

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: 01/01/2023 to 12/31/2023

Meeting Overview

Category	Number	Percentage
Number of votable meetings	378	
Number of meetings voted	370	97.88%
Number of meetings with at least 1 vote Against, Withhold or Abstain	288	76.19%

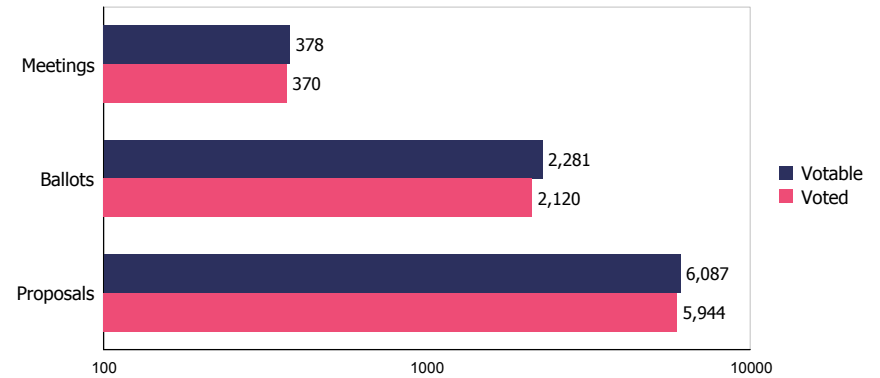
Ballot Overview

Category	Number	Percentage
Number of votable ballots	2,281	
Number of ballots voted	2,120	92.94%

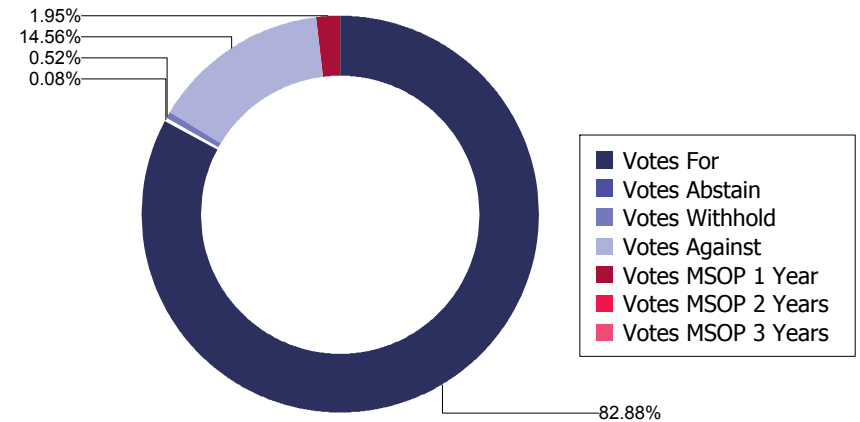
Proposal Overview

Category	Number	Percentage
Number of votable items	6,087	
Number of items voted	5,944	97.65%
Number of votes FOR	4,929	82.92%
Number of votes AGAINST	866	14.57%
Number of votes ABSTAIN	5	0.08%
Number of votes WITHHOLD	31	0.52%
Number of votes on MSOP Frequency 1 Year	116	1.95%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	5,729	96.38%
Number of votes Against Policy	218	3.67%
Number of votes With Mgmt	5,015	84.37%
Number of votes Against Mgmt	932	15.68%
Number of votes on MSOP (exclude frequency)	411	6.91%
Number of votes on Shareholder Proposals	345	5.80%

Voting Statistics

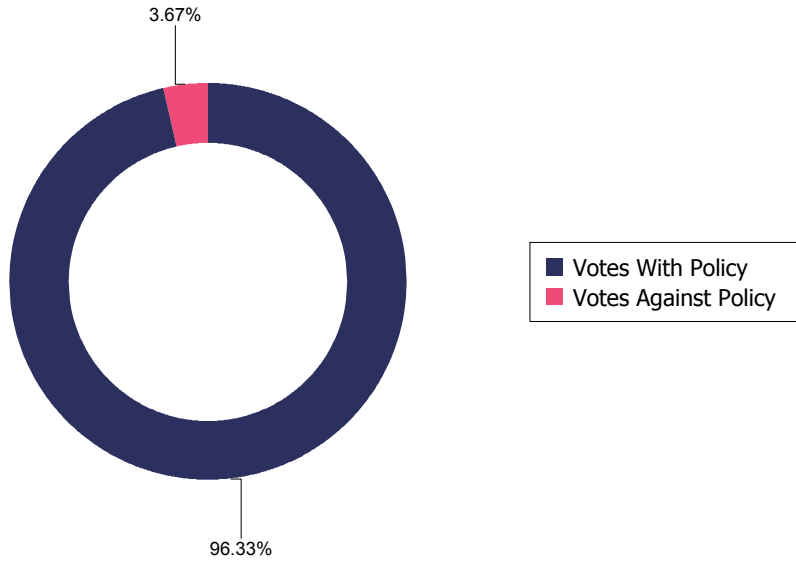


Vote Cast Statistics

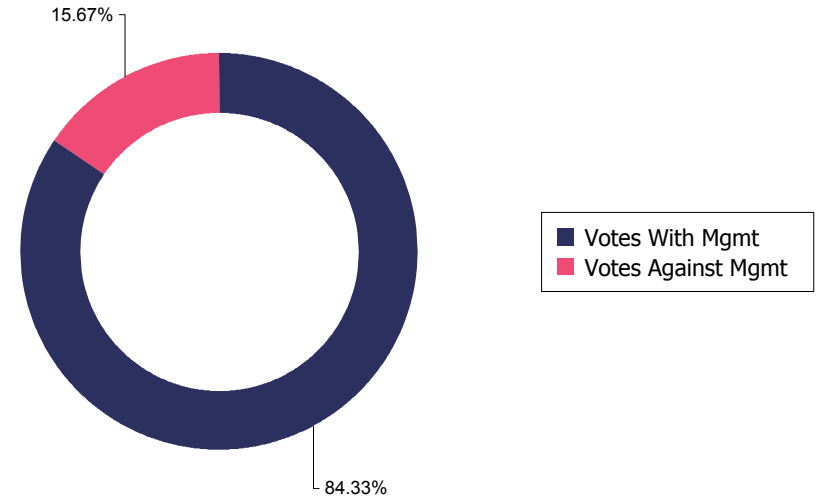


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy



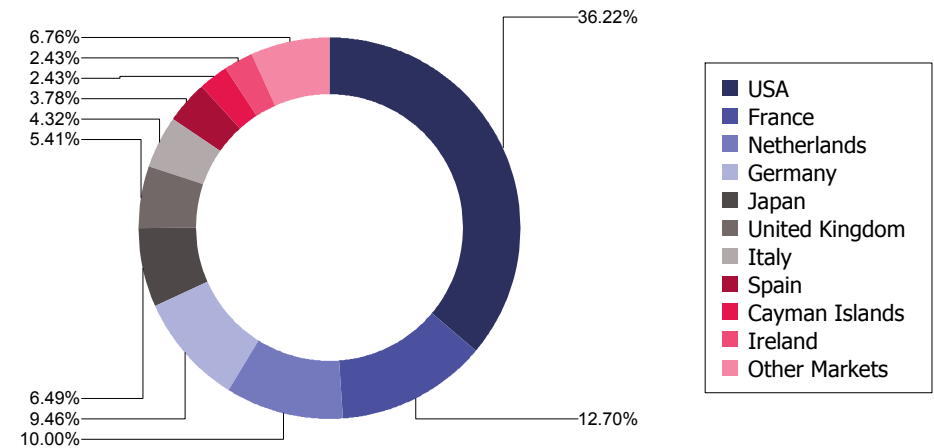
Vote Alignment with Management



Market Breakdown

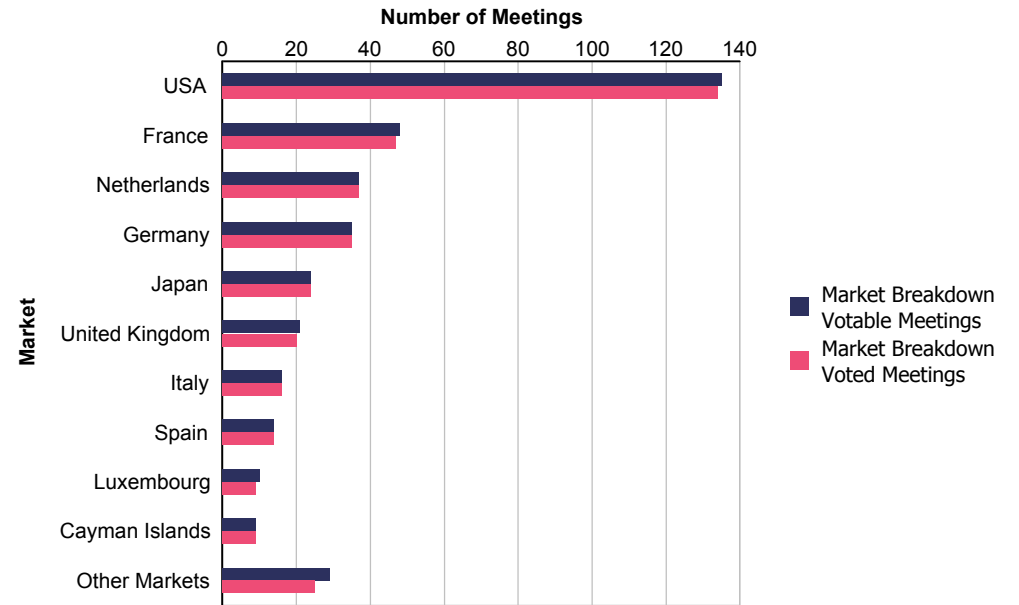
Market	Votable Meetings	Voted Meetings	Percentage
USA	135	134	99.26%
France	48	47	97.92%
Netherlands	37	37	100.00%
Germany	35	35	100.00%
Japan	24	24	100.00%
United Kingdom	21	20	95.24%
Italy	16	16	100.00%
Spain	14	14	100.00%
Luxembourg	10	9	90.00%
Cayman Islands	9	9	100.00%
Ireland	9	9	100.00%
China	5	5	100.00%
Switzerland	3	2	66.67%
Canada	2	2	100.00%
Jersey	2	1	50.00%
Taiwan	2	2	100.00%
Belgium	1	0	0.00%
Curacao	1	1	100.00%
Hong Kong	1	1	100.00%
Norway	1	0	0.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
South Korea	1	1	100.00%
Thailand	1	1	100.00%



