-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Workplace Non-Discrimination Audit	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Caisse des Depots et Consignations as Director	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Banque Populaire Rhone-Alpes as Director	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	7. Ratify Appointment of Credit Agricole des Savoie Capital as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Credit Agricole des Savoie Capital as Director	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Dominique Marcel, Chairman and CEO Until 31 May 2021	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Dominique Thillaud, Vice-CEO Until 31 May 2021 and CEO Since 1 June 2021	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Loic Bonhoure, Vice-CEO Since 1 June 2021	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of CEO	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
Applied Materials, Inc.	10-Mar-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	10-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Applied Materials, Inc.	10-Mar-22	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	5. Improve Executive Compensation Program and Policy	Against
Starbucks Corporation	16-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens Gamesa Renewable Energy SA	24-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
Randstad NV	29-Mar-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Randstad NV	29-Mar-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4a. Amend Remuneration Policy of Management Board	Against
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.A. Approve Remuneration Policy	Against
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Cash/Equity Bonus	Approve/Amend Deferred Share Bonus Plan	8.D. Approve Deferred Multiyear Objectives Variable Remuneration Plan	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.F. Advisory Vote on Remuneration Report	Against
Schlumberger N.V.	06-Apr-22	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
Royal Bank of Canada	07-Apr-22	Canada	S	Social - Human Rights	Human Rights Risk Assessment	5. SP 2: Assess and Mitigate the Human Rights and Reputational Risks Involved in the Financialization of Housing	Against
Royal Bank of Canada	07-Apr-22	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. SP 3: Avoid Bank Participation in Pollution-Intensive Asset Privatizations	Against
Royal Bank of Canada	07-Apr-22	Canada	E, S, G	Miscellaneous - Miscellaneous	Company-Specific--Governance-Related	7. SP 4: Examine the Possibility of Becoming a Benefit Company	Against
Royal Bank of Canada	07-Apr-22	Canada	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	9. SP 6: Adopt French as the Official Language of the Bank	Against
Royal Bank of Canada	07-Apr-22	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	11. SP 8: Provide a Report to Shareholders and Publicly Disclose the CEO Compensation to Median Worker Pay Ratio	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Frank Appel to the Supervisory Board	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Dagmar Kollmann to the Supervisory Board	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Alfen NV	07-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
Alfen NV	07-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy	Against
UniCredit SpA	08-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
UniCredit SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
UniCredit SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Second Section of the Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniCredit SpA	08-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Rio Tinto Plc	08-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report for UK Law Purposes	Against
Rio Tinto Plc	08-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report for Australian Law Purposes	Against
Rio Tinto Plc	08-Apr-22	United Kingdom	G	Director Related - Board Related	Approve the Spill Resolution	22. Approve the Spill Resolution	Against
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Xavier Huillard, Chairman and CEO	Against
Ferrari NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Elect John Elkann as Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.g. Elect Sergio Duca as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Elect Adam Keswick as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Grant Board Authority to Issue Special Voting Shares	Against
Koninklijke Ahold Delhaize NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Stellantis NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Adobe Inc.	14-Apr-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	14-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.a. Approve Remuneration Report	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	7. Amend Stock Option Plan	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.a. Adopt Amended Remuneration Policy for Management Board	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Grant Board Authority to Issue Shares Up To 0.25 Percent of Issued Capital in Connection with the 2019 ESOP	Against
Biotals NV	15-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Biotals NV	15-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Biotals NV	15-Apr-22	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	14.1. Approve Change-of-Control Clause Re: The Share-Based Remuneration	Against
Biotals NV	15-Apr-22	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	14.2. Approve Change-of-Control Clause Re: The ESOP Warrant Plans	Against
Aedifica SA	19-Apr-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2a. Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights That is Set Within the Limits of the Proposed Sub-Authorizations	Against
PostNL NV	19-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3b. Approve Remuneration Policy for Management Board	Against
Anglo American Plc	19-Apr-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	19. Approve Climate Change Report	Against
Spotify Technology SA	20-Apr-22	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as A Director	Against
Spotify Technology SA	20-Apr-22	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Hermes International SCA	20-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Proximus SA	20-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Proximus SA	20-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	13. Reelect Stefaan De Clerck as Director as Proposed by the Belgian State	Against
Accell Group NV	20-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.b. Approve Remuneration Report for Management Board Members	Against
Newmont Corporation	21-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Against
Newmont Corporation	21-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Immobel	21-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Immobel	21-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Immobel	21-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	7b. Reelect A3 Management BV, Permanently Represented by Marnix Galle, as Director	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Hubert Vedrine as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	9. Renew Appointment of Yann Arthus-Bertrand as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	14. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	23. Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Heineken NV	21-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.b. Approve Remuneration Report	Against
Heineken NV	21-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration Policy for Management Board	Against
Heineken NV	21-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.b. Reelect J.A. Fernandez Carbajal to Supervisory Board	Against
Heineken NV	21-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.d. Elect F.J. Camacho Beltran to Supervisory Board	Against
Basic-Fit NV	21-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3(b). Approve Remuneration Report	Against
Moncler SpA	21-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Moncler SpA	21-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	21-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.3.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Moncler SpA	21-Apr-22	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.4. Elect Board Chair	Against
Moncler SpA	21-Apr-22	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.5. Elect Board Vice-Chairman	Against
Moncler SpA	21-Apr-22	Italy	G	Director Related - Board Related	Company-Specific Board-Related	4.6. Approve Remuneration of Directors	Against
Moncler SpA	21-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Performance Shares Plan 2022	Against
Moncler SpA	21-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
ENGIE SA	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Elect Marie-Claire Daveu as Director	Against
ENGIE SA	21-Apr-22	France	E	Environmental - Climate	Management Climate-Related Proposal	15. Approve Company's Climate Transition Plan	Against
ENGIE SA	21-Apr-22	France	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	A. Approve Allocation of Income and Dividends of EUR 0.45 per Share	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ENGIE SA	21-Apr-22	France	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	B. Subject to Approval of Item 3, Approve Allocation of Income 2023 and 2024	Against
Christian Dior SE	21-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas Bazire as Director	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Renaud Donnedieu de Vabres as Director	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Segolene Gallienne as Director	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Christian de Labriffe as Director	Against
Christian Dior SE	21-Apr-22	France	G	Audit Related - Auditor Related	Ratify Auditors	9. Appoint Deloitte as Auditor	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Sidney Toledano, CEO	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Board	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	23. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	25. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Against
Merck KGaA	22-Apr-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Merck KGaA	22-Apr-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Akzo Nobel NV	22-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.d. Approve Remuneration Report	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Cedric de Baillencourt, Management Board Member	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	25-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	17. Reelect Philippe Benacin as Supervisory Board Member	Against
Vivendi SE	25-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	24. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
Citigroup Inc.	26-Apr-22	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Adopt Management Pay Clawback Authorization Policy	Against
Citigroup Inc.	26-Apr-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Civil Rights and Non-Discrimination Audit	Against
Exelon Corporation	26-Apr-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on Use of Child Labor in Supply Chain	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of America Corporation	26-Apr-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Nondiscrimination Audit	Against
Bank of America Corporation	26-Apr-22	USA	S	Social - Charitable Spending	Charitable Contributions	7. Report on Charitable Contributions	Against
Groupe Bruxelles Lambert SA	26-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Paul Desmarais III as Director	Against
Groupe Bruxelles Lambert SA	26-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Groupe Bruxelles Lambert SA	26-Apr-22	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	7.2. Approve Guarantee to Acquire Shares under Long Term Incentive Plan	Against
Deceuninck NV	26-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Deceuninck NV	26-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Deceuninck NV	26-Apr-22	Belgium	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8(ii). Approve Granting of Subscription Rights Under Warrant Plan	Against
Eaton Corporation plc	27-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Gregory R. Page	Against
Eaton Corporation plc	27-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cigna Corporation	27-Apr-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen M. Mazzarella	Against
Cigna Corporation	27-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	3. Authorize Repurchase of of Issued Share Capital	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	7(f). Reelect Severina Pascu as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telenet Group Holding NV	27-Apr-22	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	9. Approve Change-of-Control Clause Re: Performance Share Plans and Restricted Shares Plans	Against
Warehouses De Pauw SCA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Warehouses De Pauw SCA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Warehouses De Pauw SCA	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	10. Reelect Joost Uwents as Director	Against
Compagnie du Bois Sauvage SA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Compagnie du Bois Sauvage SA	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Patrick Van Craen as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.a. Reelect Martin J. Barrington as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.b. Reelect William F. Gifford, Jr. as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.c. Reelect Alejandro Santo Domingo Davila as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.d. Elect Nitin Nohria as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	B.10. Approve Remuneration Policy	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B.11. Approve Remuneration Report	Against
Cellnex Telecom SA	27-Apr-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.2. Approve Remuneration Policy	Against
Cellnex Telecom SA	27-Apr-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote on Remuneration Report	Against
Intervest Offices & Warehouses SA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Intervest Offices & Warehouses SA	27-Apr-22	Belgium	G	Audit Related - Auditor Related	Ratify Auditors	11. Ratify Deloitte as Auditors	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Van de Velde NV	27-Apr-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Van de Velde NV	27-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Van de Velde NV	27-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	4. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Van de Velde NV	27-Apr-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	5. Amend Articles Re: Decisions Taken Under Agenda Items 2,3, and 4	Against
Van de Velde NV	27-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	6.a. Authorize Implementation of Approved Resolutions	Against
Van de Velde NV	27-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	6.b. Approve Coordination of Articles of Association	Against
Van de Velde NV	27-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	6.c. Authorize Filing of Required Documents/Formalities at Trade Registry	Against
Van de Velde NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Van de Velde NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Van de Velde NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	8.a). Reelect Lucas Laureys as Director	Against
Van de Velde NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	8.b). Reelect Mavac BV, Permanently Represented by Marleen Vaesen, as Director	Against
Van de Velde NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	8.d). Reelect Fidigo NV, Permanently Represented by Dirk Goeminne, as Independent Director	Against
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Noubar Afeyan	Withhold
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephane Bancel	Withhold
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Francois Nader	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Moderna, Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Moderna, Inc.	28-Apr-22	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
The Goldman Sachs Group, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michele Burns	Against
The Goldman Sachs Group, Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Goldman Sachs Group, Inc.	28-Apr-22	USA	S	Social - Charitable Spending	Charitable Contributions	4. Report on Charitable Contributions	Against
Activision Blizzard, Inc.	28-Apr-22	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Global Payments Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John G. Bruno	Against
Global Payments Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Connie D. McDaniel	Against
Global Payments Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	28-Apr-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Congruency of Political Electioneering Expenditures with Company Values and Policies	Against
Eurazeo SE	28-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Eurazeo SE	28-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect JCDecaux Holding SAS as Supervisory Board Member	Against
Eurazeo SE	28-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	10. Reelect Olivier Merveilleux du Vignaux as Supervisory Board Member	Against
Eurazeo SE	28-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	13. Renew Appointment of Robert Agostinelli as Censor	Against
Eurazeo SE	28-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	14. Renew Appointment of Jean-Pierre Richardson as Censor	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Members of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Compensation of Virginie Morgon, Chairman of the Management Board	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Philippe Audouin, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	22. Approve Compensation of Marc Frappier, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	23. Approve Compensation of Nicolas Huet, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	24. Approve Compensation of Olivier Millet, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	25. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	36. Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Against
FincoBank SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
FincoBank SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Johnson & Johnson	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Marillyn A. Hewson	Against
Johnson & Johnson	28-Apr-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on a Civil Rights, Equity, Diversity and Inclusion Audit	Against
Johnson & Johnson	28-Apr-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	10. Discontinue Global Sales of Baby Powder Containing Talc	Against
Johnson & Johnson	28-Apr-22	USA	S	Social - Charitable Spending	Charitable Contributions	11. Report on Charitable Contributions	Against
Johnson & Johnson	28-Apr-22	USA	S	Social - Human Capital Management	Report on Pay Disparity	14. Consider Pay Disparity Between Executives and Other Employees	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Ravat, CEO	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Elizabeth Blaise, Vice-CEO	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vincent Ravat, CEO	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Elizabeth Blaise, Vice-CEO	Against
Mercialys SA	28-Apr-22	France	E	Environmental - Climate	Management Climate-Related Proposal	19. Approve Company's Climate Transition Plan	Against
Muenchener Ruckversicherungs-Gesellschaft AG	28-Apr-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Muenchener Ruckversicherungs-Gesellschaft AG	28-Apr-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
UCB SA	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
NatWest Group Plc	28-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Frank Dangeard as Director	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	7a. Reelect Dato Sri Dr. Wan Liozman Haji Wan Omar as Director and Approve His Remuneration	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	9b. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	10. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Amend Articles of Association	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	12. Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Thomas Buberl, CEO	Against
Intuitive Surgical, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amal M. Johnson	Against
Intuitive Surgical, Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intuitive Surgical, Inc.	28-Apr-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Barco NV	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Francois Palus, Vice-CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Executive Corporate Officers	Against
Umicore	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A.2. Approve Remuneration Report	Against
Umicore	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	A.3. Approve Remuneration Policy	Against
Abbott Laboratories	29-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director William A. Osborn	Against
Abbott Laboratories	29-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BASF SE	29-Apr-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3d. Approve Second Section of the Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	14. Amend Performance Share Plan	Against
BE Semiconductor Industries NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
BE Semiconductor Industries NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.a. Reelect Carlo Bozotti to Supervisory Board	Against
HSBC Holdings Plc	29-Apr-22	United Kingdom	G	Company Articles - Article Amendments	Amend Articles Board-Related	17b. Amend Articles of Association	Against
HSBC Holdings Plc	29-Apr-22	United Kingdom	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	1. To Co-operate with the Researchers, and Using the Findings, Irrespective of Outcome, as a Basis for the Bank and Campaign Group to Discuss and Resolve any Unequal Treatment Identified on Members of the Post 1975 Midland Bank Scheme	Against
ASML Holding NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy for Management Board	Against
ASML Holding NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8d. Reelect T.L. Kelly to Supervisory Board	Against
Flow Traders NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.e. Approve Remuneration Report	Against
Flow Traders NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.f. Approve Remuneration Policy for Management Board	Against
Flow Traders NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6.a. Reelect Jan van Kuijk to Supervisory Board	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	2. Require Independent Board Chair	Abstain
PepsiCo, Inc.	04-May-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Report on Public Health Costs of Food and Beverages Products	Against