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ASR Nederland NV	17-Jan-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4d. Elect Lard Friese to Supervisory Board	Against
Costco Wholesale Corporation	19-Jan-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Risk Due to Restrictions on Reproductive Rights	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Denise M. Morrison	Against
Visa Inc.	24-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director R. Andrew Eckert	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Edward L. Monser	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Director Election - Director Election	Elect Director	5.1.1. Elect Charoen Sirivadhanabhakdi as Director	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Director Election - Director Election	Elect Director	5.1.2. Elect Khunying Wanna Sirivadhanabhakdi as Director	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin S. Craighead	Against
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gloria A. Flach	Against
Emerson Electric Co.	07-Feb-23	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 Energy AG	07-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. 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
Siemens AG	09-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9.2. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sherry M. Smith	Against
Deere & Company	22-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Irene B. Rosenfeld	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
QUALCOMM Incorporated	08-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Saintoyant as Director	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Director Election - Director Election	Elect Director	7. Ratify Appointment of Gisele Rossat-Mignod as Director	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Director Election - Director Election	Elect Director	8. Ratify Appointment of Paul-Francois Fournier as Director	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Dominique Thillaud, CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Loic Bonhoure, Vice-CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Vice-CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	18. Approve Compensation Report for Corporate Officers	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	21. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2.5 Million	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	26. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Applied Materials, Inc.	09-Mar-23	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.	09-Mar-23	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	6. Improve Executive Compensation Program and Policy	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	10-Mar-23	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.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	Against
Samsung Electronics Co., Ltd.	15-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2. Elect Han Jong-hui as Inside Director	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	3a. Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11. Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Against
Banco Bilbao Vizcaya Argentaria SA	16-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Banco Bilbao Vizcaya Argentaria SA	16-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Starbucks Corporation	23-Mar-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	6. Adopt Policy on Succession Planning	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Starbucks Corporation	23-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Operations in Communist China	Against
Starbucks Corporation	23-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Establish Committee on Corporate Sustainability	Against
Argan SA	23-Mar-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	6. Approve Auditors' Special Report on Related-Party Transactions	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Corporate Officers	Against
Argan SA	23-Mar-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Ronan Le Lan, Chairman of the Management Board	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Francis Albertinelli, Management Board Member	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Frederic Larroumets, Management Board Member	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Jean-Claude Le Lan Junior, Management Board Member	Against
Argan SA	23-Mar-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Nicolas Le Lan as Supervisory Board Member	Against
Argan SA	23-Mar-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Predica as Supervisory Board Member	Against
Argan SA	23-Mar-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	17. Reelect Emmanuel Chabas as Censor	Against
Argan SA	23-Mar-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Argan SA	23-Mar-23	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 25 Million	Against
Argan SA	23-Mar-23	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 20 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Argan SA	23-Mar-23	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 and Qualified Investors, up to Aggregate Nominal Amount of EUR 50 Million	Against
Argan SA	23-Mar-23	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
Argan SA	23-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21 to 23	Against
Argan SA	23-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	26. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Randstad NV	28-Mar-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as A Director	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Director Election - Director Election	Elect Director	4b. Elect Martin Lorentzon as A Director	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Director Election - Director Election	Elect Director	4c. Elect Shishir Samir Mehrotra as A Director	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	E1. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association	Against
Banco Santander SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.A. Approve Remuneration Policy	Against
Banco Santander SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.F. Advisory Vote on Remuneration Report	Against
Telefonica SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote on 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	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
UniCredit SpA	31-Mar-23	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
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Elena Lagomasino	Against
The Walt Disney Company	03-Apr-23	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	03-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harry L. You	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	A. SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Restriction of Fossil Fuel Financing	E. SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	Against
Royal Bank of Canada	05-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	F. SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
Rio Tinto Plc	06-Apr-23	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	06-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report for Australian Law Purposes	Against
Alfen NV	06-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. 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
Dow Inc.	13-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard K. Davis	Against
Dow Inc.	13-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Dow Inc.	13-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	8. Elect Agnes Daney de Marillac as Representative of Employee Shareholders to the Board	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	9. Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Against
VINCI SA	13-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Stellantis NV	13-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Against
Stellantis NV	13-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report on the Pre-Merger Legacy Matters	Against
Stellantis NV	13-Apr-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2g. Approve Discharge of Directors	Against
Stellantis NV	13-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy	Against
Teleperformance SE	13-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.g. Reelect Sergio Duca as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Reelect Adam Keswick as Non-Executive Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ferrari NV	14-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	4.2. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.e. Reelect Linda Knoll as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.f. Reelect Alessandro Nasi as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.h. Reelect Benoit Ribadeau-Dumas as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.i. Reelect Lorenzo Simonelli as Non-Executive Director	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
Moncler SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Moncler SpA	18-Apr-23	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
PostNL NV	18-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long-Term Incentive Plan 2023-2027	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	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
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fetting	Against
The Sherwin-Williams Company	19-Apr-23	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 Sherwin-Williams Company	19-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hermes International SCA	20-Apr-23	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-23	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-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	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-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	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 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	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 With Binding Priority Right up to 40 Percent of Issued Capital	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-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	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
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Reply SpA	20-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4a. Approve Remuneration Policy	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4b. Approve Second Section of the Remuneration Report	Against
Reply SpA	20-Apr-23	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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	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	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josée Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Natacha Valla as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Heineken NV	20-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	3.a. Reelect M.R. de Carvalho to Supervisory Board	Against
Heineken NV	20-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	3.b. Reelect R.L. Ripley to Supervisory Board	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	20-Apr-23	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	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Bernard Arnault as Director	Against
Christian Dior SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Maria Luisa Loro Piana as Director	Against
Christian Dior SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Sidney Toledano, CEO until December 8, 2022	Against
Christian Dior SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Board	Against
Christian Dior SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
De'Longhi SpA	21-Apr-23	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
FILA - Fabbrica Italiana Lapis ed Affini SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	21-Apr-23	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
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Jean-Paul Agon, Chairman of the Board	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
Akzo Nobel NV	21-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.b. Reelect J. Poots-Bijl to Supervisory Board	Against
Akzo Nobel NV	21-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	6.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Basic-Fit NV	24-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4(d). Reelect Hans Willemse to Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	24-Apr-23	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	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Chairman of the Management Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollere as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	22. Elect Sebastien Bollere as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Helene D. Gayle	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David B. Weinberg	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Coca-Cola Company	25-Apr-23	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 Coca-Cola Company	25-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	Abstain
The Coca-Cola Company	25-Apr-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	Against
Citigroup Inc.	25-Apr-23	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
Citigroup Inc.	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Monica C. Lozano	Against
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	10. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Wells Fargo & Company	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Verallia SA	25-Apr-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Cecile Tandeau de Marsac as Director	Against
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third-Party Review on Chinese Congruency of Certain ETFs	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Lori J. Ryerkerk	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen M. Mazzarella	Against
The Cigna Group	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eurazeo SE	26-Apr-23	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
Eurazeo SE	26-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Francoise Mercadal-Delasalles as Supervisory Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Management Board Members	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Olivier Millet, Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation and Termination Package of Virginie Morgon, Chairman of Management Board	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation and Termination Package of Marc Frappier, Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation and Termination Package of Nicolas Huet, Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Philippe Audouin, Former Management Board Member	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	26-Apr-23	France	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	19. Approve Removal of Presence Condition Affecting Long-Term Remuneration Compensation of Virginie Morgon, Marc Frappier and Nicolas Huet	Against
BE Semiconductor Industries NV	26-Apr-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	5b. Approve Discharge of Supervisory Board	Against
BE Semiconductor Industries NV	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
ERG SpA	26-Apr-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3. Elect Renato Pizzolla as Director	Against
ERG SpA	26-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
ERG SpA	26-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.1. Approve Remuneration Policy	Against
ERG SpA	26-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Second Section of the Remuneration Report	Against
ERG SpA	26-Apr-23	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
Anglo American Plc	26-Apr-23	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3a. Approve Remuneration Report	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.e. Approve Remuneration Report	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy for Executive Board	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	5.a. Reelect Rudolf Ferscha as Non-Executive Director	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	6.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	7. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela H. Patsley	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Suzanne Nora Johnson	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director James C. Smith	Against
Pfizer Inc.	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Pfizer Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Pfizer Inc.	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	7. Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	Against
doValue SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
doValue SpA	27-Apr-23	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
Datalogic SpA	27-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Johnson & Johnson	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director D. Scott Davis	Against
Johnson & Johnson	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Mercialys SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Vincent Ravat, CEO	Against
Mercialys SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Elizabeth Blaise, Vice-CEO	Against
BP Plc	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
BP Plc	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. 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