Stryker Corporation	04-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Allan C. Golston	Against
Stryker Corporation	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Allianz SE	04-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Allianz SE	04-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Michael Diekmann to the Supervisory Board	Against
Allianz SE	04-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Friedrich Eichiner to the Supervisory Board	Against
Allianz SE	04-May-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
CME Group Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ana Dutra	Against
CME Group Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gilead Sciences, Inc.	04-May-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Hannover Rueck SE	04-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Orange Belgium SA	04-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange Belgium SA	04-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Orange Belgium SA	04-May-22	Belgium	G	Director Election - Director Election	Elect Director	6. Approve Co-optation of Christian Luginbuhl as Director	Against
S&P Global Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jeffrey L. Skelton	Against
Just Eat Takeaway.com NV	04-May-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6a. Reelect Adriaan Nuhn to Supervisory Board	Against
GlaxoSmithKline Plc	04-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Air Liquide SA	04-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Air Liquide SA	04-May-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Potier as Director	Against
Air Liquide SA	04-May-22	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against
Air Liquide SA	04-May-22	France	G	Audit Related - Auditor Related	Ratify Auditors	9. Appoint KPMG SA as Auditor	Against
ArcelorMittal SA	04-May-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	V. Approve Remuneration Report	Against
ArcelorMittal SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Vanisha Mittal Bhatia as Director	Against
United Parcel Service, Inc.	05-May-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William R. Johnson	Against
United Parcel Service, Inc.	05-May-22	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Balancing Climate Measures and Financial Returns	Against
Ecolab Inc.	05-May-22	USA	G	Director Election - Director Election	Elect Director	11. Elect Director John J. Zillmer	Against
Ecolab Inc.	05-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KBC Group SA/NV	05-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
KBC Group SA/NV	05-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.1. Reelect Christine Van Rijsegem as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.2. Reelect Marc Wittemans as Director	Against
Atomera Incorporated	05-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Duy-Loan T. Le	Withhold
Atomera Incorporated	05-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atomera Incorporated	05-May-22	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Repsol SA	05-May-22	Spain	E	Environmental - Climate	Management Climate-Related Proposal	17. Advisory Vote on Company's Climate Strategy	Against
Sofina SA	05-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Remuneration Report	Against
Illinois Tool Works Inc.	06-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard H. Lenny	Against
AbbVie Inc.	06-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Edward J. Rapp	Against
AbbVie Inc.	06-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AbbVie Inc.	06-May-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Uber Technologies, Inc.	09-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ursula Burns	Against
Uber Technologies, Inc.	09-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert Eckert	Against
Uber Technologies, Inc.	09-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
argenx SE	10-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Solvay SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Agfa-Gevaert NV	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Agfa-Gevaert NV	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	7.3. Reelect MRP Consulting BV, Permanently Represented by Mark Pensaert, as Independent Director	Against
TEXAF SA	10-May-22	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4. Approve Variable Remuneration of the Executive Directors	Against
TEXAF SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Waste Management, Inc.	10-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Andres R. Gluski	Against
Waste Management, Inc.	10-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Koninklijke Philips NV	10-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	8b. Approve Co-optation of Abdellah Achaoui as Director	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	8ci. Elect Leen Dierick as Director	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	8cii. Elect Gianni Infanti as Director	Against
Aedifica SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Danaher Corporation	10-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Linda Filler	Against
Danaher Corporation	10-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	10-May-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alan G. Spoon	Against
Danaher Corporation	10-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CVS Health Corporation	11-May-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Workplace Non-Discrimination Audit	Against
CVS Health Corporation	11-May-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	8. Report on External Public Health Costs and Impact on Diversified Shareholders	Against
Simon Property Group, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen N. Horn	Against
Simon Property Group, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Reuben S. Leibowitz	Against
Simon Property Group, Inc.	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bloom Energy Corp.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mary K. Bush	Withhold
Bloom Energy Corp.	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bloom Energy Corp.	11-May-22	USA	G	Capitalization - Capital Increase	Increase Authorized Preferred Stock	3. Increase Authorized Preferred Stock	Against
Laboratory Corporation of America Holdings	11-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting to Remove One-Year Holding Requirement	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Ding Shizhong as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Lai Shixian as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Wu Yonghua as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Dai Zhongchuan as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	12. Amend Existing Memorandum and Articles of Association and Adopt Amended and Restated Memorandum and Articles of Association	Against
Bayerische Motoren Werke AG	11-May-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Eni SpA	11-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
Eni SpA	11-May-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kinder Morgan, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
SPIE SA	11-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Gauthier Louette as Director	Against
SPIE SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bpost SA	11-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Olivier Bossard, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Fabrice Mouchel, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Astrid Panosyan, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman of the Management Board	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Management Board Members	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	22. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Verallia SA	11-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7. Elect Mme Beatriz Peinado Vallejo as Representative of Employee Shareholders to the Board	Against
Verallia SA	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Michel Giannuzzi, Chairman and CEO	Against
Verallia SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
smartphoto group NV	11-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
smartphoto group NV	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
smartphoto group NV	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	4. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Verizon Communications Inc.	12-May-22	USA	S	Social - Charitable Spending	Charitable Contributions	4. Report on Charitable Contributions	Against
Verizon Communications Inc.	12-May-22	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Operations in Communist China	Against
Electricite de France SA	12-May-22	France	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	A. Approve Allocation of Income and Dividends of EUR 0.33 per Share	Against
Electricite de France SA	12-May-22	France	G	Director Election - Director Election	Elect Director	12. Elect Delphine Geny-Stephann as Director	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 375 Million	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 375 Million	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17	Against
Electricite de France SA	12-May-22	France	G	Miscellaneous - Capital Structure Related	Miscellaneous -- Equity Related	B. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Electricite de France SA	12-May-22	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	C. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Electricite de France SA	12-May-22	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	D. Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Against
BP Plc	12-May-22	United Kingdom	E	Environmental - Climate	GHG Emissions	24. Approve Shareholder Resolution on Climate Change Targets	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.a. Elect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.c. Elect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8.a. Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital and Exclude Pre-emptive Rights	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8.b. Approve Award (Rights to Subscribe for) Shares as Annual Long-Term Incentive Grants and Special Grants to Executive Directors	Against
Intercontinental Exchange, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas E. Noonan	Against
Intercontinental Exchange, Inc.	13-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Generale des Etablissements Michelin SCA	13-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Florent Menegaux, General Manager	Against
Fresenius SE & Co. KGaA	13-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fresenius SE & Co. KGaA	13-May-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 125 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Fresenius SE & Co. KGaA	13-May-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Teradyne, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marilyn Matz	Against
The Progressive Corporation	13-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger N. Farah	Against
The Progressive Corporation	13-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VGP NV	13-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A5. Approve Remuneration Report	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	B1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
VGP NV	13-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	B2.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	B2.2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
VGP NV	13-May-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	B2.3. Amend Article 40 Re: Acquisition and Disposal of Company Treasury Shares	Against
Biocartis Group NV	13-May-22	Belgium	G	Director Election - Director Election	Elect Director	8iv. Reelect Roald Borre as Director	Against
Lotus Bakeries NV	13-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Lotus Bakeries NV	13-May-22	Belgium	G	Director Election - Director Election	Elect Director	10. Elect PMF NV, Permanently Represented by Emmanuel Boone as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Picanol NV	16-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
ASM International NV	16-May-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect M.J.C. de Jong to Supervisory Board	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO and Vice-CEOs	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Jean-Laurent Bonnafe, CEO	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Philippe Bordenave, Vice-CEO Until 18 May 2021	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	Against
Amgen Inc.	17-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Greg C. Garland	Against
EVS Broadcast Equipment SA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
EVS Broadcast Equipment SA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
EVS Broadcast Equipment SA	17-May-22	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	11. Approve Variable Remuneration in Cash and Allocation of Warrants of the CFO, CTO and EVP Operations and Projects	Against
Qrf Comm. VA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Qrf Comm. VA	17-May-22	Belgium	G	Audit Related - Auditor Related	Ratify Auditors	9. Ratify KPMG as Auditors	Against
Volitalia	17-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Volitalia	17-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Creadev Re: Service Agreement for 2021	Against
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Creadev Re: Service Agreement for 2022	Against
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	6. Approve Transaction with The Green Option Re: Service Agreement for 2021	Against
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with The Green Option Re: Service Agreement for 2022	Against
Voltaia	17-May-22	France	G	Director Election - Director Election	Elect Director	8. Elect Sarah Caulliez as Director	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Laurence Mulliez, Chairman of the Board	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Sebastien Clerc, CEO	Against
Voltaia	17-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
Voltaia	17-May-22	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15. Approve Remuneration of Directors in the Aggregate Amount of EUR 350,000	Against
Voltaia	17-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Voltaia	17-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 180 Million	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Voltaia	17-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries (Banks or Institutions), up to Aggregate Nominal Amount of EUR 180 Million	Against
Unifiedpost Group SA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Advanced Micro Devices, Inc.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nora M. Denzel	Against
Advanced Micro Devices, Inc.	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Enphase Energy, Inc.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thurman John "T.J." Rodgers	Withhold
Enphase Energy, Inc.	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amundi SA	18-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Yves Perrier, CEO From 1 January 2021 to 10 May 2021	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Valerie Baudson, CEO Since 11 May 2021	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vice-CEO	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	15. Ratify Appointment of Christine Gandon as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	16. Reelect Yves Perrier as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	17. Reelect Xavier Musca as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	18. Reelect Virginie Cayatte as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	19. Reelect Robert Leblanc as Director	Against
SAP SE	18-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
SCOR SE	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Denis Kessler, Chairman and CEO Until 30 June 2021	Against
SCOR SE	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Laurent Rousseau, CEO Since 1 July 2021	Against
SCOR SE	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO	Against
SCOR SE	18-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Fabrice Bregier as Director	Against
SCOR SE	18-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 1.5 Million Shares for Use in Stock Option Plans	Against
Southwest Airlines Co.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director J. Veronica Biggins	Against
ATOS SE	18-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Vernon Sankey as Director	Against
ATOS SE	18-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	12. Elect Christian Beer as Representative of Employee Shareholders to the Board	Against
ATOS SE	18-May-22	France	G	Takeover Related - Takeover - Other	Approve Modification in Share Ownership Disclosure Threshold	32. Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Refreshment of Scheme Mandate Limit Under the Share Option Plan	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Li Dong Sheng as Director	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3b. Elect Ian Charles Stone as Director	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NextEra Energy, Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kirk S. Hachigian	Against
NextEra Energy, Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Rudy E. Schupp	Against
NextEra Energy, Inc.	19-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	19-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
The Home Depot, Inc.	19-May-22	USA	S	Social - Board Diversity	Board Diversity	8. Report on Steps to Improve Gender and Racial Equity on the Board	Against
Xior Student Housing NV	19-May-22	Belgium	G	Director Election - Director Election	Elect Director	1.7.3. Reelect Joost Uwents as Independent Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Felicie Burelle as Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Pierre Burelle as Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Wolfgang Colberg as Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	10. Reelect Paul Henry Lemarie as Director	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 19-21	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Burelle SA	19-May-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 25 Million for Future Exchange Offers	Against
Burelle SA	19-May-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	26. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against
Xior Student Housing NV	19-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Capgemini SE	19-May-22	France	G	Director Election - Director Election	Elect Director	16. Reelect Xavier Musca as Director	Against
Enel SpA	19-May-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Enel SpA	19-May-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Inventiva SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Frederic Cren, Chairman and CEO	Against
Inventiva SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Pierre Broqua, Vice-CEO	Against
Inventiva SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Inventiva SA	19-May-22	France	G	Director Election - Director Election	Elect Director	15. Elect Sofia BV as Director	Against
Inventiva SA	19-May-22	France	G	Director Election - Director Election	Elect Director	16. Reelect Cell + as Director	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 260,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 230,000	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 230,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	25. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 230,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements Reserved for Specific Beneficiaries in the Framework of an Equity Line on the American Market, up to Aggregate Nominal Amount of EUR 150,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23 and 25-26	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	28. Authorize Capital Increase of Up to EUR 230,000 for Future Exchange Offers	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	29. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Inventiva SA	19-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Inventiva SA	19-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	33. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
Inventiva SA	19-May-22	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	34. Approve Issuance of 600,000 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Chubb Limited	19-May-22	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	19-May-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	19-May-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chubb Limited	19-May-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11.2. Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023	Against
Chubb Limited	19-May-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AT&T Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Glenn H. Hutchins	Against
AT&T Inc.	19-May-22	USA	S	Social - Human Capital Management	Report on Pay Disparity	4. Consider Pay Disparity Between Executives and Other Employees	Against
AT&T Inc.	19-May-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Civil Rights and Non-Discrimination Audit	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	19. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Against
Orange SA	19-May-22	France	G	Director Election - Director Election	Elect Director	5. Elect Jacques Aschenbroich as Director	Against
Orange SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Stephane Richard, Chairman and CEO	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Ramon Fernandez, Vice-CEO	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Gervais Pellissier, Vice-CEO	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Against
Orange SA	19-May-22	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	A. Amending Item 18 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	Against
Orange SA	19-May-22	France	G	Director Related - Board Related	Company-Specific Board-Related	B. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Reckitt Benckiser Group Plc	20-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Reckitt Benckiser Group Plc	20-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Director Election - Director Election	Elect Director	6.1. Reelect Jacques Delen as Director	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Director Election - Director Election	Elect Director	6.2. Reelect Thierry van Baren as Director	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Merck & Co., Inc.	24-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	24-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merck & Co., Inc.	24-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	8. Elect Hugues Brasseur as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	9. Elect Eric Vial as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	10. Reelect Dominique Lefebvre as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Pierre Cambefort as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	12. Reelect Jean-Pierre Gaillard as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Jean-Paul Kerrien as Director	Against