BP Plc	27-Apr-23	United Kingdom	E	Environmental - Climate	GHG Emissions	25. Approve Shareholder Resolution on Climate Change Targets	Against
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Thomas Buberl, CEO	Against
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
AstraZeneca PLC	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Danone SA	27-Apr-23	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Abbott Laboratories	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Daniel J. Starks	Against
Abbott Laboratories	28-Apr-23	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	28-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
Intesa Sanpaolo SpA	28-Apr-23	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
Merck KGaA	28-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Iberdrola SA	28-Apr-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
Eli Lilly and Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Karen Walker	Against
Eli Lilly and Company	01-May-23	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
Eli Lilly and Company	01-May-23	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	10. Report on Risks of Supporting Abortion	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	13. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John J. Brennan	Against
American Express Company	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	02-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Bristol-Myers Squibb Company	02-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
argenx SE	02-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Easterly Government Properties, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Cynthia A. Fisher	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	I. Approve Consolidated Financial Statements	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	II. Approve Financial Statements	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Lakshmi Niwas Mittal as Director	Against
Moderna, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen Berenson	Withhold
Moderna, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Sagan	Withhold
Moderna, Inc.	03-May-23	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
Moderna, Inc.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	4. Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Daniel Vasella	Against
PepsiCo, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
PepsiCo, Inc.	03-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	Against
PepsiCo, Inc.	03-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Impacts of Restrictive Reproductive Healthcare Legislation	Against
PepsiCo, Inc.	03-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Publish Annual Congruency Report on Net-Zero Emissions Policy	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against
Gilead Sciences, Inc.	03-May-23	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.	03-May-23	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	6. Require More Director Nominations Than Open Seats	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
Mercedes-Benz Group AG	03-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Mercedes-Benz Group AG	03-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Hannover Rueck SE	03-May-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hannover Rueck SE	03-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	Against
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Oversee and Report a Civil Rights Audit	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Simon Property Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Allan Hubbard	Against
Simon Property Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Reuben S. Leibowitz	Against
Simon Property Group, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey M. Ettinger	Against
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Allianz SE	04-May-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Against
Allianz SE	04-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	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
Deutsche Post AG	04-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
RWE AG	04-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
SNAM SpA	04-May-23	Italy	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
SNAM SpA	04-May-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve the 2023-2025 Long Term Share Incentive Plan	Against
SNAM SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
SNAM SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
SNAM SpA	04-May-23	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
Atomera Incorporated	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Duy-Loan T. Le	Withhold
Atomera Incorporated	04-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Atomera Incorporated	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atomera Incorporated	04-May-23	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Duke Energy Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Theodore F. Craver, Jr.	Against
Duke Energy Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director E. Marie McKee	Against
Duke Energy Corporation	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Duke Energy Corporation	04-May-23	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. Create a Committee to Evaluate Decarbonization Risk	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George L. Fotiades	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan Crown	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	Withhold
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frederick H. Waddell	Withhold
AbbVie Inc.	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Muenchener Rueckversicherungs-Gesellschaft AG	05-May-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Against
Muenchener Rueckversicherungs-Gesellschaft AG	05-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	16. Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Against
HSBC Holdings Plc	05-May-23	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	17. Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	18. Devise and Implement a Long-Term and Stable Dividend Policy	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	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.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	Against
Berkshire Hathaway Inc.	06-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Uber Technologies, Inc.	08-May-23	USA	S	Social - Health & Safety	Facility Safety	4. Commission a Third-Party Audit on Driver Health and Safety	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Against
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andres R. Gluski	Against
Waste Management, Inc.	09-May-23	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	09-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	2.e. Approve Discharge of Management Board	Against
Koninklijke Philips NV	09-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Elevance Health, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert L. Dixon, Jr.	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stryker Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Allan C. Golston	Against
Stryker Corporation	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	3. Elect Ding Shijia as Director and Authorize Board to Fix His Remuneration	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	14. Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15. Approve Service Provider Sublimit under New Share Option Scheme	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Service Provider Sublimit under New Share Award Scheme	Against
Eni SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate Submitted by Institutional Investors (Assogestioni)	Against
Eni SpA	10-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate Submitted by Institutional Investors (Assogestioni)	Against
Eni SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
Eni SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Second Section of the Remuneration Report	Against
Eni SpA	10-May-23	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.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SPIE SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.3. Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.2. Elect Marco Mazzucchelli as Board Chair	Against
Enel SpA	10-May-23	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
Neoen SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	10-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Stephanie Levan as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Neoen SA	10-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	19. Adopt Double Voting-Rights to Long-Term Registered Shareholders and Amend Article 11 of Bylaws Accordingly	Against
Verizon Communications Inc.	11-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Government Requests to Remove Content	Against
Verizon Communications Inc.	11-May-23	USA	S	Social - Political Spending	Political Activities and Action	6. Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Adyen NV	11-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	13. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Adyen NV	11-May-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. 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
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SAP SE	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
SAP SE	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy for the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sylvain Montcouquiol, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Fabrice Mouchel, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Caroline Puechoultres, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Management Board Members	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy for Supervisory Board Members	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Against
Universal Music Group NV	11-May-23	Netherlands	G	Director Election - Director Election	Elect Director	8.c. Reelect Luc van Os as Non-Executive Director	Against
Renault SA	11-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Jean-Dominique Senard 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
Renault SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Amundi SA	12-May-23	France	G	Director Election - Director Election	Elect Director	19. Reelect Christian Rouchon as Director	Against
HelloFresh SE	12-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect John Rittenhouse to the Supervisory Board	Against
HelloFresh SE	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
HelloFresh SE	12-May-23	Germany	G	Company Articles - Article Amendments	Amend Articles Board-Related	8. Amend Articles Re: Supervisory Board Term of Office	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marilyn Matz	Against
Teradyne, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ASM International NV	15-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	7. Approve Discharge of Supervisory Board	Against
ASM International NV	15-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
BNP Paribas SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO and Vice-CEOs	Against
BNP Paribas SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Jean-Laurent Bonnafe, CEO	Against
Deutsche Boerse AG	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda B. Bammann	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Crown	Against
JPMorgan Chase & Co.	16-May-23	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
JPMorgan Chase & Co.	16-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
JPMorgan Chase & Co.	16-May-23	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	7. Amend Public Responsibility Committee Charter to Include Animal Welfare	Against
JPMorgan Chase & Co.	16-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Risks Related to Discrimination Against Individuals Including Political Views	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robyn Denholm	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	5. Report on Key-Person Risk and Efforts to Ameliorate It	Against
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Benjamin Kortlang	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Mora	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael A. Todman	Against
Mondelez International, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
Mondelez International, Inc.	17-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on 2025 Cage-Free Egg Goal	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Hugues Brasseur as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	12. Reelect Pascal Lheureux 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	17-May-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Eric Vial as Director	Against
Credit Agricole SA	17-May-23	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	A. Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares	Against
Cherry SE	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4.1. Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	Against
Cherry SE	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4.2. Ratify Ebner Stolz GmbH & Co. KG as Auditors for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Against
E.ON SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fresenius SE & Co. KGaA	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fresenius SE & Co. KGaA	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
LEG Immobilien SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
LEG Immobilien SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
LPKF Laser & Electronics SE	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	11. Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2023	Against
Southwest Airlines Co.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	17-May-23	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
Vonovia SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Paul du Saillant, 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
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEO	Against
InPost SA	17-May-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
InPost SA	17-May-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amend Remuneration Policy	Against
InPost SA	17-May-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect Ralf Huep as Supervisory Board Member	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration Policy for Management Board	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4b. Approve Discharge of Supervisory Board	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9a. Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9b. Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	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	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	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	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against
CVS Health Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
CVS Health Corporation	18-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	9. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
NextEra Energy, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kirk S. Hachigian	Against
NextEra Energy, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director William J. DeLaney	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Union Pacific Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Union Pacific Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark Durcan	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Otis Worldwide Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Shailesh G. Jejurikar	Against
Otis Worldwide Corporation	18-May-23	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 Home Depot, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Rescind 2022 Racial Equity Audit Proposal	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	3. Elect Edmund Sze-Wing Tse as Director	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	4. Elect Jack Chak-Kwong So as Director	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-May-23	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
The Charles Schwab Corporation	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Related to Discrimination Against Individuals Including Political Views	Against
CK Hutchison Holdings Limited	18-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3b. Elect Kam Hing Lam as Director	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	19-May-23	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.	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	19-May-23	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	19-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Merck & Co., Inc.	23-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Publish a Congruency Report of Partnerships with Globalist Organizations	Against
Shell Plc	23-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Shell Plc	23-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	Reporting on Climate Transition Plan	25. Approve the Shell Energy Transition Progress	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	23-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Anne Lange as Director	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of CEO	Against
Orange SA	23-May-23	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	B. Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	C. Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	D. Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against
PayPal Holdings, Inc.	24-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
PayPal Holdings, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Ensuring Respect for Civil Liberties	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Related - Board Related	Require a Majority Vote for the Election of Directors	9. Adopt Majority Vote Standard for Director Elections	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3i. Reelect Karl-Henrik Sundstrom as Non-Executive Director	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	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
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Clean Harbors, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Edward G. Galante	Withhold
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Jennifer Hyman to the Supervisory Board	Against
Zalando SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Anders Povlsen to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplax to the Supervisory Board	Against
STMicroelectronics NV	24-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Repsol SA	24-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Advisory Vote on 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
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dion J. Weisler	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patricia Fili-Krushel	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard Lenny	Against
McDonald's Corporation	25-May-23	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	25-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Civil Rights and Non-Discrimination Audit	Against
Sixth Street Specialty Lending, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Hurley Doddy	Withhold
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nanci Caldwell	Against
Equinix, Inc.	25-May-23	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-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.12. Elect Management Nominee Director John W. Thompson	Withhold
Illumina, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SCOR SE	25-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Denis Kessler, Chairman of the Board	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Laurent Rousseau, CEO	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO from January 26, 2023 to April 30, 2023	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO from May 1, 2023 to December 31, 2023	Against
SCOR SE	25-May-23	France	G	Director Election - Director Election	Elect Director	15. Reelect Augustin de Romanet as Director	Against
SCOR SE	25-May-23	France	G	Director Election - Director Election	Elect Director	21. Reelect Fields Wicker-Miurin as Director	Against
SCOR SE	25-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	33. Authorize up to 1.5 Million Shares for Use in Stock Option Plans	Against
Burelle SA	25-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Clotilde Lemarie as Director	Against
Burelle SA	25-May-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Helen Lee Bouygues as Director	Against
Burelle SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Burelle SA	25-May-23	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
Inventiva SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Frederic Cren, 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
Inventiva SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Pierre Broqua, Vice-CEO	Against
Inventiva SA	25-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Raul Alvarez	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TotalEnergies SE	26-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marie-Christine Coisne-Roquette as Director	Against
TotalEnergies SE	26-May-23	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	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	Management Climate-Related Proposal	14. Approve the Company's Sustainable Development and Energy Transition Plan	Against
ASR Nederland NV	31-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	6.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
ASR Nederland NV	31-May-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6.c. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	3. Report on Government Take Down Requests	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	Against
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	12. Report on Executive Pay Calibration to Externalized Costs	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walmart Inc.	31-May-23	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.	31-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	5. Consider Pay Disparity Between CEO and Other Employees	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Human Rights Due Diligence	Against
Walmart Inc.	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Racial and Gender Layoff Diversity	Against
Walmart Inc.	31-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Walmart Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	10. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks Related to Operations in China	Against
Cellnex Telecom SA	31-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.2. Amend Remuneration Policy	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.2. Reelect Concepcion del Rivero Bermejo as Director	Against
Airbnb, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alfred Lin	Withhold
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Encavis AG	01-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2022	Against
Encavis AG	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Encavis AG	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for 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
Encavis AG	01-Jun-23	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 500 Million; Approve Creation of EUR 18 Million Pool of Capital to Guarantee Conversion Rights	Against
Encavis AG	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Director Election - Director Election	Elect Director	2.4. Reelect Sonia Dula as Director	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy for FY 2024, 2025, and 2026	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1k. Elect Director John P. Surma	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mathias Dopfner	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jay C. Hoag	Against
Netflix, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
NN Group NV	02-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8.A.2. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Racial Equity Audit	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	05-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Booking Holdings Inc.	06-Jun-23	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.	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Antin Infrastructure Partners SA	06-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,120	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael Casey	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David Mussafer	Against
lululemon athletica inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Edward D. Breen	Withhold
Comcast Corporation	07-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Comcast Corporation	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	07-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks Related to Operations in China	Against
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
BYD Company Limited	08-Jun-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Audited Financial Report	Against
BYD Company Limited	08-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	08-Jun-23	China	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 for Additional H Shares	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-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Exclusive Networks SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Jesper Trolle, CEO	Against
Exclusive Networks SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Fastned BV	08-Jun-23	Netherlands	G	Director Related - Board Related	Approve Executive Appointment	6. Elect New FAST Board Member	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Liu Qin as Director	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Wong Shun Tak as Director	Against
Xiaomi Corporation	08-Jun-23	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	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	10. Adopt Share Incentive Scheme and Related Transactions	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	11. Adopt Service Provider Sublimit	Against
Worldline SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aldo Cardoso 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	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Gilles Grapinet, CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Vice-CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	30. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Compagnie de Saint-Gobain SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Benoit Bazin, CEO	Against
Compagnie de Saint-Gobain SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	Withhold
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Daniel M. Dickinson	Against
Caterpillar Inc.	14-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Civil Rights and Non-Discrimination Audit	Against
Target Corporation	14-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Target Corporation	14-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Delivery Hero SE	14-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of 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
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	12. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	13. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sato, Koji	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.4. Elect Director Nakajima, Hiroki	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Miyazaki, Yoichi	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Simon Humphries	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sir Philip Craven	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Oshima, Masahiko	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.10. Elect Director Osono, Emi	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Shirane, Takeshi	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.3. Appoint Statutory Auditor Sakai, Ryuji	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Vincent Bollore Re: Commercial Lease	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Bollore Participations SE Re: Emphyteutic Lease	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marie Bollore as Director	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Olivier Roussel as Director	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 8 Percent of Issued Share Capital	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Bollore, Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Sebastien Bollore, Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-23	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 400 Million	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	17. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Laboratorios Farmaceuticos Rovi SA	14-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote on Remuneration Report	Against
NHOA SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Chia Jou Lai as Director	Against
NHOA SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	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	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Carlalberto Guglielminotti, CEO	Against
NHOA SA	15-Jun-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	16. Approve Compensation Report of Corporate Officers	Against
NHOA SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Carlalberto Guglielminotti, CEO	Against
NHOA SA	15-Jun-23	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 330 Million	Against
NHOA SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	22. Authorize Issuance of Convertible Bonds up to EUR 6,053,269 without Preemptive Rights Reserved for Specific Beneficiaries	Against
NHOA SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 638,343 Shares for Use in Restricted Stock Plans	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12. Approve Stock Option Plan	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve Grant of Options to the Executive Chairman and CEO	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
IBIDEN Co., Ltd.	15-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Yamaguchi, Chiaki	Against
Wendel SE	15-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Corporate Officers	Against
Wendel SE	15-Jun-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Gervais Pellissier as Supervisory Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wendel SE	15-Jun-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Humbert de Wendel as Supervisory Board Member	Against
Wendel SE	15-Jun-23	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 Until December 1, 2022	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Laurent Mignon, Chairman of the Management Board Since December 2, 2022	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of David Darmon, Management Board Member	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
Wendel SE	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	21. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marachel L. Knight	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	3.1. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3.2. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Acciona SA	19-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
General Motors Company	20-Jun-23	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
General Motors Company	20-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
General Motors Company	20-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Provide Right to Act by Written Consent	Against
General Motors Company	20-Jun-23	USA	E	Environmental - Other	Community -Environment Impact	7. Report on Setting Sustainable Sourcing Targets	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	Against
MetLife, Inc.	20-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
eBay, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adriane M. Brown	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert Morgado	Against
Daimler Truck Holding AG	21-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	Against
Daimler Truck Holding AG	21-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Daimler Truck Holding AG	21-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Mitsui & Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yasunaga, Tatsuo	Against
Mitsui & Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.11. Elect Director Uchiyama, Takeshi	Against
Nagarro SE	21-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Nagarro SE	21-Jun-23	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	6. Approve Increase in Size of Board to Four Members	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nagarro SE	21-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Christian Bacherl to the Supervisory Board	Against
Nagarro SE	21-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Vishal Gaur to the Supervisory Board	Against
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kenneth A. Siegel	Against
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director David Chao	Against
Match Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ann L. McDaniel	Against
Match Group, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nintendo Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Furukawa, Shuntaro	Against
Nintendo Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Chris Meledandri	Against
STEICO SE	23-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board of Directors for Fiscal Year 2022	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.1. Elect Udo Schramek to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.2. Elect Katarzyna Schramek to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.3. Elect Juergen Klass to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.4. Elect Heinrich Koester to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
STEICO SE	23-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 7 Million Pool of Capital to Guarantee Conversion Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Haier Smart Home Co., Ltd.	26-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Renewal of the Financial Services Framework Agreement and Its Expected Related-Party Transaction Limit with Haier Group Corporation and Haier Group Finance Co., Ltd.	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Nissan Motor Co., Ltd.	27-Jun-23	Japan	G	Non-Routine Business - Non-Routine Business	Approve Alternative Income Allocation/Distribution Policy	3. Approve Alternative Allocation of Income, with a Final Dividend of JPY 15	Against
Unibail-Rodamco-Westfield NV	27-Jun-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Unibail-Rodamco-Westfield NV	27-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8. Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 6	Against