Credit Agricole SA	24-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	24. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Against
Credit Agricole SA	24-May-22	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	A. Amend Employee Stock Purchase Plans	Against
Antin Infrastructure Partners SA	24-May-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Delegate Powers to the Board to Amend Bylaws To Comply with Legal Changes	Against
Miko NV	24-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Miko NV	24-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Charitable Spending	Charitable Contributions	11. Report on Charitable Contributions	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	15. Require More Director Nominations Than Open Seats	Against
Equinix, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Irving Lyons, III	Withhold
Equinix, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fidelity National Information Services, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ellen R. Alemany	Against
Fidelity National Information Services, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against
Meta Platforms, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on User Risk and Advisory Vote on Metaverse Project	Against
Meta Platforms, Inc.	25-May-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	12. Commission a Workplace Non-Discrimination Audit	Against
Meta Platforms, Inc.	25-May-22	USA	S	Social - Charitable Spending	Charitable Contributions	15. Report on Charitable Contributions	Against
TotalEnergies SE	25-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Marina Delendik as Representative of Employee Shareholders to the Board	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	B. Elect Alexandre Garrot as Representative of Employee Shareholders to the Board	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	C. Elect Agueda Marin as Representative of Employee Shareholders to the Board	Against
TotalEnergies SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Patrick Pouyanne, Chairman and CEO	Against
TotalEnergies SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
TotalEnergies SE	25-May-22	France	E	Environmental - Climate	Management Climate-Related Proposal	16. Approve Company's Sustainability and Climate Transition Plan	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EssilorLuxottica SA	25-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Francesco Milleri, CEO	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Paul du Saillant, Vice-CEO	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vice-CEO	Against
Care Property Invest	25-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Care Property Invest	25-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
STMicroelectronics NV	25-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Ter Beke NV	25-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	II.1. Approve Remuneration Report	Against
Compagnie de l'Odet SE	25-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Bollere SE Re: Commercial Lease	Against
Compagnie de l'Odet SE	25-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Bollere Participations SE Re: Assistance Agreement	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Cyrille Bollere as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	10. Reelect Cedric de Baillencourt as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Alix as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	12. Reelect Sebastien Bollore as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Yannick Bollore as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	15. Reelect Hubert Fabri as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	17. Reelect Lynda Hadjadj as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	18. Reelect Valerie Hortefeux as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	19. Reelect Alain Moynot as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	20. Reelect Martine Studer as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 9 Percent of Issued Share Capital	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	24. Approve Compensation Report	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	25. Approve Compensation of Vincent Bollore, Chairman and CEO	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	27. Approve Remuneration Policy of Chairman and CEO	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	28. Approve Remuneration Policy of Vice-CEO	Against
Renault SA	25-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Renault SA	25-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
Renault SA	25-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Pierre Fleuriot as Director	Against
Renault SA	25-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Joji Tagawa as Director	Against
Roblox Corporation	26-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher Carvalho	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Roblox Corporation	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Illumina, Inc.	26-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Against
Illumina, Inc.	26-May-22	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call Special Meeting	Against
McDonald's Corporation	26-May-22	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.7. Elect Director Richard Lenny	Withhold
McDonald's Corporation	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	26-May-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	Against
McDonald's Corporation	26-May-22	USA	S	Social - Animal Welfare	Animal Welfare	7. Report on Use of Gestation Stalls in Pork Supply Chain	Against
McDonald's Corporation	26-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Report on Lobbying Payments and Policy	Abstain
Sotera Health Company	26-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ann R. Klee	Against
Morgan Stanley	26-May-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teladoc Health, Inc.	26-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas G. McKinley	Against
Teladoc Health, Inc.	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lowe's Companies, Inc.	27-May-22	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Risks of State Policies Restricting Reproductive Health Care	Against
Lowe's Companies, Inc.	27-May-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Commission a Civil Rights and Non-Discrimination Audit	Against
Comcast Corporation	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Edward D. Breen	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Comcast Corporation	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	01-Jun-22	USA	S	Social - Charitable Spending	Charitable Contributions	4. Report on Charitable Contributions	Against
Comcast Corporation	01-Jun-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Omitting Viewpoint and Ideology from EEO Policy	Against
NXP Semiconductors N.V.	01-Jun-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Coinbase Global, Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Fred Wilson	Withhold
Coinbase Global, Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Airbnb, Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey Jordan	Withhold
Airbnb, Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	01-Jun-22	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Animal Welfare Policies and Practices in Food Supply Chain	Against
Walmart Inc.	01-Jun-22	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	6. Report on Impacts of Restrictive Reproductive Healthcare Legislation	Against
Walmart Inc.	01-Jun-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on a Civil Rights and Non-Discrimination Audit	Against
Walmart Inc.	01-Jun-22	USA	S	Social - Charitable Spending	Charitable Contributions	9. Report on Charitable Contributions	Abstain
PayPal Holdings, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cloudflare, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Carl Ledbetter	Withhold
Cloudflare, Inc.	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cloudflare, Inc.	02-Jun-22	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Approve Stock Option Grants	Against
NVIDIA Corporation	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Dawn Hudson	Against
NVIDIA Corporation	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Lei Jun as Director	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Lin Bin as Director	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Tong Wai Cheung Timothy as Director	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Compagnie de Saint-Gobain SA	02-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO Until 30 June 2021	Against
Compagnie de Saint-Gobain SA	02-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Compagnie de Saint-Gobain SA	02-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Against
Netflix, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Haley	Withhold
Netflix, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ann Mather	Withhold
Netflix, Inc.	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Digital Realty Trust, Inc.	03-Jun-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mary Hogan Preusse	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UnitedHealth Group Incorporated	06-Jun-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Shopify Inc.	07-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Withhold
Shopify Inc.	07-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Withhold
Shopify Inc.	07-Jun-22	Canada	G	Miscellaneous - Capital Structure Related	Company Specific - Equity Related	3. Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer	Against
Shopify Inc.	07-Jun-22	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Executive Compensation Approach	Against
Caterpillar Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Debra L. Reed-Klages	Against
Caterpillar Inc.	08-Jun-22	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers as Auditors	Against
Caterpillar Inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
lululemon athletica inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jon McNeill	Against
lululemon athletica inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
lululemon athletica inc.	08-Jun-22	USA	S	Social - Animal Welfare	Animal Slaughter Methods	4. Report on Animal Slaughter Methods	Against
BYD Company Limited	08-Jun-22	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Audited Financial Statements	Against
BYD Company Limited	08-Jun-22	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee by the Group	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BYD Company Limited	08-Jun-22	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	13. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
Ballard Power Systems Inc.	08-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Kui (Kevin) Jiang	Withhold
Ballard Power Systems Inc.	08-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1J. Elect Director Janet Woodruff	Withhold
Ballard Power Systems Inc.	08-Jun-22	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Match Group, Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Alan G. Spoon	Against
Match Group, Inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	09-Jun-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
Rapid7, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director J. Benjamin Nye	Withhold
Rapid7, Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Booking Holdings Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mirian M. Graddick-Weir	Withhold
Booking Holdings Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Worldline SA	09-Jun-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Mette Kamsvåg as Director	Against
Worldline SA	09-Jun-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Caroline Parot as Director	Against
Worldline SA	09-Jun-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Susan M. Tolson as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Worldline SA	09-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	14. Renew Appointment of Johannes Dijsselhof as Censor	Against
Worldline SA	09-Jun-22	France	G	Audit Related - Auditor Related	Ratify Auditors	15. Renew Appointment of Deloitte & Associates as Auditor	Against
Worldline SA	09-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	18. Approve Compensation Report of Corporate Officers	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Gilles Grapinet, CEO (and Chairman of the Board Until Separation of Functions)	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	21. Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	23. Approve Remuneration Policy of CEO	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	24. Approve Remuneration Policy of Vice-CEO	Against
Worldline SA	09-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	37. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Chairman and CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Vice-CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 876,559	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	14. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 876,559	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	15. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 2,191,399	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 12-15	Against
METabolic Explorer SA	10-Jun-22	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	18. Delegate Powers to the Board to Approve Merger by Absorption by METabolic Explorer SA	Against
METabolic Explorer SA	10-Jun-22	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	19. Authorize Capital Increase of Up to EUR 2,191,399 in Connection with Contribution in Kind Above	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	20. Authorize Capital Increase of Up to EUR 876,559 for Future Exchange Offers	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	21. Authorize Issuance of Warrants (BSA 2022) Reserved for Specific Beneficiaries, up to EUR 100,000	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	23. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
General Motors Company	13-Jun-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
General Motors Company	13-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on the Use of Child Labor in Connection with Electric Vehicles	Abstain
LivaNova Plc	13-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stacy Enxing Seng	Against
LivaNova Plc	13-Jun-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LivaNova Plc	13-Jun-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Block, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Paul Deighton	Withhold
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Uchiyamada, Takeshi	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maeda, Masahiko	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sir Philip Craven	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Kudo, Teiko	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor George Olcott	Against
Wendel SE	16-Jun-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Corporate Officers	Against
Wendel SE	16-Jun-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Franca Bertagnin Benetton as Supervisory Board Member	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman of the Management Board	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Andre Francois-Poncet, Chairman of the Management Board	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of David Darmon, Management Board Member	Against
Wendel SE	16-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Splunk Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Elisa Steele	Against
Splunk Inc.	16-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	16-Jun-22	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Coupang, Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Neil Mehta	Against
Coupang, Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kevin Warsh	Against
Coupang, Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harry You	Against
Coupang, Inc.	16-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SolarEdge Technologies, Inc.	20-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Betsy Atkins	Against
Mastercard Incorporated	21-Jun-22	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Against
Mastercard Incorporated	21-Jun-22	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Report on Political Contributions	Against
Mastercard Incorporated	21-Jun-22	USA	S	Social - Charitable Spending	Charitable Contributions	7. Report on Charitable Contributions	Against
Mastercard Incorporated	21-Jun-22	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks Associated with Sale and Purchase of Ghost Guns	Against
Activision Blizzard, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert Morgado	Against
Okta, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeff Epstein	Withhold
Okta, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Rebecca Saeger	Withhold
Okta, Inc.	21-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Virbac SA	21-Jun-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Pierre Madelpuech as Director	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	21-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	12. Approve Compensation Report of CEO and Vice-CEOs	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Sebastien Huron, CEO	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairwoman of the Board	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	21. Approve Remuneration Policy of Marc Bistuer, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Exclusive Networks SA	21-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Exclusive Networks SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jesper Trolle, CEO	Against
Exclusive Networks SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
Unibail-Rodamco-Westfield NV	22-Jun-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Aline Taireh to Supervisory Board	Against
Marvell Technology, Inc.	23-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	23-Jun-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert E. Switz	Against
Marvell Technology, Inc.	23-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NHOA SA	23-Jun-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Romualdo Cirillo as Director	Against
NHOA SA	23-Jun-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Jong-Peir Li as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NHOA SA	23-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Corporate Officers	Against
NHOA SA	23-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Carlalberto Guglielminotti, CEO	Against
NHOA SA	23-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	14. Approve Compensation Report of Corporate Officers	Against
NHOA SA	23-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Carlalberto Guglielminotti, CEO	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2,553,372	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,021,349	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 510,674	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 510,674	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 21	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 800,000 for Future Exchange Offers	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NHOA SA	23-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 669,250 Shares for Use in Restricted Stock Plans	Against
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Son, Masayoshi	Against
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.8. Elect Director Kenneth A. Siegel	Against
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.9. Elect Director David Chao	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Xiaopeng He as Director	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Ji-Xun Foo as Director	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Dell Technologies Inc.	27-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold
Dell Technologies Inc.	27-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sony Group Corp.	28-Jun-22	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	Against
CrowdStrike Holdings, Inc.	29-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cary J. Davis	Withhold
CrowdStrike Holdings, Inc.	29-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Laura J. Schumacher	Withhold
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yves Guillemot, Chairman and CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Claude Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Michel Guillemot, Vice-CEO	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Gerard Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Christian Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEOs	Against
Snowflake Inc.	07-Jul-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael L. Speiser	Withhold
National Grid Plc	11-Jul-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy	Against
VMware, Inc.	12-Jul-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paul Sagan	Against
VMware, Inc.	12-Jul-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
7C Solarparken AG	21-Jul-22	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Amend Articles Re: Virtual General Meeting	Against
7C Solarparken AG	21-Jul-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 38.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
7C Solarparken AG	21-Jul-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million; Approve Creation of EUR 38.2 Million Pool of Capital to Guarantee Conversion Rights	Against
Linde Plc	25-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward G. Galante	Against
Linde Plc	25-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Victoria E. Ossadnik	Against
Linde Plc	25-Jul-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Linde Plc	25-Jul-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Linde Plc	25-Jul-22	Ireland	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	Against
Vodafone Group Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	Against
VF Corporation	26-Jul-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Juliana L. Chugg	Withhold
VF Corporation	26-Jul-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JDC Group AG	27-Jul-22	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2022	Against
JDC Group AG	27-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Peter Bosse to the Supervisory Board	Against
JDC Group AG	27-Jul-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 6.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
JDC Group AG	27-Jul-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Vantage Towers AG	28-Jul-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vantage Towers AG	28-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Amanda Nelson to the Supervisory Board	Against
Pinduoduo Inc.	31-Jul-22	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director Nanpeng Shen	Against
Pinduoduo Inc.	31-Jul-22	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Director George Yong-Boon Yeo	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen Wilson-Thompson	Against
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for Executive and Non-Executive Directors	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NIKE, Inc.	09-Sep-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	09-Sep-22	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Adopt a Policy on China Sourcing	Against
Alibaba Group Holding Limited	30-Sep-22	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jerry Yang	Against
Infrastrutture Wireless Italiane SpA	04-Oct-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Article 10	Against
Infrastrutture Wireless Italiane SpA	04-Oct-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2.1. Slate Submitted by Central Tower Holding Company BV	Against
Infrastrutture Wireless Italiane SpA	04-Oct-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2.2. Slate Submitted by Daphne 3 SpA	Against
Diageo Plc	06-Oct-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Apollo Global Management, Inc.	07-Oct-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard Emerson	Withhold
The Procter & Gamble Company	11-Oct-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	11-Oct-22	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Lam Research Corporation	08-Nov-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	08-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	09-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pernod Ricard SA	10-Nov-22	France	G	Director Election - Director Election	Elect Director	4. Reelect Patricia Barbizet as Director	Against
Pernod Ricard SA	10-Nov-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Ian Gallienne as Director	Against
Pernod Ricard SA	10-Nov-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Alexandre Ricard, Chairman and CEO	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pernod Ricard SA	10-Nov-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	10-Nov-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	16-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	18-Nov-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William P. Lauder	Withhold
The Estee Lauder Companies Inc.	18-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Just Eat Takeaway.com NV	18-Nov-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5b. Elect Dick Boer to Supervisory Board	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yanai, Tadashi	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hattori, Nobumichi	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Shintaku, Masaaki	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Kurumado, Joji	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Kyoya, Yutaka	Against
Microsoft Corporation	13-Dec-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Sandra E. Peterson	Against
Microsoft Corporation	13-Dec-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	13-Dec-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Cost/Benefit Analysis of Diversity and Inclusion	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Weapons	Weapons - Related	8. Report on Development of Products for Military	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Infineon Technologies AG	17-Feb-22	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG AG as Auditors for Fiscal Year 2022	For
The Walt Disney Company	09-Mar-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Elena Lagomasino	For
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Election - Director Election	Elect Director	2.1.1. Elect Kim Han-jo as Outside Director	For
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	2.3.1. Elect Kim Han-jo as a Member of Audit Committee	For
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	2.3.2. Elect Kim Jong-hun as a Member of Audit Committee	For
Starbucks Corporation	16-Mar-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mary N. Dillon	For
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Cash/Equity Bonus	Approve/Amend Deferred Share Bonus Plan	8.D. Approve Deferred Multiyear Objectives Variable Remuneration Plan	Against
Broadcom Inc.	04-Apr-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harry L. You	For
Broadcom Inc.	04-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Schlumberger N.V.	06-Apr-22	Curacao	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeff Sheets	For
Schlumberger N.V.	06-Apr-22	Curacao	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Royal Bank of Canada	07-Apr-22	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thierry Vandal	For
Royal Bank of Canada	07-Apr-22	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	For
Royal Bank of Canada	07-Apr-22	Canada	E, S	E&S Blended - Sustainability	Sustainability Activities and Action	4. SP 1: Update the Bank's Criteria for Sustainable Finance to Preclude Fossil Fuel Activity and Projects Opposing Indigenous Peoples	For
Royal Bank of Canada	07-Apr-22	Canada	S	Social - Human Rights	Human Rights Risk Assessment	5. SP 2: Assess and Mitigate the Human Rights and Reputational Risks Involved in the Financialization of Housing	Against
Royal Bank of Canada	07-Apr-22	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	10. SP 7: Produce a Report on Loans Made by the Bank in Support of the Circular Economy	For
VINCI SA	12-Apr-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Rene Medori as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Xavier Huillard, Chairman and CEO	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Elect Delphine Arnault as Non-Executive Director	For
Public Service Enterprise Group Incorporated	19-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director John P. Surma	For
Public Service Enterprise Group Incorporated	19-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
L'Oreal SA	21-Apr-22	France	G	Audit Related - Auditor Related	Ratify Auditors	7. Renew Appointment of Deloitte & Associes as Auditor	For
L'Oreal SA	21-Apr-22	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Appoint Ernst & Young as Auditor	For
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
Heineken NV	21-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.a. Reelect J.M. Huet to Supervisory Board	For
ENGIE SA	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Elect Marie-Claire Daveu as Director	Against
Merck KGaA	22-Apr-22	Germany	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Reports for Fiscal Year 2022	For
Akzo Nobel NV	22-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.a. Amend Remuneration Policy for Management Board	For
Akzo Nobel NV	22-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.c. Reelect N.S. Andersen to Supervisory Board	For
Citigroup Inc.	26-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Exelon Corporation	26-Apr-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda Jojo	For
Exelon Corporation	26-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Exelon Corporation	26-Apr-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on Use of Child Labor in Supply Chain	Against
Bank of America Corporation	26-Apr-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Monica C. Lozano	For
Bank of America Corporation	26-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Danone SA	26-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Veronique Penchienati-Bosseta, CEO From March 14 to September 14, 2021	For
Danone SA	26-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Shane Grant, Vice-CEO From March 14 to September 14, 2021	For
Danone SA	26-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antoine de Saint-Afrique, CEO Since 15 September 2021	For
Ball Corporation	27-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Georgia R. Nelson	For
Ball Corporation	27-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Todd A. Penegor	For
Ball Corporation	27-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephane Bancel	Withhold
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Francois Nader	Withhold
Activision Blizzard, Inc.	28-Apr-22	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Pfizer Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director James C. Smith	For
Pfizer Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Johnson & Johnson	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Johnson & Johnson	28-Apr-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	10. Discontinue Global Sales of Baby Powder Containing Talc	Against
Johnson & Johnson	28-Apr-22	USA	S	Social - Human Capital Management	Report on Pay Disparity	14. Consider Pay Disparity Between Executives and Other Employees	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NatWest Group Plc	28-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	For
NatWest Group Plc	28-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	For
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of CEO	For
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Umicore	28-Apr-22	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.8.2. Reelect Laurent Raets as Member of the Supervisory Board	For
Abbott Laboratories	29-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director William A. Osborn	Against
Abbott Laboratories	29-Apr-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3a. Approve Remuneration Policies in Respect of Board Directors	For
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3c. Approve Remuneration and Incentive Policies of the Intesa Sanpaolo Group for 2022	For
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3f. Approve Long-Term Incentive Performance Share Plan	For
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3g. Approve LECOIP 3.0 Long-Term Incentive Plan	For
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Gene Murtagh as Director	For
ASML Holding NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8d. Reelect T.L. Kelly to Supervisory Board	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	5m. Re-elect Marcus Wallenberg as Director	For
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	2. Require Independent Board Chair	Abstain

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eli Lilly and Company	02-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ralph Alvarez	For
Eli Lilly and Company	02-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juan R. Luciano	For
Eli Lilly and Company	02-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
American Express Company	03-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John J. Brennan	For
American Express Company	03-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Peter Chernin	For
American Express Company	03-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Bristol-Myers Squibb Company	03-May-22	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Gerald L. Storch	For
Bristol-Myers Squibb Company	03-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Sanofi	03-May-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Christophe Babule as Director	For
PepsiCo, Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Shona L. Brown	For
PepsiCo, Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert C. Pohlrad	For
PepsiCo, Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
PepsiCo, Inc.	04-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Global Public Policy and Political Influence	For
PepsiCo, Inc.	04-May-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Report on Public Health Costs of Food and Beverages Products	Against
Gilead Sciences, Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	For
Gilead Sciences, Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
S&P Global Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prologis, Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George L. Fotiadides	For
Prologis, Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Air Liquide SA	04-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Air Liquide SA	04-May-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Potier as Director	Against
Air Liquide SA	04-May-22	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against
Air Liquide SA	04-May-22	France	G	Audit Related - Auditor Related	Ratify Auditors	9. Appoint KPMG SA as Auditor	Against
Air Liquide SA	04-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Benoit Potier	For
Air Liquide SA	04-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	20. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For
ArcelorMittal SA	04-May-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	V. Approve Remuneration Report	Against
ArcelorMittal SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Vanisha Mittal Bhatia as Director	Against
United Parcel Service, Inc.	05-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ann M. Livermore	For
United Parcel Service, Inc.	05-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Duke Energy Corporation	05-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert M. Davis	For
Duke Energy Corporation	05-May-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director E. Marie McKee	For
Duke Energy Corporation	05-May-22	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Thomas E. Skains	For
Duke Energy Corporation	05-May-22	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director William E. Webster, Jr.	For
Duke Energy Corporation	05-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Illinois Tool Works Inc.	06-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anne D. Williams	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Illinois Tool Works Inc.	06-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
AbbVie Inc.	06-May-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
argenx SE	10-May-22	Netherlands	G	Director Election - Director Election	Elect Director	6. Reelect Peter K.M. Verhaeghe as Non-Executive Director	For
Koninklijke DSM NV	10-May-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Eileen Kennedy to Supervisory Board	For
CVS Health Corporation	11-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director C. David Brown, II	For
CVS Health Corporation	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
CVS Health Corporation	11-May-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	8. Report on External Public Health Costs and Impact on Diversified Shareholders	Against
Laboratory Corporation of America Holdings	11-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Garheng Kong	For
Laboratory Corporation of America Holdings	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Bayerische Motoren Werke AG	11-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	For
Kinder Morgan, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deborah A. Macdonald	For
Kinder Morgan, Inc.	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Verallia SA	11-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	For
Verallia SA	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Patrice Lucas, CEO From 12 May 2022	For
Union Pacific Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director William J. DeLaney	For
Union Pacific Corporation	12-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Verizon Communications Inc.	12-May-22	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Daniel Schulman	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	12-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 935 Million	For
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	20. Authorize Capital Increase of Up to EUR 185 Million for Future Exchange Offers	For
Intercontinental Exchange, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas E. Noonan	Against
Teradyne, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Timothy E. Guertin	For
Teradyne, Inc.	13-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
ASM International NV	16-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	For
ASM International NV	16-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Adopt Remuneration Policy for Management Board	For
Jensen-Group NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.c. Approve Remuneration Report	For
Amgen Inc.	17-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Eckert	For
Amgen Inc.	17-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Voltaia	17-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Voltaia	17-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
Voltaia	17-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
Voltaia	17-May-22	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15. Approve Remuneration of Directors in the Aggregate Amount of EUR 350,000	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deutsche Boerse AG	18-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	For
SAP SE	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Hasso Plattner to the Supervisory Board	For
Southwest Airlines Co.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director David W. Biegler	For
Southwest Airlines Co.	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
American Tower Corporation	18-May-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Craig Macnab	For
American Tower Corporation	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Thermo Fisher Scientific Inc.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lars R. Sorensen	For
Thermo Fisher Scientific Inc.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dion J. Weisler	For
Thermo Fisher Scientific Inc.	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Zoetis Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank A. D'Amelio	For
The Home Depot, Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	For
The Home Depot, Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	For
The Home Depot, Inc.	19-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
The Home Depot, Inc.	19-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
NN Group NV	19-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	For
AIA Group Limited	19-May-22	Hong Kong	G	Director Election - Director Election	Elect Director	3. Elect Sun Jie (Jane) as Director	For
AIA Group Limited	19-May-22	Hong Kong	G	Director Election - Director Election	Elect Director	4. Elect George Yong-Boon Yeo as Director	For
AIA Group Limited	19-May-22	Hong Kong	G	Director Election - Director Election	Elect Director	6. Elect Narongchai Akrasanee as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Enel SpA	19-May-22	Italy	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	For
Enel SpA	19-May-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Long Term Incentive Plan	For
Enel SpA	19-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.1. Approve Remuneration Policy	For
Enel SpA	19-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.2. Approve Second Section of the Remuneration Report	For
Chubb Limited	19-May-22	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Elect Director Mary Cirillo	For
AT&T Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Beth E. Mooney	For
AT&T Inc.	19-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
AT&T Inc.	19-May-22	USA	S	Social - Human Capital Management	Report on Pay Disparity	4. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	9. Report on Worker Health and Safety Disparities	For
Fidelity National Information Services, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Keith W. Hughes	For
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	25-May-22	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	14. Commission Assessment of Audit and Risk Oversight Committee	For
Meta Platforms, Inc.	25-May-22	USA	S	Social - Charitable Spending	Charitable Contributions	15. Report on Charitable Contributions	Against
TotalEnergies SE	25-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
TotalEnergies SE	25-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	For
Legrand SA	25-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Edward A. Gilhuly as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Renault SA	25-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Renault SA	25-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
Renault SA	25-May-22	France	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	12. Approve Amendment of One Performance Criterion Related to the Acquisition of Performance Shares Allocated to the CEO under the 2020 LTI Plan	For
Renault SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	For
Renault SA	25-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	For
Renault SA	25-May-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	For
Illumina, Inc.	26-May-22	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Robert S. Epstein	For
Illumina, Inc.	26-May-22	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Gary S. Guthart	For
Illumina, Inc.	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Illumina, Inc.	26-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Against
Illumina, Inc.	26-May-22	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call Special Meeting	Against
Morgan Stanley	26-May-22	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	For
Lowe's Companies, Inc.	27-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Raul Alvarez	For
Lowe's Companies, Inc.	27-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Walmart Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	For
Walmart Inc.	01-Jun-22	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Animal Welfare Policies and Practices in Food Supply Chain	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walmart Inc.	01-Jun-22	USA	S	Social - Charitable Spending	Charitable Contributions	9. Report on Charitable Contributions	Abstain
Walmart Inc.	01-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	10. Report on Lobbying Payments and Policy	For
NVIDIA Corporation	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Trane Technologies Plc	02-Jun-22	Ireland	G	Director Election - Director Election	Elect Director	1k. Elect Director Tony L. White	For
Trane Technologies Plc	02-Jun-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Netflix, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Strive Masiyiwa	For
Digital Realty Trust, Inc.	03-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kevin J. Kennedy	For
Digital Realty Trust, Inc.	03-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
UnitedHealth Group Incorporated	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy P. Flynn	For
UnitedHealth Group Incorporated	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John H. Noseworthy	For
UnitedHealth Group Incorporated	06-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
UnitedHealth Group Incorporated	06-Jun-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