Unibail-Rodamco-Westfield NV	27-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9. Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Against
Aroundtown SA	28-Jun-23	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Markus Leininger as Independent Director	Against
Aroundtown SA	28-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
PVA TePla AG	28-Jun-23	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Omission of Dividends	Against
PVA TePla AG	28-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PVA TePla AG	28-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Inoue, Noriyuki	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Togawa, Masanori	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director Makino, Akiji	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.11. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	4. Amend Articles to Prohibit Transactions with Defamatory Companies	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	5. Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	6. Amend Articles to Prohibit Deletion of IR Contents from Company Websites	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Fukui, Toshihiko	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Komiyama, Hiroshi	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Director Related - Board Related	Fix Number of Directors and/or Auditors	3.1. Fix Number of Directors	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.2. Elect Directors (Bundled)	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	3.3. Elect Board Chair	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	3.4. Approve Remuneration of Directors	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. 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
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Three-year Monetary Incentive Plan 2023-2025	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	6. Approve Directors and Officers Liability Insurance	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.A. Reelect Enrique Diaz-Tejero Gutierrez as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.B. Reelect Manuel Azpilicueta Ferrer as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.C. Reelect Carlos Francisco Abad Rico as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Wang Huiwen as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Leng Xuesong as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	10. Approve Amendments to the Post-IPO Share Option Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	11. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	12. Approve the Scheme Limit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve the Service Provider Sublimit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	14. Approve Issuance of Class B Shares to Orr Gordon Robert Halyburton Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	16. Approve Issuance of Class B Shares to Shum Heung Yeung Harry Under the Post-IPO Share Award Scheme and Related Transactions	Against
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Burton	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alstom SA	11-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Against
JDC Group AG	20-Jul-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2023	Against
JDC Group AG	20-Jul-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	6. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million; Approve Creation of EUR 5.5 Million Pool of Capital to Guarantee Conversion Rights	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Ann-Kristin Achleitner	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Linde Plc	24-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Approve Global Incentive Plan	Against
Aroundtown SA	26-Jul-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 7 of the Articles of Association	Against
Aroundtown SA	26-Jul-23	Luxembourg	G	Miscellaneous - Board Related	Company Specific-Board-Related	4. Require that the Dismissal of Any Member of the Board of Directors Needs a Majority of at Least Seventy-Five Percent of the Votes and Create New Article 15.2 and Subsequent Re-number Article 15.3 to Article 15.6 of the Articles	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pirelli & C. SpA	31-Jul-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	1.2.1. Slate 1 Submitted by Marco Polo International Italy Srl and Camfin SpA	Against
Pirelli & C. SpA	31-Jul-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	31-Jul-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	31-Jul-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	3. Approve Three-year Monetary Incentive Plan 2023-2025	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Talbott Roche	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cathleen Benko	Withhold
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	12-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Maria A. Sastre	Against
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
Ubisoft Entertainment SA	27-Sep-23	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
Diageo Plc	28-Sep-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Diageo Plc	28-Sep-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. 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
Diageo Plc	28-Sep-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Long Term Incentive Plan	Against
Apollo Global Management, Inc.	06-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director A.B. Krongard	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
The Procter & Gamble Company	10-Oct-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against
The Procter & Gamble Company	10-Oct-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	07-Nov-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	10-Nov-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
West Holdings Corp.	22-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kikkawa, Takashi	Against
West Holdings Corp.	22-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Egashira, Eiichiro	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan Murray	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yanai, Tadashi	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hattori, Nobumichi	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shintaku, Masaaki	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kristina M. Johnson	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. Wong	Against
Microsoft Corporation	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.09. Elect Director Carlos A. Rodriguez	Against
Microsoft Corporation	07-Dec-23	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	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Aparna Bawa	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lorraine Twohill	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Micron Technology, Inc.	12-Jan-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard M. Beyer	For
Micron Technology, Inc.	12-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Intuit Inc.	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Suzanne Nora Johnson	For
Intuit Inc.	19-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey S. Raikes	For
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John W. Stanton	For
Costco Wholesale Corporation	19-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Koninklijke DSM NV	23-Jan-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	4. Approve Discharge of Management Board	For
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christopher Jones	For
Accenture Plc	01-Feb-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Nancy McKinstry	For
Accenture Plc	01-Feb-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Siemens Energy AG	07-Feb-23	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dmitri L. Stockton	For
Deere & Company	22-Feb-23	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 Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael E. Daniels	For
Samsung Electronics Co., Ltd.	15-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2. Elect Han Jong-hui as Inside Director	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jorgen Vig Knudstorp	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Starbucks Corporation	23-Mar-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Plant-Based Milk Pricing	For
Telefonica SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	For
Telefonica SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote on Remuneration Report	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	For
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	For
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For
Royal Bank of Canada	05-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Thierry Vandal	For
Royal Bank of Canada	05-Apr-23	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	05-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	D. SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	For
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	H. SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	For
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeff Sheets	For
Schlumberger N.V.	05-Apr-23	Curacao	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Koninklijke Ahold Delhaize NV	12-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Peter Agnefjall to Supervisory Board	For
Dow Inc.	13-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeff M. Fettig	For
Dow Inc.	13-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Dow Inc.	13-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Moncler SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Public Service Enterprise Group Incorporated	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director John P. Surma	For
Public Service Enterprise Group Incorporated	18-Apr-23	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	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	For
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	For
RELX Plc	20-Apr-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve or Amend Option Plan for Overseas Employees	20. Approve Employee Share Purchase Plan	For
L'Oreal SA	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Jean-Paul Agon, Chairman of the Board	Against
ING Groep NV	24-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8B. Authorize Board to Exclude Preemptive Rights from Share Issuances	For
The Coca-Cola Company	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	Abstain
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	For
Citigroup Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Citigroup Inc.	25-Apr-23	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
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marjorie Rodgers Cheshire	For
Exelon Corporation	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank P. Bramble, Sr.	For
Bank of America Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wells Fargo & Company	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
Ball Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stuart A. Taylor, II	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter Oppenheimer	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	For
Anglo American Plc	26-Apr-23	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10b. Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ENGIE SA	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Catherine MacGregor, CEO	For
ENGIE SA	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	For
Pfizer Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4h. Re-elect Tom Moran as Director	For
AstraZeneca PLC	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5l. Re-elect Marcus Wallenberg as Director	For
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5l. Re-elect Marcus Wallenberg as Director	For
Danone SA	27-Apr-23	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Veolia Environnement SA	27-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	10. Renew Appointment of Ernst & Young et Autres as Auditor	For
Veolia Environnement SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	For
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	For
Abbott Laboratories	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Abbott Laboratories	28-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Abbott Laboratories	28-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	For
Eli Lilly and Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director William G. Kaelin, Jr.	For
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	I. Approve Consolidated Financial Statements	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	II. Approve Financial Statements	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
Mercedes-Benz Group AG	03-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5.1. Ratify KPMG AG as Auditors for Fiscal Year 2023	For
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	For
GSK Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	For
Air Liquide SA	03-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	For
Air Liquide SA	03-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	For
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	11. Elect Director Kevin Warsh	For
United Parcel Service, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RWE AG	04-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For
Schneider Electric SE	04-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	Against
Uber Technologies, Inc.	08-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert Eckert	For
Uber Technologies, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Elevance Health, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	For
Eni SpA	10-May-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	11. Approve Long Term Incentive Plan 2023-2025	For
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Robert F. Vagt	For
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Garheng Kong	For
Laboratory Corporation of America Holdings	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. 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
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on Transport of Nonhuman Primates Within the U.S.	For
Bayerische Motoren Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Kurt Bock to the Supervisory Board	For
HeidelbergCement AG	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	For
Renault SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Luca de Meo, CEO	For
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	For
Teradyne, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
BNP Paribas SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Yann Gerardin, Vice-CEO	For
BNP Paribas SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Thierry Laborde, Vice-CEO	For
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda B. Bammann	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen B. Burke	For
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Crown	Against
Signify NV	16-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	For
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEO	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	For
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chubb Limited	17-May-23	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	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CVS Health Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director C. David Brown, II	For
CVS Health Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
NextEra Energy, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sherry S. Barrat	For
NextEra Energy, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Naren K. Gursahaney	For
NextEra Energy, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Amy B. Lane	For
NextEra Energy, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David L. Porges	For
Union Pacific Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Zoetis Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Louise M. Parent	For
Zoetis Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert W. Scully	For
Zoetis Inc.	18-May-23	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 Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	For
The Home Depot, Inc.	18-May-23	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.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
The Home Depot, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	4. Elect Jack Chak-Kwong So as Director	Against
CK Hutchison Holdings Limited	18-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Fok Kin Ning, Canning as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	For
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	For
Amgen Inc.	19-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	For
PayPal Holdings, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	24-May-23	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.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	For
Repsol SA	24-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Advisory Vote on Remuneration Report	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Issue Transparency Report on Global Public Policy and Political Influence	For
Prudential Plc	25-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	For
Prudential Plc	25-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	For
TotalEnergies SE	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert M. Kimmitt	Withhold