eBay, Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adriane M. Brown	For
eBay, Inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
MercadoLibre, Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Emiliano Caemzruk	For
MercadoLibre, Inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Target Corporation	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Monica C. Lozano	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Target Corporation	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Salesforce, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sanford Robertson	For
Salesforce, Inc.	09-Jun-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
ServiceNow, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Bostrom	For
ServiceNow, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jonathan C. Chadwick	For
ServiceNow, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeffrey A. Miller	For
General Motors Company	13-Jun-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Carol M. Stephenson	For
General Motors Company	13-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
General Motors Company	13-Jun-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
General Motors Company	13-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on the Use of Child Labor in Connection with Electric Vehicles	Abstain
LivaNova Plc	13-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon O'Kane	For
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maeda, Masahiko	Against
Veolia Environnement SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022	For
Veolia Environnement SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	For
Veolia Environnement SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO From 1 July to 31 December 2022	For
SolarEdge Technologies, Inc.	20-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Mastercard Incorporated	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	For
Mastercard Incorporated	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard K. Davis	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	21-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Mastercard Incorporated	21-Jun-22	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Against
MetLife, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	For
MetLife, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Denise M. Morrison	For
MetLife, Inc.	21-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Son, Masayoshi	Against
Industria de Diseno Textil SA	12-Jul-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Amend Remuneration Policy	For
Alstom SA	12-Jul-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	For
Alstom SA	12-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	For
SSE Plc	21-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Elect John Bason as Director	For
Linde Plc	25-Jul-22	Ireland	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	Against
VF Corporation	26-Jul-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard T. Carucci	For
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen Wilson-Thompson	Against
Electronic Arts Inc.	11-Aug-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Talbott Roche	For
Electronic Arts Inc.	11-Aug-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Prosus NV	24-Aug-22	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	For
NIKE, Inc.	09-Sep-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michelle A. Peluso	For
FedEx Corporation	19-Sep-22	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director Paul S. Walsh	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FedEx Corporation	19-Sep-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Infrastrutture Wireless Italiane SpA	04-Oct-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy	For
The Procter & Gamble Company	11-Oct-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Terry J. Lundgren	For
The Procter & Gamble Company	11-Oct-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Oracle Corporation	16-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
The Estee Lauder Companies Inc.	18-Nov-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard D. Parsons	For
The Estee Lauder Companies Inc.	18-Nov-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lynn Forester de Rothschild	For
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Kathy Mitsuko Koll	For
Cisco Systems, Inc.	08-Dec-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Roderick C. McGeary	For
Cisco Systems, Inc.	08-Dec-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Medtronic Plc	08-Dec-22	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth G. Nabel	For
Medtronic Plc	08-Dec-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Palo Alto Networks, Inc.	13-Dec-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Helene D. Gayle	For
Palo Alto Networks, Inc.	13-Dec-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Air Products and Chemicals, Inc.	03-Feb-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lisa A. Davis	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Air Products and Chemicals, Inc.	03-Feb-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward L. Monser	Against
Air Products and Chemicals, Inc.	03-Feb-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sea Ltd. (Singapore)	14-Feb-22	Cayman Islands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Association	Against
Deere & Company	23-Feb-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dmitri L. Stockton	Against
Deere & Company	23-Feb-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens Energy AG	24-Feb-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Apple Inc.	04-Mar-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	04-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	04-Mar-22	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	6. Approve Revision of Transparency Reports	For
Apple Inc.	04-Mar-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Forced Labor	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	9. Report on Civil Rights Audit	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Concealment Clauses	For
The Walt Disney Company	09-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	09-Mar-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
The Walt Disney Company	09-Mar-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Walt Disney Company	09-Mar-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Human Rights Due Diligence	For
The Walt Disney Company	09-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	7. Report on Gender/Racial Pay Gap	For
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Caisse des Depots et Consignations as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Banque Populaire Rhone-Alpes as Director	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	7. Ratify Appointment of Credit Agricole des Savoie Capital as Director	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Credit Agricole des Savoie Capital as Director	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Dominique Marcel, Chairman and CEO Until 31 May 2021	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Dominique Thillaud, Vice-CEO Until 31 May 2021 and CEO Since 1 June 2021	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Loic Bonhoure, Vice-CEO Since 1 June 2021	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of CEO	Against
Compagnie des Alpes SA	10-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
Applied Materials, Inc.	10-Mar-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	10-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Applied Materials, Inc.	10-Mar-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Starbucks Corporation	16-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Starbucks Corporation	16-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Prevention of Harassment and Discrimination in the Workplace	For
Siemens Gamesa Renewable Energy SA	24-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
Randstad NV	29-Mar-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Randstad NV	29-Mar-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4a. Amend Remuneration Policy of Management Board	Against
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.A. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Cash/Equity Bonus	Approve/Amend Deferred Share Bonus Plan	8.D. Approve Deferred Multiyear Objectives Variable Remuneration Plan	Against
Banco Santander SA	31-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.F. Advisory Vote on Remuneration Report	Against
Schlumberger N.V.	06-Apr-22	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
Royal Bank of Canada	07-Apr-22	Canada	E, S	E&S Blended - Sustainability	Sustainability Activities and Action	4. SP 1: Update the Bank's Criteria for Sustainable Finance to Preclude Fossil Fuel Activity and Projects Opposing Indigenous Peoples	For
Royal Bank of Canada	07-Apr-22	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	8. SP 5: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan and Objectives	For
Royal Bank of Canada	07-Apr-22	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	10. SP 7: Produce a Report on Loans Made by the Bank in Support of the Circular Economy	For
Deutsche Telekom AG	07-Apr-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Frank Appel to the Supervisory Board	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Dagmar Kollmann to the Supervisory Board	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Alfen NV	07-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
Alfen NV	07-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy	Against
UniCredit SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
UniCredit SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Second Section of the Remuneration Report	Against
Rio Tinto Plc	08-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report for UK Law Purposes	Against
Rio Tinto Plc	08-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report for Australian Law Purposes	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
VINCI SA	12-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Xavier Huillard, Chairman and CEO	Against
Ferrari NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Elect John Elkann as Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.g. Elect Sergio Duca as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Elect Adam Keswick as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Grant Board Authority to Issue Special Voting Shares	Against
Koninklijke Ahold Delhaize NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Stellantis NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Adobe Inc.	14-Apr-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	14-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.a. Approve Remuneration Report	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	7. Amend Stock Option Plan	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.a. Adopt Amended Remuneration Policy for Management Board	Against
Shop Apotheke Europe NV	14-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Grant Board Authority to Issue Shares Up To 0.25 Percent of Issued Capital in Connection with the 2019 ESOP	Against
Biotals NV	15-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biotallys NV	15-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Biotallys NV	15-Apr-22	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	14.1. Approve Change-of-Control Clause Re: The Share-Based Remuneration	Against
Biotallys NV	15-Apr-22	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	14.2. Approve Change-of-Control Clause Re: The ESOP Warrant Plans	Against
Aedifica SA	19-Apr-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2a. Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights That is Set Within the Limits of the Proposed Sub-Authorizations	Against
PostNL NV	19-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3b. Approve Remuneration Policy for Management Board	Against
Anglo American Plc	19-Apr-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	19. Approve Climate Change Report	Against
Spotify Technology SA	20-Apr-22	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as A Director	Against
Spotify Technology SA	20-Apr-22	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Hermes International SCA	20-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Proximus SA	20-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Proximus SA	20-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	13. Reelect Stefaan De Clerck as Director as Proposed by the Belgian State	Against
Accell Group NV	20-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.b. Approve Remuneration Report for Management Board Members	Against
Newmont Corporation	21-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Against
Newmont Corporation	21-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Immobel	21-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Immobel	21-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Immobel	21-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	7b. Reelect A3 Management BV, Permanently Represented by Marnix Galle, as Director	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	Against
L'Oreal SA	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	21-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moët Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Bernard Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Hubert Vedrine as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	21-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	9. Renew Appointment of Yann Arthus-Bertrand as Censor	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	14. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	23. Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Against
Heineken NV	21-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.b. Approve Remuneration Report	Against
Heineken NV	21-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration Policy for Management Board	Against
Heineken NV	21-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.b. Reelect J.A. Fernandez Carbajal to Supervisory Board	Against
Heineken NV	21-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.d. Elect F.J. Camacho Beltran to Supervisory Board	Against
Basic-Fit NV	21-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3(b). Approve Remuneration Report	Against
Moncler SpA	21-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Moncler SpA	21-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	21-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Performance Shares Plan 2022	Against
ENGIE SA	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Elect Marie-Claire Daveu as Director	Against
ENGIE SA	21-Apr-22	France	E	Environmental - Climate	Management Climate-Related Proposal	15. Approve Company's Climate Transition Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Christian Dior SE	21-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas Bazire as Director	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Renaud Donnedieu de Vabres as Director	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Segolene Gallienne as Director	Against
Christian Dior SE	21-Apr-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Christian de Labriffe as Director	Against
Christian Dior SE	21-Apr-22	France	G	Audit Related - Auditor Related	Ratify Auditors	9. Appoint Deloitte as Auditor	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Sidney Toledano, CEO	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Board	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Christian Dior SE	21-Apr-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	23. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	25. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Christian Dior SE	21-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Merck KGaA	22-Apr-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Merck KGaA	22-Apr-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Akzo Nobel NV	22-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.d. Approve Remuneration Report	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Cedric de Baillencourt, Management Board Member	Against
Vivendi SE	25-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	25-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	17. Reelect Philippe Benacin as Supervisory Board Member	Against
Vivendi SE	25-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	24. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
Citigroup Inc.	26-Apr-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Citigroup Inc.	26-Apr-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Respecting Indigenous Peoples' Rights	For
Citigroup Inc.	26-Apr-22	USA	E	Environmental - Climate	Report on Climate Change	8. Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	For
Bank of America Corporation	26-Apr-22	USA	E	Environmental - Climate	Report on Climate Change	6. Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario	For
Danone SA	26-Apr-22	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 18 of Bylaws: Role of Honorary Chairman	For
Groupe Bruxelles Lambert SA	26-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Paul Desmarais III as Director	Against
Groupe Bruxelles Lambert SA	26-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Groupe Bruxelles Lambert SA	26-Apr-22	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	7.2. Approve Guarantee to Acquire Shares under Long Term Incentive Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deceuninck NV	26-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Deceuninck NV	26-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Deceuninck NV	26-Apr-22	Belgium	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8(ii). Approve Granting of Subscription Rights Under Warrant Plan	Against
Eaton Corporation plc	27-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Gregory R. Page	Against
Eaton Corporation plc	27-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cigna Corporation	27-Apr-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen M. Mazzarella	Against
Cigna Corporation	27-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cigna Corporation	27-Apr-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Cigna Corporation	27-Apr-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender Pay Gap	For
Cigna Corporation	27-Apr-22	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Report on Congruency of Political Spending with Company Values and Priorities	For
Telenet Group Holding NV	27-Apr-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	3. Authorize Repurchase of of Issued Share Capital	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	7(f). Reelect Severina Pascu as Director	Against
Telenet Group Holding NV	27-Apr-22	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	9. Approve Change-of-Control Clause Re: Performance Share Plans and Restricted Shares Plans	Against
Warehouses De Pauw SCA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Warehouses De Pauw SCA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Warehouses De Pauw SCA	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	10. Reelect Joost Uwents as Director	Against
Compagnie du Bois Sauvage SA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Compagnie du Bois Sauvage SA	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Patrick Van Craen as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.a. Reelect Martin J. Barrington as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.b. Reelect William F. Gifford, Jr. as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.c. Reelect Alejandro Santo Domingo Davila as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	B.8.d. Elect Nitin Nohria as Director	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	B.10. Approve Remuneration Policy	Against
Anheuser-Busch InBev SA/NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B.11. Approve Remuneration Report	Against
Cellnex Telecom SA	27-Apr-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.2. Approve Remuneration Policy	Against
Cellnex Telecom SA	27-Apr-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote on Remuneration Report	Against
Intervest Offices & Warehouses SA	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Intervest Offices & Warehouses SA	27-Apr-22	Belgium	G	Audit Related - Auditor Related	Ratify Auditors	11. Ratify Deloitte as Auditors	Against
Van de Velde NV	27-Apr-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Van de Velde NV	27-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Van de Velde NV	27-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	4. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Van de Velde NV	27-Apr-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	5. Amend Articles Re: Decisions Taken Under Agenda Items 2,3, and 4	Against
Van de Velde NV	27-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	6.a. Authorize Implementation of Approved Resolutions	Against
Van de Velde NV	27-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	6.b. Approve Coordination of Articles of Association	Against
Van de Velde NV	27-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	6.c. Authorize Filing of Required Documents/Formalities at Trade Registry	Against
Van de Velde NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Van de Velde NV	27-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Van de Velde NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	8.a). Reelect Lucas Laureys as Director	Against
Van de Velde NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	8.b). Reelect Mavac BV, Permanently Represented by Marleen Vaesen, as Director	Against
Van de Velde NV	27-Apr-22	Belgium	G	Director Election - Director Election	Elect Director	8.d). Reelect Fidigo NV, Permanently Represented by Dirk Goeminne, as Independent Director	Against
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Noubar Afeyan	Withhold
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephane Bancel	Withhold
Moderna, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Francois Nader	Withhold
Moderna, Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Moderna, Inc.	28-Apr-22	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Moderna, Inc.	28-Apr-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Report on the Feasibility of Transferring Intellectual Property	For
The Goldman Sachs Group, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michele Burns	Against
The Goldman Sachs Group, Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Goldman Sachs Group, Inc.	28-Apr-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Goldman Sachs Group, Inc.	28-Apr-22	USA	E	Environmental - Climate	Report on Climate Change	6. Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	For
The Goldman Sachs Group, Inc.	28-Apr-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Activision Blizzard, Inc.	28-Apr-22	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Global Payments Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John G. Bruno	Against
Global Payments Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Connie D. McDaniel	Against
Global Payments Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Global Payments Inc.	28-Apr-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Pfizer Inc.	28-Apr-22	USA	G	Director Related - Board Related	Amend Proxy Access Right	4. Amend Proxy Access Right	For
Pfizer Inc.	28-Apr-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	For
Pfizer Inc.	28-Apr-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	7. Report on Board Oversight of Risks Related to Anticompetitive Practices	For
Pfizer Inc.	28-Apr-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Public Health Costs of Limited Sharing of Vaccine Technology	For
Eurazeo SE	28-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Eurazeo SE	28-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect JCDecaux Holding SAS as Supervisory Board Member	Against
Eurazeo SE	28-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	10. Reelect Olivier Merveilleux du Vignaux as Supervisory Board Member	Against
Eurazeo SE	28-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	13. Renew Appointment of Robert Agostinelli as Censor	Against
Eurazeo SE	28-Apr-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	14. Renew Appointment of Jean-Pierre Richardson as Censor	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Members of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Compensation of Virginie Morgon, Chairman of the Management Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Philippe Audouin, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	22. Approve Compensation of Marc Frappier, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	23. Approve Compensation of Nicolas Huet, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	24. Approve Compensation of Olivier Millet, Member of Management Board	Against
Eurazeo SE	28-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	25. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Eurazeo SE	28-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	36. Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Against
FinecoBank SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
FinecoBank SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Johnson & Johnson	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Marillyn A. Hewson	Against
Johnson & Johnson	28-Apr-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Oversee and Report a Racial Equity Audit	For
Johnson & Johnson	28-Apr-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	For
Johnson & Johnson	28-Apr-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Public Health Costs of Limited Sharing of Vaccine Technology	For
Johnson & Johnson	28-Apr-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	12. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
Johnson & Johnson	28-Apr-22	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	13. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For
Mercialys SA	28-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Ravat, CEO	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Elizabeth Blaise, Vice-CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vincent Ravat, CEO	Against
Mercialys SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Elizabeth Blaise, Vice-CEO	Against
Mercialys SA	28-Apr-22	France	E	Environmental - Climate	Management Climate-Related Proposal	19. Approve Company's Climate Transition Plan	Against
Muenchener Rueckversicherungs-Gesellschaft AG	28-Apr-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Muenchener Rueckversicherungs-Gesellschaft AG	28-Apr-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
UCB SA	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
NatWest Group Plc	28-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Frank Dangeard as Director	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	7a. Reelect Dato Sri Dr. Wan Lizozman Haji Wan Omar as Director and Approve His Remuneration	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	9b. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	10. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Amend Articles of Association	Against
X-FAB Silicon Foundries SE	28-Apr-22	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	12. Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Against
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Thomas Buberl, CEO	Against
Intuitive Surgical, Inc.	28-Apr-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amal M. Johnson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuitive Surgical, Inc.	28-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intuitive Surgical, Inc.	28-Apr-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Barco NV	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Francois Palus, Vice-CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Executive Corporate Officers	Against
Umicore	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A.2. Approve Remuneration Report	Against
Umicore	28-Apr-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	A.3. Approve Remuneration Policy	Against
Abbott Laboratories	29-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director William A. Osborn	Against
Abbott Laboratories	29-Apr-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Abbott Laboratories	29-Apr-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Abbott Laboratories	29-Apr-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Abbott Laboratories	29-Apr-22	USA	G	Compensation - Compensation	Adopt Policy on 10b5-1 Trading Plans	6. Adopt Policy on 10b5-1 Plans	For
Abbott Laboratories	29-Apr-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Abbott Laboratories	29-Apr-22	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	8. Report on Public Health Costs of Antimicrobial Resistance	For
BASF SE	29-Apr-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3d. Approve Second Section of the Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	14. Amend Performance Share Plan	Against
BE Semiconductor Industries NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
BE Semiconductor Industries NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.a. Reelect Carlo Bozotti to Supervisory Board	Against
HSBC Holdings Plc	29-Apr-22	United Kingdom	G	Company Articles - Article Amendments	Amend Articles Board-Related	17b. Amend Articles of Association	Against
ASML Holding NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy for Management Board	Against
ASML Holding NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8d. Reelect T.L. Kelly to Supervisory Board	Against
Flow Traders NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.e. Approve Remuneration Report	Against
Flow Traders NV	29-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.f. Approve Remuneration Policy for Management Board	Against
Flow Traders NV	29-Apr-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6.a. Reelect Jan van Kuijk to Supervisory Board	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	30-Apr-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	2. Require Independent Board Chair	Abstain
Berkshire Hathaway Inc.	30-Apr-22	USA	E	Environmental - Climate	Report on Climate Change	3. Report on Climate-Related Risks and Opportunities	For
Berkshire Hathaway Inc.	30-Apr-22	USA	E	Environmental - Climate	GHG Emissions	4. Report on GHG Emissions Reduction Targets	For
Berkshire Hathaway Inc.	30-Apr-22	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eli Lilly and Company	02-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Eli Lilly and Company	02-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	02-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
Eli Lilly and Company	02-May-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	10. Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies	For
American Express Company	03-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Bristol-Myers Squibb Company	03-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Bristol-Myers Squibb Company	03-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
PepsiCo, Inc.	04-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
PepsiCo, Inc.	04-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Global Public Policy and Political Influence	For
Stryker Corporation	04-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Allan C. Golston	Against
Stryker Corporation	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Stryker Corporation	04-May-22	USA	G	Director Related - Board Related	Amend Proxy Access Right	4. Amend Proxy Access Right	For
Allianz SE	04-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Allianz SE	04-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Michael Diekmann to the Supervisory Board	Against
Allianz SE	04-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Friedrich Eichiner to the Supervisory Board	Against
Allianz SE	04-May-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
CME Group Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ana Dutra	Against
CME Group Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CME Group Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gilead Sciences, Inc.	04-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Gilead Sciences, Inc.	04-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Gilead Sciences, Inc.	04-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
Gilead Sciences, Inc.	04-May-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Board Oversight of Risks Related to Anticompetitive Practices	For
Hannover Rueck SE	04-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Orange Belgium SA	04-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Orange Belgium SA	04-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Orange Belgium SA	04-May-22	Belgium	G	Director Election - Director Election	Elect Director	6. Approve Co-optation of Christian Luginbuhl as Director	Against
S&P Global Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	04-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	04-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jeffrey L. Skelton	Against
Just Eat Takeaway.com NV	04-May-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6a. Reelect Adriaan Nuhn to Supervisory Board	Against
GlaxoSmithKline Plc	04-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Air Liquide SA	04-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Air Liquide SA	04-May-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Potier as Director	Against
Air Liquide SA	04-May-22	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against
Air Liquide SA	04-May-22	France	G	Audit Related - Auditor Related	Ratify Auditors	9. Appoint KPMG SA as Auditor	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ArcelorMittal SA	04-May-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	V. Approve Remuneration Report	Against
ArcelorMittal SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Vanisha Mittal Bhatia as Director	Against
United Parcel Service, Inc.	05-May-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William R. Johnson	Against
United Parcel Service, Inc.	05-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
United Parcel Service, Inc.	05-May-22	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Corporate Climate Lobbying Aligned with Paris Agreement	For
United Parcel Service, Inc.	05-May-22	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	6. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
United Parcel Service, Inc.	05-May-22	USA	E	Environmental - Climate	GHG Emissions	7. Adopt Independently Verified Science-Based GHG Reduction Targets	For
United Parcel Service, Inc.	05-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	9. Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For
Ecolab Inc.	05-May-22	USA	G	Director Election - Director Election	Elect Director	11. Elect Director John J. Zillmer	Against
Ecolab Inc.	05-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	05-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
KBC Group SA/NV	05-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
KBC Group SA/NV	05-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.1. Reelect Christine Van Rijssseghem as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.2. Reelect Marc Wittemans as Director	Against
Atomera Incorporated	05-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Duy-Loan T. Le	Withhold
Atomera Incorporated	05-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atomera Incorporated	05-May-22	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Repsol SA	05-May-22	Spain	E	Environmental - Climate	Management Climate-Related Proposal	17. Advisory Vote on Company's Climate Strategy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Duke Energy Corporation	05-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Sofina SA	05-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Remuneration Report	Against
Illinois Tool Works Inc.	06-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	06-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
AbbVie Inc.	06-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Edward J. Rapp	Against
AbbVie Inc.	06-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AbbVie Inc.	06-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
AbbVie Inc.	06-May-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	7. Report on Board Oversight of Risks Related to Anticompetitive Practices	For
AbbVie Inc.	06-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	8. Report on Congruency of Political Spending with Company Values and Priorities	For
Uber Technologies, Inc.	09-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ursula Burns	Against
Uber Technologies, Inc.	09-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert Eckert	Against
Uber Technologies, Inc.	09-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Uber Technologies, Inc.	09-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
argenx SE	10-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Solvay SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Agfa-Gevaert NV	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Agfa-Gevaert NV	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	7.3. Reelect MRP Consulting BV, Permanently Represented by Mark Pensaert, as Independent Director	Against
TEXAF SA	10-May-22	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4. Approve Variable Remuneration of the Executive Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TEXAF SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Waste Management, Inc.	10-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Andres R. Gluski	Against
Waste Management, Inc.	10-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Waste Management, Inc.	10-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	4. Report on Civil Rights Audit	For
Koninklijke Philips NV	10-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	8b. Approve Co-optation of Abdellah Achaoui as Director	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	8ci. Elect Leen Dierick as Director	Against
Fluxys Belgium SA	10-May-22	Belgium	G	Director Election - Director Election	Elect Director	8cii. Elect Gianni Infanti as Director	Against
Aedifica SA	10-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Danaher Corporation	10-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Linda Filler	Against
Danaher Corporation	10-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	10-May-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alan G. Spoon	Against
Danaher Corporation	10-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Danaher Corporation	10-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
CVS Health Corporation	11-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
CVS Health Corporation	11-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
CVS Health Corporation	11-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	7. Adopt a Policy on Paid Sick Leave for All Employees	For
Simon Property Group, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen N. Horn	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Simon Property Group, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Reuben S. Leibowitz	Against
Simon Property Group, Inc.	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bloom Energy Corp.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mary K. Bush	Withhold
Bloom Energy Corp.	11-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bloom Energy Corp.	11-May-22	USA	G	Capitalization - Capital Increase	Increase Authorized Preferred Stock	3. Increase Authorized Preferred Stock	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Ding Shizhong as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Lai Shixian as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Wu Yonghua as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Dai Zhongchuan as Director	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against
ANTA Sports Products Limited	11-May-22	Cayman Islands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	12. Amend Existing Memorandum and Articles of Association and Adopt Amended and Restated Memorandum and Articles of Association	Against
Bayerische Motoren Werke AG	11-May-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Eni SpA	11-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
Kinder Morgan, Inc.	11-May-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
SPIE SA	11-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Gauthier Louette as Director	Against
SPIE SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bpost SA	11-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Olivier Bossard, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Fabrice Mouchel, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Astrid Panosyan, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Management Board Members	Against
Unibail-Rodamco-Westfield SE	11-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	22. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Verallia SA	11-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7. Elect Mme Beatriz Peinado Vallejo as Representative of Employee Shareholders to the Board	Against
Verallia SA	11-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Michel Giannuzzi, Chairman and CEO	Against
Verallia SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
smartphoto group NV	11-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
smartphoto group NV	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
smartphoto group NV	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	4. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Verizon Communications Inc.	12-May-22	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Senior Executive Compensation Clawback Policy	For
Verizon Communications Inc.	12-May-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Electricite de France SA	12-May-22	France	G	Director Election - Director Election	Elect Director	12. Elect Delphine Geny-Stephann as Director	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 375 Million	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 375 Million	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17	Against
Electricite de France SA	12-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.a. Elect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Director Election - Director Election	Elect Director	7.c. Elect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	12-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8.a. Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital and Exclude Pre-emptive Rights	Against
Universal Music Group NV	12-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8.b. Approve Award (Rights to Subscribe for) Shares as Annual Long-Term Incentive Grants and Special Grants to Executive Directors	Against
Intercontinental Exchange, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas E. Noonan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intercontinental Exchange, Inc.	13-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intercontinental Exchange, Inc.	13-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For
Compagnie Generale des Etablissements Michelin SCA	13-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Florent Menegaux, General Manager	Against
Fresenius SE & Co. KGaA	13-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fresenius SE & Co. KGaA	13-May-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 125 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Fresenius SE & Co. KGaA	13-May-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Teradyne, Inc.	13-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marilyn Matz	Against
The Progressive Corporation	13-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger N. Farah	Against
The Progressive Corporation	13-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VGP NV	13-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A5. Approve Remuneration Report	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	B1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
VGP NV	13-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	B2.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	B2.2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
VGP NV	13-May-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	B2.3. Amend Article 40 Re: Acquisition and Disposal of Company Treasury Shares	Against
Biocartis Group NV	13-May-22	Belgium	G	Director Election - Director Election	Elect Director	8iv. Reelect Roald Borre as Director	Against
Lotus Bakeries NV	13-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lotus Bakeries NV	13-May-22	Belgium	G	Director Election - Director Election	Elect Director	10. Elect PMF NV, Permanently Represented by Emmanuel Boone as Director	Against
Picanol NV	16-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
ASM International NV	16-May-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect M.J.C. de Jong to Supervisory Board	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO and Vice-CEOs	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Jean-Laurent Bonnafe, CEO	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Philippe Bordenave, Vice-CEO Until 18 May 2021	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	Against
BNP Paribas SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	Against
Amgen Inc.	17-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Greg C. Garland	Against
EVS Broadcast Equipment SA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
EVS Broadcast Equipment SA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