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walmart Inc.	31-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	5. Consider Pay Disparity Between CEO and Other Employees	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Human Rights Due Diligence	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.8. Elect Dominique D'Hinnin as Director	For
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marcel Gani	For
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey A. Miller	For
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Flynn	For
UnitedHealth Group Incorporated	05-Jun-23	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	05-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Racial Equity Audit	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	For
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mirian M. Graddick-Weir	For
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	For
Comcast Corporation	07-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Rayford Wilkins, Jr.	For
Caterpillar Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	For
Target Corporation	14-Jun-23	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
Target Corporation	14-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Shirane, Takeshi	Against
Grifols SA	15-Jun-23	Spain	G	Audit Related - Auditor Related	Ratify Auditors	5. Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements for FY 2023	For
Grifols SA	15-Jun-23	Spain	G	Director Election - Director Election	Elect Director	7.3. Reelect Carina Szpilka Lazaro as Director	For
Grifols SA	15-Jun-23	Spain	G	Director Election - Director Election	Elect Director	7.4. Reelect Inigo Sanchez-Asiain Mardones as Director	For
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy	Against
General Motors Company	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Wesley G. Bush	For
Hitachi Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Cynthia Carroll	For
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director David Chao	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.h. Reelect Elizabeth E. Tallett to Supervisory Board	For
QIAGEN NV	22-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8.b. Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For
QIAGEN NV	22-Jun-23	Netherlands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12. Approve QIAGEN N.V. 2023 Stock Plan	For
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Dawn Hudson	For
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	For
NVIDIA Corporation	22-Jun-23	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	27-Jun-23	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	27-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Saito, Yasuhiko	For
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kaneko, Hiroko	For
Alstom SA	11-Jul-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Sylvie Rucar as Director	For
Alstom SA	11-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	For
Alstom SA	11-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	For
BYD Company Limited	19-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1a. Elect Wang Chuan-fu as Director	For
BYD Company Limited	19-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1b. Elect Lv Xiang-yang as Director	For
BYD Company Limited	19-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1d. Elect Cai Hong-ping as Director	For
BYD Company Limited	19-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1e. Elect Zhang Min as Director	For
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Elizabeth C. Lempres	For
General Mills, Inc.	26-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kabir Misra	For
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth G. Nabel	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Medtronic plc	19-Oct-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Cannon	For
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	For
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	For
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kathy Mitsuko Koll	For
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kurumado, Joji	For
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kyoya, Yutaka	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ASR Nederland NV	17-Jan-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4d. Elect Lard Friese to Supervisory Board	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Denise M. Morrison	Against
Visa Inc.	24-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director R. Andrew Eckert	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Becton, Dickinson and Company	24-Jan-23	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
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Edward L. Monser	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.	26-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Director Election - Director Election	Elect Director	5.1.1. Elect Charoen Sirivadhanabhakdi as Director	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Director Election - Director Election	Elect Director	5.1.2. Elect Khunying Wanna Sirivadhanabhakdi as Director	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin S. Craighead	Against
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gloria A. Flach	Against
Emerson Electric Co.	07-Feb-23	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 Energy AG	07-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens AG	09-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Infineon Technologies AG	16-Feb-23	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9.2. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Infineon Technologies AG	16-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sherry M. Smith	Against
Deere & Company	22-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Deere & Company	22-Feb-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Irene B. Rosenfeld	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Saintoyant as Director	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Director Election - Director Election	Elect Director	7. Ratify Appointment of Gisele Rossat-Mignod as Director	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Director Election - Director Election	Elect Director	8. Ratify Appointment of Paul-Francois Fournier as Director	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Dominique Thillaud, CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Loic Bonhoure, Vice-CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Vice-CEO	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	09-Mar-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	18. Approve Compensation Report for Corporate Officers	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	21. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2.5 Million	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	26. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Compagnie des Alpes SA	09-Mar-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	28. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	09-Mar-23	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.	09-Mar-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	10-Mar-23	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.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	For
Samsung Electronics Co., Ltd.	15-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2. Elect Han Jong-hui as Inside Director	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	3a. Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. 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
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11. Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Against
Banco Bilbao Vizcaya Argentaria SA	16-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Banco Bilbao Vizcaya Argentaria SA	16-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Starbucks Corporation	23-Mar-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Plant-Based Milk Pricing	For
Starbucks Corporation	23-Mar-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
Argan SA	23-Mar-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	6. Approve Auditors' Special Report on Related-Party Transactions	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Corporate Officers	Against
Argan SA	23-Mar-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Ronan Le Lan, Chairman of the Management Board	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Francis Albertinelli, Management Board Member	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Frederic Larroumets, Management Board Member	Against
Argan SA	23-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Jean-Claude Le Lan Junior, Management Board Member	Against
Argan SA	23-Mar-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Nicolas Le Lan as Supervisory Board Member	Against
Argan SA	23-Mar-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Predica as Supervisory Board Member	Against
Argan SA	23-Mar-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	17. Reelect Emmanuel Chabas as Censor	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Argan SA	23-Mar-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Argan SA	23-Mar-23	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 25 Million	Against
Argan SA	23-Mar-23	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 20 Million	Against
Argan SA	23-Mar-23	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 and Qualified Investors, up to Aggregate Nominal Amount of EUR 50 Million	Against
Argan SA	23-Mar-23	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
Argan SA	23-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21 to 23	Against
Argan SA	23-Mar-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	26. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Randstad NV	28-Mar-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as A Director	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Director Election - Director Election	Elect Director	4b. Elect Martin Lorentzon as A Director	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Director Election - Director Election	Elect Director	4c. Elect Shishir Samir Mehrotra as A Director	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Spotify Technology SA	29-Mar-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	E1. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association	Against
Banco Santander SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.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	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.F. Advisory Vote on Remuneration Report	Against
Telefonica SA	30-Mar-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote on Remuneration Report	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Elena Lagomasino	Against
The Walt Disney Company	03-Apr-23	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	03-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Report on Political Expenditures	For
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harry L. You	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	B. SP 2: Revise the Bank's Human Rights Position Statement	For
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	D. SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	G. SP 7: Advisory Vote on Environmental Policies	For
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	H. SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	For
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
Rio Tinto Plc	06-Apr-23	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	06-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report for Australian Law Purposes	Against
Alfen NV	06-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. 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
Dow Inc.	13-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard K. Davis	Against
Dow Inc.	13-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Dow Inc.	13-Apr-23	USA	E	Environmental - Pollution	Recycling	5. Commission Audited Report on Reduced Plastics Demand	For
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	8. Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	9. Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Against
VINCI SA	13-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Stellantis NV	13-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Against
Stellantis NV	13-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report on the Pre-Merger Legacy Matters	Against
Stellantis NV	13-Apr-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2g. Approve Discharge of Directors	Against
Stellantis NV	13-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy	Against
Teleperformance SE	13-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.g. Reelect Sergio Duca as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Reelect Adam Keswick as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	4.2. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. 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
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.e. Reelect Linda Knoll as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.f. Reelect Alessandro Nasi as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.h. Reelect Benoit Ribadeau-Dumas as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.i. Reelect Lorenzo Simonelli as Non-Executive Director	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
Moncler SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
PostNL NV	18-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long-Term Incentive Plan 2023-2027	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fettig	Against
The Sherwin-Williams Company	19-Apr-23	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 Sherwin-Williams Company	19-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adobe Inc.	20-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For
Hermes International SCA	20-Apr-23	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-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	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-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	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 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	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 With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	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
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Reply SpA	20-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4a. Approve Remuneration Policy	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4b. Approve Second Section of the Remuneration Report	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	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	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Natacha Valla as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	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	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Heineken NV	20-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	3.a. Reelect M.R. de Carvalho to Supervisory Board	Against
Heineken NV	20-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	3.b. Reelect R.L. Ripley to Supervisory Board	Against
Christian Dior SE	20-Apr-23	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	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Bernard Arnault as Director	Against
Christian Dior SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Maria Luisa Loro Piana as Director	Against
Christian Dior SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Sidney Toledano, CEO until December 8, 2022	Against
Christian Dior SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Board	Against
Christian Dior SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Jean-Paul Agon, Chairman of the Board	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
Akzo Nobel NV	21-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.b. Reelect J. Poots-Bijl to Supervisory Board	Against
Akzo Nobel NV	21-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	6.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Basic-Fit NV	24-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4(d). Reelect Hans Willemse to Supervisory Board	Against
Vivendi SE	24-Apr-23	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	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Chairman of the Management Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollore as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	22. Elect Sebastien Bollore as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Helene D. Gayle	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David B. Weinberg	Against
The Coca-Cola Company	25-Apr-23	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 Coca-Cola Company	25-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
The Coca-Cola Company	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Civil Rights Audit	For
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	For
The Coca-Cola Company	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	Abstain
Citigroup Inc.	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Citigroup Inc.	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Report on Respecting Indigenous Peoples' Rights	For
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Monica C. Lozano	Against
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Abstain
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	8. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Bank of America Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	11. Commission Third Party Racial Equity Audit	For
Wells Fargo & Company	25-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Political Expenditures Congruence	For
Wells Fargo & Company	25-Apr-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	7. Report on Climate Lobbying	For
Wells Fargo & Company	25-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	8. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Workplace Sexual Harassment	10. Report on Prevention of Workplace Harassment and Discrimination	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	11. Adopt Policy on Freedom of Association and Collective Bargaining	For
Verallia SA	25-Apr-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Cecile Tandeau de Marsac as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Oversee and Report a Racial Equity Audit	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	10. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	11. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	12. Report on Median Gender/Racial Pay Gap	For
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Lori J. Ryerkerk	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen M. Mazzarella	Against
The Cigna Group	26-Apr-23	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 Cigna Group	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Cigna Group	26-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	For
Eurazeo SE	26-Apr-23	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
Eurazeo SE	26-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Francoise Mercadal-Delasalles as Supervisory Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Management Board Members	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Olivier Millet, Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation and Termination Package of Virginie Morgon, Chairman of Management Board	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation and Termination Package of Marc Frappier, Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation and Termination Package of Nicolas Huet, Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Philippe Audouin, Former Management Board Member	Against
Eurazeo SE	26-Apr-23	France	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	19. Approve Removal of Presence Condition Affecting Long-Term Remuneration Compensation of Virginie Morgon, Marc Frappier and Nicolas Huet	Against
BE Semiconductor Industries NV	26-Apr-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	5b. Approve Discharge of Supervisory Board	Against
BE Semiconductor Industries NV	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
ERG SpA	26-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
ERG SpA	26-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.1. Approve Remuneration Policy	Against
ERG SpA	26-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Second Section of the Remuneration Report	Against
Anglo American Plc	26-Apr-23	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3a. Approve Remuneration Report	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.e. Approve Remuneration Report	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy for Executive Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	5.a. Reelect Rudolf Ferscha as Non-Executive Director	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	6.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	7. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ENGIE SA	26-Apr-23	France	E	Environmental - Climate	Climate Change Action	B. Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	For
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela H. Patsley	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Texas Instruments Incorporated	27-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Suzanne Nora Johnson	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director James C. Smith	Against
Pfizer Inc.	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	9. Report on Political Expenditures Congruence	For
doValue SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Datalogic SpA	27-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Johnson & Johnson	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director D. Scott Davis	Against