EVS Broadcast Equipment SA	17-May-22	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	11. Approve Variable Remuneration in Cash and Allocation of Warrants of the CFO, CTO and EVP Operations and Projects	Against
Qrf Comm. VA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Qrf Comm. VA	17-May-22	Belgium	G	Audit Related - Auditor Related	Ratify Auditors	9. Ratify KPMG as Auditors	Against
Volitalia	17-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Volitalia	17-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Creadev Re: Service Agreement for 2021	Against
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Creadev Re: Service Agreement for 2022	Against
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	6. Approve Transaction with The Green Option Re: Service Agreement for 2021	Against
Voltaia	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with The Green Option Re: Service Agreement for 2022	Against
Voltaia	17-May-22	France	G	Director Election - Director Election	Elect Director	8. Elect Sarah Caulliez as Director	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Laurence Mulliez, Chairman of the Board	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Sebastien Clerc, CEO	Against
Voltaia	17-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
Voltaia	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
Voltaia	17-May-22	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15. Approve Remuneration of Directors in the Aggregate Amount of EUR 350,000	Against
Voltaia	17-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Voltaia	17-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 180 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Voltaia	17-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries (Banks or Institutions), up to Aggregate Nominal Amount of EUR 180 Million	Against
Unifiedpost Group SA	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Advanced Micro Devices, Inc.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nora M. Denzel	Against
Advanced Micro Devices, Inc.	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Enphase Energy, Inc.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thurman John "T.J." Rodgers	Withhold
Enphase Energy, Inc.	18-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amundi SA	18-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Yves Perrier, CEO From 1 January 2021 to 10 May 2021	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Valerie Baudson, CEO Since 11 May 2021	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
Amundi SA	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vice-CEO	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	15. Ratify Appointment of Christine Gandon as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	16. Reelect Yves Perrier as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	17. Reelect Xavier Musca as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	18. Reelect Virginie Cayatte as Director	Against
Amundi SA	18-May-22	France	G	Director Election - Director Election	Elect Director	19. Reelect Robert Leblanc as Director	Against
SAP SE	18-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SCOR SE	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Denis Kessler, Chairman and CEO Until 30 June 2021	Against
SCOR SE	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Laurent Rousseau, CEO Since 1 July 2021	Against
SCOR SE	18-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO	Against
SCOR SE	18-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Fabrice Bregier as Director	Against
SCOR SE	18-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 1.5 Million Shares for Use in Stock Option Plans	Against
Southwest Airlines Co.	18-May-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	18-May-22	USA	G	Director Related - Board Related	Amend Articles/Bylaws/Charter - Removal of Directors	5. Adopt Majority Vote Cast to Remove Directors With or Without Cause	For
Southwest Airlines Co.	18-May-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
ATOS SE	18-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Vernon Sankey as Director	Against
ATOS SE	18-May-22	France	G	Takeover Related - Takeover - Other	Approve Modification in Share Ownership Disclosure Threshold	32. Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Refreshment of Scheme Mandate Limit Under the Share Option Plan	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Li Dong Sheng as Director	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3b. Elect Ian Charles Stone as Director	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tencent Holdings Limited	18-May-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
NextEra Energy, Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kirk S. Hachigian	Against
NextEra Energy, Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Rudy E. Schupp	Against
NextEra Energy, Inc.	19-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NextEra Energy, Inc.	19-May-22	USA	S	Social - Board Diversity	Board Diversity	4. Disclose a Board Diversity and Qualifications Matrix	For
NextEra Energy, Inc.	19-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For
The Home Depot, Inc.	19-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Home Depot, Inc.	19-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
The Home Depot, Inc.	19-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Report on Congruency of Political Spending with Company Values and Priorities	For
The Home Depot, Inc.	19-May-22	USA	E	Environmental - Other	Community -Environment Impact	9. Report on Efforts to Eliminate Deforestation in Supply Chain	For
The Home Depot, Inc.	19-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	10. Oversee and Report a Racial Equity Audit	For
Xior Student Housing NV	19-May-22	Belgium	G	Director Election - Director Election	Elect Director	1.7.3. Reelect Joost Uwents as Independent Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Felicie Burelle as Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Pierre Burelle as Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Wolfgang Colberg as Director	Against
Burelle SA	19-May-22	France	G	Director Election - Director Election	Elect Director	10. Reelect Paul Henry Lemarie as Director	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 19-21	Against
Burelle SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Burelle SA	19-May-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 25 Million for Future Exchange Offers	Against
Burelle SA	19-May-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	26. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against
Xior Student Housing NV	19-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Capgemini SE	19-May-22	France	G	Director Election - Director Election	Elect Director	16. Reelect Xavier Musca as Director	Against
Inventiva SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Frederic Cren, Chairman and CEO	Against
Inventiva SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Pierre Broqua, Vice-CEO	Against
Inventiva SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Inventiva SA	19-May-22	France	G	Director Election - Director Election	Elect Director	15. Elect Sofia BV as Director	Against
Inventiva SA	19-May-22	France	G	Director Election - Director Election	Elect Director	16. Reelect Cell + as Director	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 260,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 230,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 230,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	25. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 230,000	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements Reserved for Specific Beneficiaries in the Framework of an Equity Line on the American Market, up to Aggregate Nominal Amount of EUR 150,000	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23 and 25-26	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	28. Authorize Capital Increase of Up to EUR 230,000 for Future Exchange Offers	Against
Inventiva SA	19-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	29. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Inventiva SA	19-May-22	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	30. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Inventiva SA	19-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Inventiva SA	19-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	33. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
Inventiva SA	19-May-22	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	34. Approve Issuance of 600,000 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Chubb Limited	19-May-22	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	19-May-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	19-May-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
Chubb Limited	19-May-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11.2. Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023	Against
Chubb Limited	19-May-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chubb Limited	19-May-22	Switzerland	E	Environmental - Climate	GHG Emissions	13. Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies	For
Chubb Limited	19-May-22	Switzerland	E	Environmental - Climate	GHG Emissions	14. Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AT&T Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Glenn H. Hutchins	Against
AT&T Inc.	19-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
AT&T Inc.	19-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Report on Congruency of Political Spending with Company Values and Priorities	For
Dassault Systemes SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Against
Dassault Systemes SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	19. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SA	19-May-22	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Against
Orange SA	19-May-22	France	G	Director Election - Director Election	Elect Director	5. Elect Jacques Aschenbroich as Director	Against
Orange SA	19-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Stephane Richard, Chairman and CEO	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Ramon Fernandez, Vice-CEO	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Gervais Pellissier, Vice-CEO	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Against
Reckitt Benckiser Group Plc	20-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Reckitt Benckiser Group Plc	20-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Director Election - Director Election	Elect Director	6.1. Reelect Jacques Delen as Director	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Director Election - Director Election	Elect Director	6.2. Reelect Thierry van Baren as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ackermans & van Haaren NV	23-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Ackermans & van Haaren NV	23-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Merck & Co., Inc.	24-May-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	24-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merck & Co., Inc.	24-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Merck & Co., Inc.	24-May-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	5. Report on Access to COVID-19 Products	For
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	8. Elect Hugues Brasseur as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	9. Elect Eric Vial as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	10. Reelect Dominique Lefebvre as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Pierre Cambefort as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	12. Reelect Jean-Pierre Gaillard as Director	Against
Credit Agricole SA	24-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Jean-Paul Kerrien as Director	Against
Credit Agricole SA	24-May-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	24. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Against
Antin Infrastructure Partners SA	24-May-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Delegate Powers to the Board to Amend Bylaws To Comply with Legal Changes	Against
Miko NV	24-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Miko NV	24-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	25-May-22	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Retirement Plan Options Aligned with Company Climate Goals	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	For
Amazon.com, Inc.	25-May-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Amazon.com, Inc.	25-May-22	USA	E	Environmental - Pollution	Recycling	8. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	9. Report on Worker Health and Safety Disparities	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Risks Associated with Use of Concealment Clauses	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Publish a Tax Transparency Report	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	13. Report on Protecting the Rights of Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	14. Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	16. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	17. Report on Median Gender/Racial Pay Gap	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	19. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
Equinix, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Irving Lyons, III	Withhold
Equinix, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equinix, Inc.	25-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Fidelity National Information Services, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ellen R. Alemany	Against
Fidelity National Information Services, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	25-May-22	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	4. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	25-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Meta Platforms, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Risks Associated with Use of Concealment Clauses	For
Meta Platforms, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Community Standards Enforcement	For
Meta Platforms, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Publish Third Party Human Rights Impact Assessment	For
Meta Platforms, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Sexual Exploitation Online	For
Meta Platforms, Inc.	25-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	13. Report on Lobbying Payments and Policy	For
Meta Platforms, Inc.	25-May-22	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	14. Commission Assessment of Audit and Risk Oversight Committee	For
TotalEnergies SE	25-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
TotalEnergies SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Patrick Pouyanne, Chairman and CEO	Against
TotalEnergies SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
TotalEnergies SE	25-May-22	France	E	Environmental - Climate	Management Climate-Related Proposal	16. Approve Company's Sustainability and Climate Transition Plan	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Francesco Milleri, CEO	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Paul du Saillant, Vice-CEO	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
EssilorLuxottica SA	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vice-CEO	Against
Care Property Invest	25-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Care Property Invest	25-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
STMicroelectronics NV	25-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Ter Beke NV	25-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	II.1. Approve Remuneration Report	Against
Compagnie de l'Odet SE	25-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Bollore SE Re: Commercial Lease	Against
Compagnie de l'Odet SE	25-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Bollore Participations SE Re: Assistance Agreement	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Cyrille Bollore as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	10. Reelect Cedric de Baillencourt as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Alix as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	12. Reelect Sebastien Bollore as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Yannick Bollore as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	15. Reelect Hubert Fabri as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	17. Reelect Lynda Hadjadj as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	18. Reelect Valerie Hortefeux as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	19. Reelect Alain Moynet as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Director Election - Director Election	Elect Director	20. Reelect Martine Studer as Director	Against
Compagnie de l'Odet SE	25-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 9 Percent of Issued Share Capital	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	24. Approve Compensation Report	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	25. Approve Compensation of Vincent Bollore, Chairman and CEO	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	27. Approve Remuneration Policy of Chairman and CEO	Against
Compagnie de l'Odet SE	25-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	28. Approve Remuneration Policy of Vice-CEO	Against
Renault SA	25-May-22	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Renault SA	25-May-22	France	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	2. Approve Consolidated Financial Statements and Statutory Reports	Against
Renault SA	25-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Pierre Fleuriot as Director	Against
Renault SA	25-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Joji Tagawa as Director	Against
Roblox Corporation	26-May-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher Carvalho	Withhold
Roblox Corporation	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Illumina, Inc.	26-May-22	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call Special Meeting	Against
McDonald's Corporation	26-May-22	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.7. Elect Director Richard Lenny	Withhold
McDonald's Corporation	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	26-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
McDonald's Corporation	26-May-22	USA	E	Environmental - Pollution	Recycling	5. Report on Efforts to Reduce Plastic Use	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McDonald's Corporation	26-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Report on Third-Party Civil Rights Audit	For
McDonald's Corporation	26-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Report on Lobbying Payments and Policy	Abstain
McDonald's Corporation	26-May-22	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Issue Transparency Report on Global Public Policy and Political Influence	For
Sotera Health Company	26-May-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ann R. Klee	Against
Morgan Stanley	26-May-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	26-May-22	USA	E	Environmental - Climate	Report on Climate Change	4. Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	For
Teladoc Health, Inc.	26-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas G. McKinley	Against
Teladoc Health, Inc.	26-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lowe's Companies, Inc.	27-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
Lowe's Companies, Inc.	27-May-22	USA	G	Director Related - Board Related	Amend Proxy Access Right	6. Amend Proxy Access Right	For
Lowe's Companies, Inc.	27-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	9. Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	For
Comcast Corporation	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Edward D. Breen	Withhold
Comcast Corporation	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Oversee and Report a Racial Equity Audit	For
Comcast Corporation	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Workplace Sexual Harassment	7. Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	For
Comcast Corporation	01-Jun-22	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Retirement Plan Options Aligned with Company Climate Goals	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NXP Semiconductors N.V.	01-Jun-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Coinbase Global, Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Fred Wilson	Withhold
Coinbase Global, Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Coinbase Global, Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Airbnb, Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey Jordan	Withhold
Airbnb, Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	01-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	01-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	01-Jun-22	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	5. Create a Pandemic Workforce Advisory Council	For
Walmart Inc.	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	7. Report on Alignment of Racial Justice Goals and Starting Wages	For
Walmart Inc.	01-Jun-22	USA	S	Social - Charitable Spending	Charitable Contributions	9. Report on Charitable Contributions	Abstain
Walmart Inc.	01-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	10. Report on Lobbying Payments and Policy	For
PayPal Holdings, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PayPal Holdings, Inc.	02-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Cloudflare, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Carl Ledbetter	Withhold
Cloudflare, Inc.	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cloudflare, Inc.	02-Jun-22	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Approve Stock Option Grants	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NVIDIA Corporation	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Dawn Hudson	Against
NVIDIA Corporation	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Lei Jun as Director	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Lin Bin as Director	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Tong Wai Cheung Timothy as Director	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xiaomi Corporation	02-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Compagnie de Saint-Gobain SA	02-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO Until 30 June 2021	Against
Compagnie de Saint-Gobain SA	02-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Compagnie de Saint-Gobain SA	02-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Against
Netflix, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Haley	Withhold
Netflix, Inc.	02-Jun-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ann Mather	Withhold
Netflix, Inc.	02-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	02-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Vote Requirements to Amend Articles/Bylaws/Charter	7. Adopt Simple Majority Vote	For