Johnson & Johnson	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Government Financial Support and Equitable Access to Covid-19 Products	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Johnson & Johnson	27-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	7. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Mercialys SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Vincent Ravat, CEO	Against
Mercialys SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Elizabeth Blaise, Vice-CEO	Against
BP Plc	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
BP Plc	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Thomas Buberl, CEO	Against
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
AstraZeneca PLC	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Danone SA	27-Apr-23	France	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Financial Statements and Statutory Reports	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
Abbott Laboratories	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Daniel J. Starks	Against
Abbott Laboratories	28-Apr-23	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	28-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Abbott Laboratories	28-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Abbott Laboratories	28-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	8. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
Merck KGaA	28-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Iberdrola SA	28-Apr-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
Eli Lilly and Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Karen Walker	Against
Eli Lilly and Company	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	01-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Vote Requirements to Amend Articles/Bylaws/Charter	8. Adopt Simple Majority Vote	For
Eli Lilly and Company	01-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Impact of Extended Patent Exclusivities on Product Access	For
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Spending Congruency	11. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
Eli Lilly and Company	01-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	12. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John J. Brennan	Against
American Express Company	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
argenx SE	02-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Easterly Government Properties, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Cynthia A. Fisher	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Routine Business - Routine Business	Accept Consolidated Financial Statements and Statutory Reports	I. Approve Consolidated Financial Statements	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	II. Approve Financial Statements	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Lakshmi Niwas Mittal as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Moderna, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen Berenson	Withhold
Moderna, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Sagan	Withhold
Moderna, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Daniel Vasella	Against
PepsiCo, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against
Gilead Sciences, Inc.	03-May-23	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.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Mercedes-Benz Group AG	03-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Mercedes-Benz Group AG	03-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Hannover Rueck SE	03-May-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022	Against
Hannover Rueck SE	03-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	04-May-23	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
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	7. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Just Transition	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	11. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Simon Property Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Allan Hubbard	Against
Simon Property Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Reuben S. Leibowitz	Against
Simon Property Group, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey M. Ettinger	Against
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Allianz SE	04-May-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Against
Allianz SE	04-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	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-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Deutsche Post AG	04-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
RWE AG	04-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
SNAM SpA	04-May-23	Italy	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
SNAM SpA	04-May-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve the 2023-2025 Long Term Share Incentive Plan	Against
SNAM SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
SNAM SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
Atomera Incorporated	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Duy-Loan T. Le	Withhold
Atomera Incorporated	04-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Atomera Incorporated	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atomera Incorporated	04-May-23	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Duke Energy Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Theodore F. Craver, Jr.	Against
Duke Energy Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director E. Marie McKee	Against
Duke Energy Corporation	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George L. Fotiadis	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan Crown	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	Withhold
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frederick H. Waddell	Withhold
AbbVie Inc.	05-May-23	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.	05-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
AbbVie Inc.	05-May-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
AbbVie Inc.	05-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
AbbVie Inc.	05-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Muenchener Rueckversicherungs-Gesellschaft AG	05-May-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Against
Muenchener Rueckversicherungs-Gesellschaft AG	05-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Physical and Transitional Climate-Related Risks and Opportunities	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Audit Committee's Oversight on Climate Risks and Disclosures	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	For
Berkshire Hathaway Inc.	06-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andres R. Gluski	Against
Waste Management, Inc.	09-May-23	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	09-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	2.e. Approve Discharge of Management Board	Against
Koninklijke Philips NV	09-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Danaher Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Elevance Health, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert L. Dixon, Jr.	Against
Elevance Health, Inc.	10-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	For
Stryker Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Allan C. Golston	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stryker Corporation	10-May-23	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	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	3. Elect Ding Shijia as Director and Authorize Board to Fix His Remuneration	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	14. Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15. Approve Service Provider Sublimit under New Share Option Scheme	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Service Provider Sublimit under New Share Award Scheme	Against
Eni SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
Eni SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Second Section of the Remuneration Report	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
SPIE SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	Against
Neoen SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	10-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Stephanie Levan as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Neoen SA	10-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	19. Adopt Double Voting-Rights to Long-Term Registered Shareholders and Amend Article 11 of Bylaws Accordingly	Against
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	7. Amend Clawback Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
Adyen NV	11-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	13. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Adyen NV	11-May-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on Transport of Nonhuman Primates Within the U.S.	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Bayerische Motoren Werke AG	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
SAP SE	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
SAP SE	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy for the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	11-May-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sylvain Montcouquiol, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Fabrice Mouchel, Management Board Member	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Caroline Puechoultres, Management Board Member	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Management Board Members	Against
Unibail-Rodamco-Westfield SE	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy for Supervisory Board Members	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Against
Universal Music Group NV	11-May-23	Netherlands	G	Director Election - Director Election	Elect Director	8.c. Reelect Luc van Os as Non-Executive Director	Against
Renault SA	11-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Jean-Dominique Senard as Director	Against
Renault SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Amundi SA	12-May-23	France	G	Director Election - Director Election	Elect Director	19. Reelect Christian Rouchon as Director	Against
HelloFresh SE	12-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect John Rittenhouse to the Supervisory Board	Against
HelloFresh SE	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
HelloFresh SE	12-May-23	Germany	G	Company Articles - Article Amendments	Amend Articles Board-Related	8. Amend Articles Re: Supervisory Board Term of Office	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marilyn Matz	Against
Teradyne, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ASM International NV	15-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	7. Approve Discharge of Supervisory Board	Against
ASM International NV	15-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
BNP Paribas SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO and Vice-CEOs	Against
BNP Paribas SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Jean-Laurent Bonnafe, CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deutsche Boerse AG	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda B. Bammann	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Crown	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
JPMorgan Chase & Co.	16-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
JPMorgan Chase & Co.	16-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
JPMorgan Chase & Co.	16-May-23	USA	S	Social - Political Spending	Political Spending Congruency	11. Report on Political Expenditures Congruence	For
JPMorgan Chase & Co.	16-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robyn Denholm	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Benjamin Kortlang	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Mora	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael A. Todman	Against
Mondelez International, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mondelez International, Inc.	17-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Hugues Brasseur as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	12. Reelect Pascal Lheureux as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Eric Vial as Director	Against
Cherry SE	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4.1. Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	Against
Cherry SE	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4.2. Ratify Ebner Stolz GmbH & Co. KG as Auditors for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Against
E.ON SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fresenius SE & Co. KGaA	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fresenius SE & Co. KGaA	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
LEG Immobilien SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
LEG Immobilien SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
LPKF Laser & Electronics SE	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	11. Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2023	Against
Southwest Airlines Co.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	17-May-23	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
Vonovia SE	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. 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
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Against
EssilorLuxottica SA	17-May-23	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	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEO	Against
InPost SA	17-May-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
InPost SA	17-May-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amend Remuneration Policy	Against
InPost SA	17-May-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect Ralf Huet as Supervisory Board Member	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration Policy for Management Board	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4b. Approve Discharge of Supervisory Board	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9a. Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	Against
Just Eat Takeaway.com NV	17-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9b. Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	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	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. 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
Chubb Limited	17-May-23	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	14. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Chubb Limited	17-May-23	Switzerland	S	Social - Human Rights	Human Rights Risk Assessment	15. Report on Human Rights Risk Assessment	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	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	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against
CVS Health Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Adopt a Paid Sick Leave Policy	For
CVS Health Corporation	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
CVS Health Corporation	18-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
NextEra Energy, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kirk S. Hachigian	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.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NextEra Energy, Inc.	18-May-23	USA	S	Social - Board Diversity	Board Diversity	5. Disclose Board Skills and Diversity Matrix	For
Union Pacific Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director William J. DeLaney	Against
Union Pacific Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	For
Zoetis Inc.	18-May-23	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
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark Durcan	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Otis Worldwide Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Shailesh G. Jejurikar	Against
Otis Worldwide Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Otis Worldwide Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
The Home Depot, Inc.	18-May-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Political Expenditures Congruence	For
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	3. Elect Edmund Sze-Wing Tse as Director	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	4. Elect Jack Chak-Kwong So as Director	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-May-23	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
The Charles Schwab Corporation	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
CK Hutchison Holdings Limited	18-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3b. Elect Kam Hing Lam as Director	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Against
AT&T Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
AT&T Inc.	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	6. Commission Third Party Racial Equity Audit	For
Intercontinental Exchange, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	19-May-23	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	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Access to COVID-19 Products	For
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Merck & Co., Inc.	23-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	10. Require Independent Board Chair	For
Shell Plc	23-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Shell Plc	23-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	Reporting on Climate Transition Plan	25. Approve the Shell Energy Transition Progress	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	GHG Emissions	26. Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Anne Lange as Director	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of CEO	Against
PayPal Holdings, Inc.	24-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Adopt a Policy on Services in Conflict Zones	For
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3i. Reelect Karl-Henrik Sundstrom as Non-Executive Director	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	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.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	For
Amazon.com, Inc.	24-May-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. 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
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
Clean Harbors, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Edward G. Galante	Withhold
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Jennifer Hyman to the Supervisory Board	Against
Zalando SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Anders Povlsen to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplaix to the Supervisory Board	Against
STMicroelectronics NV	24-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Repsol SA	24-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Advisory Vote on Remuneration Report	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dion J. Weisler	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patricia Fili-Krushel	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy to Not Interfere with Freedom of Association Rights	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	25-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard Lenny	Against
McDonald's Corporation	25-May-23	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	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Report on Lobbying Payments and Policy	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Issue Transparency Report on Global Public Policy and Political Influence	For
McDonald's Corporation	25-May-23	USA	S	Social - Animal Welfare	Animal Welfare	11. Report on Animal Welfare	For
Sixth Street Specialty Lending, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Hurley Doddy	Withhold
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nanci Caldwell	Against
Equinix, Inc.	25-May-23	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.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.10. Elect Management Nominee Director Francis A. deSouza	For
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.11. Elect Management Nominee Director Robert S. Epstein	For
SCOR SE	25-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Denis Kessler, Chairman of the Board	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Laurent Rousseau, CEO	Against
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO from January 26, 2023 to April 30, 2023	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SCOR SE	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO from May 1, 2023 to December 31, 2023	Against
SCOR SE	25-May-23	France	G	Director Election - Director Election	Elect Director	15. Reelect Augustin de Romanet as Director	Against
SCOR SE	25-May-23	France	G	Director Election - Director Election	Elect Director	21. Reelect Fields Wicker-Miurin as Director	Against
SCOR SE	25-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	33. Authorize up to 1.5 Million Shares for Use in Stock Option Plans	Against
Burelle SA	25-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Clotilde Lemarie as Director	Against
Burelle SA	25-May-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Helen Lee Bouygues as Director	Against
Burelle SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Burelle SA	25-May-23	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
Inventiva SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Frederic Cren, Chairman and CEO	Against
Inventiva SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Pierre Broqua, Vice-CEO	Against
Inventiva SA	25-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Raul Alvarez	Withhold
Lowe's Companies, Inc.	26-May-23	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.	26-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
TotalEnergies SE	26-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marie-Christine Coisne-Roquette as Director	Against