Netflix, Inc.	02-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Digital Realty Trust, Inc.	03-Jun-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mary Hogan Preusse	Against
Digital Realty Trust, Inc.	03-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	4. Report on Risks Associated with Use of Concealment Clauses	For
UnitedHealth Group Incorporated	06-Jun-22	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Congruency of Political Spending with Company Values and Priorities	For
Shopify Inc.	07-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shopify Inc.	07-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Withhold
Shopify Inc.	07-Jun-22	Canada	G	Miscellaneous - Capital Structure Related	Company Specific - Equity Related	3. Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer	Against
Shopify Inc.	07-Jun-22	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Executive Compensation Approach	Against
Caterpillar Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Debra L. Reed-Klages	Against
Caterpillar Inc.	08-Jun-22	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers as Auditors	Against
Caterpillar Inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caterpillar Inc.	08-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Caterpillar Inc.	08-Jun-22	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks of Doing Business in Conflict-Affected Areas	For
Caterpillar Inc.	08-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
eBay, Inc.	08-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
lululemon athletica inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jon McNeill	Against
lululemon athletica inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BYD Company Limited	08-Jun-22	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Audited Financial Statements	Against
BYD Company Limited	08-Jun-22	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee by the Group	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	13. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Target Corporation	08-Jun-22	USA	G	Director Related - Board Related	Amend Proxy Access Right	4. Amend Proxy Access Right	For
Ballard Power Systems Inc.	08-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Kui (Kevin) Jiang	Withhold
Ballard Power Systems Inc.	08-Jun-22	Canada	G	Director Election - Director Election	Elect Director	1J. Elect Director Janet Woodruff	Withhold
Ballard Power Systems Inc.	08-Jun-22	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Match Group, Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Alan G. Spoon	Against
Match Group, Inc.	08-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	09-Jun-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
Salesforce, Inc.	09-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Oversee and Report a Racial Equity Audit	For
Rapid7, Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director J. Benjamin Nye	Withhold
Rapid7, Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Booking Holdings Inc.	09-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mirian M. Graddick-Weir	Withhold
Booking Holdings Inc.	09-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Booking Holdings Inc.	09-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Booking Holdings Inc.	09-Jun-22	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	5. Report on Climate Change Performance Metrics Into Executive Compensation Program	For
Worldline SA	09-Jun-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Mette Kamsvag as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Worldline SA	09-Jun-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Caroline Parot as Director	Against
Worldline SA	09-Jun-22	France	G	Director Election - Director Election	Elect Director	13. Reelect Susan M. Tolson as Director	Against
Worldline SA	09-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	14. Renew Appointment of Johannes Dijsselhof as Censor	Against
Worldline SA	09-Jun-22	France	G	Audit Related - Auditor Related	Ratify Auditors	15. Renew Appointment of Deloitte & Associates as Auditor	Against
Worldline SA	09-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	18. Approve Compensation Report of Corporate Officers	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Gilles Grapinet, CEO (and Chairman of the Board Until Separation of Functions)	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	21. Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	23. Approve Remuneration Policy of CEO	Against
Worldline SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	24. Approve Remuneration Policy of Vice-CEO	Against
Worldline SA	09-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	37. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Chairman and CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Vice-CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 876,559	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	14. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 876,559	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	15. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 2,191,399	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 12-15	Against
METabolic Explorer SA	10-Jun-22	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	18. Delegate Powers to the Board to Approve Merger by Absorption by METabolic Explorer SA	Against
METabolic Explorer SA	10-Jun-22	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	19. Authorize Capital Increase of Up to EUR 2,191,399 in Connection with Contribution in Kind Above	Against
METabolic Explorer SA	10-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	20. Authorize Capital Increase of Up to EUR 876,559 for Future Exchange Offers	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	21. Authorize Issuance of Warrants (BSA 2022) Reserved for Specific Beneficiaries, up to EUR 100,000	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	23. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
METabolic Explorer SA	10-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
General Motors Company	13-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
General Motors Company	13-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on the Use of Child Labor in Connection with Electric Vehicles	Abstain
LivaNova Plc	13-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stacy Enxing Seng	Against
LivaNova Plc	13-Jun-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LivaNova Plc	13-Jun-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Block, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Paul Deighton	Withhold
Block, Inc.	14-Jun-22	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Uchiyamada, Takeshi	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maeda, Masahiko	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sir Philip Craven	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Kudo, Teiko	Against
Toyota Motor Corp.	15-Jun-22	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor George Olcott	Against
Wendel SE	16-Jun-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Corporate Officers	Against
Wendel SE	16-Jun-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Franca Bertagnin Benetton as Supervisory Board Member	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman of the Management Board	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Andre Francois-Poncet, Chairman of the Management Board	Against
Wendel SE	16-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of David Darmon, Management Board Member	Against
Wendel SE	16-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Splunk Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Elisa Steele	Against
Splunk Inc.	16-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	16-Jun-22	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Coupang, Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Neil Mehta	Against
Coupang, Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kevin Warsh	Against
Coupang, Inc.	16-Jun-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harry You	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Coupage, Inc.	16-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SolarEdge Technologies, Inc.	20-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Betsy Atkins	Against
Mastercard Incorporated	21-Jun-22	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Against
Mastercard Incorporated	21-Jun-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Activision Blizzard, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert Morgado	Against
Activision Blizzard, Inc.	21-Jun-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	4. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Activision Blizzard, Inc.	21-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Efforts Prevent Abuse, Harassment, and Discrimination	For
Okta, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeff Epstein	Withhold
Okta, Inc.	21-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Rebecca Saeger	Withhold
Okta, Inc.	21-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Virbac SA	21-Jun-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Pierre Madelpuech as Director	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	21-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	12. Approve Compensation Report of CEO and Vice-CEOs	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairwoman of the Board	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Sebastien Huron, CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	21. Approve Remuneration Policy of Marc Bistuer, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Exclusive Networks SA	21-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Exclusive Networks SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jesper Trolle, CEO	Against
Exclusive Networks SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
Unibail-Rodamco-Westfield NV	22-Jun-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Aline Taireh to Supervisory Board	Against
Marvell Technology, Inc.	23-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	23-Jun-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert E. Switz	Against
Marvell Technology, Inc.	23-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NHOA SA	23-Jun-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Romualdo Cirillo as Director	Against
NHOA SA	23-Jun-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Jong-Peir Li as Director	Against
NHOA SA	23-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Corporate Officers	Against
NHOA SA	23-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Carlalberto Guglielminotti, CEO	Against
NHOA SA	23-Jun-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	14. Approve Compensation Report of Corporate Officers	Against
NHOA SA	23-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Carlalberto Guglielminotti, CEO	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2,553,372	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,021,349	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 510,674	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 510,674	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 21	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
NHOA SA	23-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 800,000 for Future Exchange Offers	Against
NHOA SA	23-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 669,250 Shares for Use in Restricted Stock Plans	Against
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Son, Masayoshi	Against
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.8. Elect Director Kenneth A. Siegel	Against
SoftBank Group Corp.	24-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.9. Elect Director David Chao	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Xiaopeng He as Director	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Ji-Xun Foo as Director	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
XPeng, Inc.	24-Jun-22	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Dell Technologies Inc.	27-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dell Technologies Inc.	27-Jun-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sony Group Corp.	28-Jun-22	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	Against
CrowdStrike Holdings, Inc.	29-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cary J. Davis	Withhold
CrowdStrike Holdings, Inc.	29-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Laura J. Schumacher	Withhold
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yves Guillemot, Chairman and CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Claude Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Michel Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Gerard Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Christian Guillemot, Vice-CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Ubisoft Entertainment SA	05-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEOs	Against
Snowflake Inc.	07-Jul-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael L. Speiser	Withhold
National Grid Plc	11-Jul-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy	Against
VMware, Inc.	12-Jul-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paul Sagan	Against
VMware, Inc.	12-Jul-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
7C Solarparken AG	21-Jul-22	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Amend Articles Re: Virtual General Meeting	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
7C Solarparken AG	21-Jul-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 38.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
7C Solarparken AG	21-Jul-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million; Approve Creation of EUR 38.2 Million Pool of Capital to Guarantee Conversion Rights	Against
Linde Plc	25-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward G. Galante	Against
Linde Plc	25-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Victoria E. Ossadnik	Against
Linde Plc	25-Jul-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Linde Plc	25-Jul-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Vodafone Group Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	Against
VF Corporation	26-Jul-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Juliana L. Chugg	Withhold
VF Corporation	26-Jul-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JDC Group AG	27-Jul-22	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2022	Against
JDC Group AG	27-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Peter Bosse to the Supervisory Board	Against
JDC Group AG	27-Jul-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 6.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
JDC Group AG	27-Jul-22	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Vantage Towers AG	28-Jul-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vantage Towers AG	28-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Amanda Nelson to the Supervisory Board	Against
Pinduoduo Inc.	31-Jul-22	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director Nanpeng Shen	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pinduoduo Inc.	31-Jul-22	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Director George Yong-Boon Yeo	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen Wilson-Thompson	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Related - Board Related	Adopt Proxy Access Right	6. Adopt Proxy Access Right	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	7. Report on Efforts to Prevent Harassment and Discrimination in the Workplace	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Board Diversity	Board Diversity	8. Report on Racial and Gender Board Diversity	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Human Capital Management	Mandatory Arbitration on Employment Related Claims	9. Report on the Impacts of Using Mandatory Arbitration	For
Tesla, Inc.	04-Aug-22	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Corporate Climate Lobbying in line with Paris Agreement	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	11. Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	12. Report on Eradicating Child Labor in Battery Supply Chain	For
Tesla, Inc.	04-Aug-22	USA	E	Environmental - Other	Community -Environment Impact	13. Report on Water Risk Exposure	For
Electronic Arts Inc.	11-Aug-22	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	24-Aug-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for Executive and Non-Executive Directors	Against
NIKE, Inc.	09-Sep-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FedEx Corporation	19-Sep-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
FedEx Corporation	19-Sep-22	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Report on Alignment Between Company Values and Electioneering Contributions	For
FedEx Corporation	19-Sep-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FedEx Corporation	19-Sep-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Racism in Corporate Culture	For
FedEx Corporation	19-Sep-22	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Lobbying	For
Alibaba Group Holding Limited	30-Sep-22	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jerry Yang	Against
Infrastrutture Wireless Italiane SpA	04-Oct-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Article 10	Against
Diageo Plc	06-Oct-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Apollo Global Management, Inc.	07-Oct-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard Emerson	Withhold
The Procter & Gamble Company	11-Oct-22	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	11-Oct-22	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Lam Research Corporation	08-Nov-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	08-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	09-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pernod Ricard SA	10-Nov-22	France	G	Director Election - Director Election	Elect Director	4. Reelect Patricia Barbizet as Director	Against
Pernod Ricard SA	10-Nov-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Ian Gallienne as Director	Against
Pernod Ricard SA	10-Nov-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	10-Nov-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	10-Nov-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	16-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Estee Lauder Companies Inc.	18-Nov-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William P. Lauder	Withhold
The Estee Lauder Companies Inc.	18-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Just Eat Takeaway.com NV	18-Nov-22	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5b. Elect Dick Boer to Supervisory Board	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yanai, Tadashi	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hattori, Nobumichi	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Shintaku, Masaaki	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Kurumado, Joji	Against
FAST RETAILING CO., LTD.	24-Nov-22	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Kyoya, Yutaka	Against
Cisco Systems, Inc.	08-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For
Microsoft Corporation	13-Dec-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Sandra E. Peterson	Against
Microsoft Corporation	13-Dec-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For
Microsoft Corporation	13-Dec-22	USA	E	Environmental - Climate	Report on Climate Change	6. Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Government Use of Microsoft Technology	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Tax Transparency	For

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Enex Infrastructure Investment Corp.	18-Feb-22	Special	Japan	1602481
Aroundtown SA	16-Dec-22	Ordinary Shareholders	Luxembourg	1698929
InPost SA	19-May-22	Annual	Luxembourg	1637794

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
United Microelectronics Corp.	27-May-22	Annual	Taiwan	1639458
BHP Group Plc	20-Jan-22	Court	United Kingdom	1595247
Deutsche Post AG	06-May-22	Annual	Germany	1597123
E.ON SE	12-May-22	Annual	Germany	1611612
TE Connectivity Ltd.	09-Mar-22	Annual	Switzerland	1602178
Mondelez International, Inc.	18-May-22	Annual	USA	1632440
Rio Tinto Plc	08-Apr-22	Annual	United Kingdom	1615390
Mitsubishi UFJ Financial Group, Inc.	29-Jun-22	Annual	Japan	1658426
Iveco Group NV	13-Apr-22	Annual	Netherlands	1614653
Eurofins Scientific SE	26-Apr-22	Annual/Special	Luxembourg	1625343
Iberdrola SA	16-Jun-22	Annual	Spain	1650603
Anthem, Inc.	18-May-22	Annual	USA	1630561
BELRECA NV	26-Apr-22	Ordinary Shareholders	Belgium	1605701
Siemens Healthineers AG	15-Feb-22	Annual	Germany	1600594
Micron Technology, Inc.	13-Jan-22	Annual	USA	1595163
Vertex Pharmaceuticals Incorporated	18-May-22	Annual	USA	1633164
Otis Worldwide Corporation	19-May-22	Annual	USA	1633988
argenx SE	10-May-22	Annual	Netherlands	1638479
JPMorgan Chase & Co.	17-May-22	Annual	USA	1630758
DAIKIN INDUSTRIES Ltd.	29-Jun-22	Annual	Japan	1656297
Johnson Controls International plc	09-Mar-22	Annual	Ireland	1603351
DexCom, Inc.	19-May-22	Annual	USA	1633990
Costco Wholesale Corporation	20-Jan-22	Annual	USA	1596766
Argan SA	24-Mar-22	Annual/Special	France	1607704
Siemens AG	10-Feb-22	Annual	Germany	1596376
Intuit Inc.	20-Jan-22	Annual	USA	1593799
BHP Group Plc	20-Jan-22	Special	United Kingdom	1595248
adidas AG	12-May-22	Annual	Germany	1609848
SES SA	07-Apr-22	Annual	Luxembourg	1617089
Asahi Group Holdings Ltd.	25-Mar-22	Annual	Japan	1611130
Twitter, Inc.	13-Sep-22	Special	USA	1672710
Daimler Truck Holding AG	22-Jun-22	Annual	Germany	1649704
Ping An Insurance (Group) Co. of China Ltd.	29-Apr-22	Annual	China	1622120

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Inclusio SA/NV	18-May-22	Ordinary Shareholders	Belgium	1642287
Vonovia SE	29-Apr-22	Annual	Germany	1623176
YUM! Brands, Inc.	19-May-22	Annual	USA	1634017
Chipotle Mexican Grill, Inc.	18-May-22	Annual	USA	1630313
Mercedes-Benz Group AG	29-Apr-22	Annual	Germany	1620044
The Coca-Cola Company	26-Apr-22	Annual	USA	1619781
ageas SA/NV	18-May-22	Annual/Special	Belgium	1602964
Accenture plc	26-Jan-22	Annual	Ireland	1596712
First Republic Bank	17-May-22	Annual	USA	1633307
Royal KPN NV	13-Apr-22	Annual	Netherlands	1596065
Becton, Dickinson and Company	25-Jan-22	Annual	USA	1597921
Nintendo Co., Ltd.	29-Jun-22	Annual	Japan	1660415
Dow Inc.	14-Apr-22	Annual	USA	1616171
Visa Inc.	25-Jan-22	Annual	USA	1595316
Royal Dutch Shell Plc	24-May-22	Annual	United Kingdom	1566400
Tritax Eurobox Plc	10-Feb-22	Annual	United Kingdom	1601887
Aroundtown SA	16-Dec-22	Extraordinary Shareholders	Luxembourg	1657875
CNH Industrial NV	13-Apr-22	Annual	Netherlands	1605159
SES SA	07-Apr-22	Extraordinary Shareholders	Luxembourg	1617092
Thai Beverage Public Company Limited	28-Jan-22	Annual	Thailand	1594259
QUALCOMM Incorporated	09-Mar-22	Annual	USA	1603151
Tritax Eurobox Plc	11-Mar-22	Special	United Kingdom	1610260