TotalEnergies SE	26-May-23	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	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	Management Climate-Related Proposal	14. Approve the Company's Sustainable Development and Energy Transition Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	GHG Emissions	A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	For
ASR Nederland NV	31-May-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	6.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
ASR Nederland NV	31-May-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6.c. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	31-May-23	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.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	For
Meta Platforms, Inc.	31-May-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Enforcement of Community Standards and User Content	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Commission Independent Review of Audit & Risk Oversight Committee	For
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	31-May-23	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.	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Commission Third Party Racial Equity Audit	For
Walmart Inc.	31-May-23	USA	S	Social - Health & Safety	Facility Safety	12. Oversee and Report a Workplace Health and Safety Audit	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cellnex Telecom SA	31-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.2. Amend Remuneration Policy	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.2. Reelect Concepcion del Rivero Bermejo as Director	Against
Airbnb, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alfred Lin	Withhold
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Encavis AG	01-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2022	Against
Encavis AG	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Encavis AG	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for the Management Board	Against
Encavis AG	01-Jun-23	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 500 Million; Approve Creation of EUR 18 Million Pool of Capital to Guarantee Conversion Rights	Against
Encavis AG	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Director Election - Director Election	Elect Director	2.4. Reelect Sonia Dula as Director	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy for FY 2024, 2025, and 2026	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1k. Elect Director John P. Surma	Against
Trane Technologies Plc	01-Jun-23	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 Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trane Technologies Plc	01-Jun-23	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mathias Dopfner	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jay C. Hoag	Against
Netflix, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	01-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	For
Netflix, Inc.	01-Jun-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Risk in Retirement Plan Options	For
Netflix, Inc.	01-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For
NN Group NV	02-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8.A.2. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
Booking Holdings Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Antin Infrastructure Partners SA	06-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,120	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael Casey	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David Mussafer	Against
lululemon athletica inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Edward D. Breen	Withhold
Comcast Corporation	07-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Comcast Corporation	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. 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
Comcast Corporation	07-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Oversee and Report on a Racial Equity Audit	For
Comcast Corporation	07-Jun-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Climate Risk in Retirement Plan Options	For
Comcast Corporation	07-Jun-23	USA	E	Environmental - Climate	GHG Emissions	9. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Comcast Corporation	07-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	10. Report on Congruency of Political Spending with Company Values and Priorities	For
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
BYD Company Limited	08-Jun-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Audited Financial Report	Against
BYD Company Limited	08-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	08-Jun-23	China	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 for Additional H Shares	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Digital Realty Trust, Inc.	08-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Whether Company Policies Reinforce Racism in Company Culture	For
Exclusive Networks SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Jesper Trolle, CEO	Against
Exclusive Networks SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Fastned BV	08-Jun-23	Netherlands	G	Director Related - Board Related	Approve Executive Appointment	6. Elect New FAST Board Member	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Liu Qin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Wong Shun Tak as Director	Against
Xiaomi Corporation	08-Jun-23	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	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	10. Adopt Share Incentive Scheme and Related Transactions	Against
Xiaomi Corporation	08-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	11. Adopt Service Provider Sublimit	Against
Worldline SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aldo Cardoso as Director	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Gilles Grapinet, CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Vice-CEO	Against
Worldline SA	08-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	30. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Compagnie de Saint-Gobain SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Benoit Bazin, CEO	Against
Compagnie de Saint-Gobain SA	08-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	Withhold
Block, Inc.	13-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Daniel M. Dickinson	Against
Caterpillar Inc.	14-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Caterpillar Inc.	14-Jun-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Caterpillar Inc.	14-Jun-23	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
Caterpillar Inc.	14-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For
Target Corporation	14-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Delivery Hero SE	14-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	12. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	13. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights	Against
Delivery Hero SE	14-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sato, Koji	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.4. Elect Director Nakajima, Hiroki	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Miyazaki, Yoichi	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Simon Humphries	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sir Philip Craven	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Oshima, Masahiko	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.10. Elect Director Osono, Emi	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Shirane, Takeshi	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.3. Appoint Statutory Auditor Sakai, Ryuji	Against
Toyota Motor Corp.	14-Jun-23	Japan	E	Environmental - Climate	Report on Climate Change	4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	For
Compagnie de l'Odet SE	14-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Vincent Bollore Re: Commercial Lease	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Bollore Participations SE Re: Emphyteutic Lease	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marie Bollore as Director	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Olivier Roussel as Director	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 8 Percent of Issued Share Capital	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Bollore, Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Sebastien Bollore, Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-23	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 400 Million	Against
Compagnie de l'Odet SE	14-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	17. 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
Laboratorios Farmaceuticos Rovi SA	14-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote on Remuneration Report	Against
NHOA SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Chia Jou Lai as Director	Against
NHOA SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	Against
NHOA SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Carlalberto Guglielminotti, CEO	Against
NHOA SA	15-Jun-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	16. Approve Compensation Report of Corporate Officers	Against
NHOA SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Carlalberto Guglielminotti, CEO	Against
NHOA SA	15-Jun-23	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 330 Million	Against
NHOA SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	22. Authorize Issuance of Convertible Bonds up to EUR 6,053,269 without Preemptive Rights Reserved for Specific Beneficiaries	Against
NHOA SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 638,343 Shares for Use in Restricted Stock Plans	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12. Approve Stock Option Plan	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve Grant of Options to the Executive Chairman and CEO	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
IBIDEN Co., Ltd.	15-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Yamaguchi, Chiaki	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wendel SE	15-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Corporate Officers	Against
Wendel SE	15-Jun-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Gervais Pellissier as Supervisory Board Member	Against
Wendel SE	15-Jun-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Humbert de Wendel as Supervisory Board Member	Against
Wendel SE	15-Jun-23	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 Until December 1, 2022	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Laurent Mignon, Chairman of the Management Board Since December 2, 2022	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of David Darmon, Management Board Member	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Wendel SE	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
Wendel SE	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	21. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marachel L. Knight	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	3.1. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3.2. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Acciona SA	19-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
General Motors Company	20-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	Against
MetLife, Inc.	20-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
eBay, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adriane M. Brown	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
eBay, Inc.	21-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert Morgado	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Activision Blizzard, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy on Freedom of Association and Collective Bargaining	For
Daimler Truck Holding AG	21-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	Against
Daimler Truck Holding AG	21-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Daimler Truck Holding AG	21-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Mitsui & Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yasunaga, Tatsuo	Against
Mitsui & Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.11. Elect Director Uchiyamada, Takeshi	Against
Nagarro SE	21-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Nagarro SE	21-Jun-23	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	6. Approve Increase in Size of Board to Four Members	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nagarro SE	21-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Christian Bacherl to the Supervisory Board	Against
Nagarro SE	21-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Vishal Gaur to the Supervisory Board	Against
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kenneth A. Siegel	Against
SoftBank Group Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director David Chao	Against
Match Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ann L. McDaniel	Against
Match Group, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nintendo Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Furukawa, Shuntaro	Against
Nintendo Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Chris Meledandri	Against
STEICO SE	23-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board of Directors for Fiscal Year 2022	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.1. Elect Udo Schramek to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.2. Elect Katarzyna Schramek to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.3. Elect Juergen Klass to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Director Election - Director Election	Elect Director	5.4. Elect Heinrich Koester to the Board of Directors	Against
STEICO SE	23-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
STEICO SE	23-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 7 Million Pool of Capital to Guarantee Conversion Rights	Against
Haier Smart Home Co., Ltd.	26-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Renewal of the Financial Services Framework Agreement and Its Expected Related-Party Transaction Limit with Haier Group Corporation and Haier Group Finance Co., Ltd.	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Unibail-Rodamco-Westfield NV	27-Jun-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Unibail-Rodamco-Westfield NV	27-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8. Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 6	Against
Unibail-Rodamco-Westfield NV	27-Jun-23	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9. Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Against
Aroundtown SA	28-Jun-23	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Markus Leininger as Independent Director	Against
Aroundtown SA	28-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
PVA TePla AG	28-Jun-23	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Omission of Dividends	Against
PVA TePla AG	28-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022	Against
PVA TePla AG	28-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Inoue, Noriyuki	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Togawa, Masanori	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director Makino, Akiji	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.11. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	3. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Fukui, Toshihiko	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Komiyama, Hiroshi	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Director Related - Board Related	Fix Number of Directors and/or Auditors	3.1. Fix Number of Directors	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	3.4. Approve Remuneration of Directors	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Three-year Monetary Incentive Plan 2023-2025	Against
Pirelli & C. SpA	29-Jun-23	Italy	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	6. Approve Directors and Officers Liability Insurance	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.A. Reelect Enrique Diaz-Tejeiro Gutierrez as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.B. Reelect Manuel Azpilicueta Ferrer as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.C. Reelect Carlos Francisco Abad Rico as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Wang Huiwen as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Leng Xuesong as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	10. Approve Amendments to the Post-IPO Share Option Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	11. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	12. Approve the Scheme Limit	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve the Service Provider Sublimit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	14. Approve Issuance of Class B Shares to Orr Gordon Robert Halyburton Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	16. Approve Issuance of Class B Shares to Shum Heung Yeung Harry Under the Post-IPO Share Award Scheme and Related Transactions	Against
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Burton	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alstom SA	11-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Against
JDC Group AG	20-Jul-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2023	Against
JDC Group AG	20-Jul-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	6. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million; Approve Creation of EUR 5.5 Million Pool of Capital to Guarantee Conversion Rights	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Ann-Kristin Achleitner	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Linde Plc	24-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Approve Global Incentive Plan	Against
Aroundtown SA	26-Jul-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 7 of the Articles of Association	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aroundtown SA	26-Jul-23	Luxembourg	G	Miscellaneous - Board Related	Company Specific- -Board-Related	4. Require that the Dismissal of Any Member of the Board of Directors Needs a Majority of at Least Seventy-Five Percent of the Votes and Create New Article 15.2 and Subsequent Re-number Article 15.3 to Article 15.6 of the Articles	Against
Pirelli & C. SpA	31-Jul-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	31-Jul-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	31-Jul-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	3. Approve Three-year Monetary Incentive Plan 2023-2025	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Talbott Roche	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cathleen Benko	Withhold
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	12-Sep-23	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.	12-Sep-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
NIKE, Inc.	12-Sep-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For
FedEx Corporation	21-Sep-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	For
FedEx Corporation	21-Sep-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Just Transition	For
FedEx Corporation	21-Sep-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	For
FedEx Corporation	21-Sep-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Climate Risk in Retirement Plan Options	For
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Maria A. Sastre	Against
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
General Mills, Inc.	26-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Ubisoft Entertainment SA	27-Sep-23	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
Diageo Plc	28-Sep-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Diageo Plc	28-Sep-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Diageo Plc	28-Sep-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Long Term Incentive Plan	Against
Apollo Global Management, Inc.	06-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director A.B. Krongard	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	07-Nov-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	10-Nov-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Oracle Corporation	15-Nov-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Oracle Corporation	15-Nov-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	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
West Holdings Corp.	22-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kikkawa, Takashi	Against
West Holdings Corp.	22-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Egashira, Eiichiro	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan Murray	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yanai, Tadashi	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hattori, Nobumichi	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shintaku, Masaaki	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kristina M. Johnson	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cisco Systems, Inc.	06-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. Wong	Against
Microsoft Corporation	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.09. Elect Director Carlos A. Rodriguez	Against
Microsoft Corporation	07-Dec-23	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	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Aparna Bawa	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lorraine Twohill	Against
Palo Alto Networks, Inc.	12-Dec-23	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
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Inventiva SA	25-Jan-23	Extraordinary Shareholders	France	1705528
X-FAB Silicon Foundries SE	27-Apr-23	Annual	Belgium	1712112
Reckitt Benckiser Group Plc	03-May-23	Annual	United Kingdom	1721286
Eurofins Scientific SE	27-Apr-23	Annual	Luxembourg	1734226
Teladoc Health, Inc.	25-May-23	Annual	USA	1742566
Equinor ASA	10-May-23	Annual	Norway	1743659
DSM-Firmenich AG	29-Jun-23	Extraordinary Shareholders	Switzerland	1763854
Ferguson Plc	28-Nov-23	Annual	Jersey	1805734