

# 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 03/31/2023

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	124	
Number of meetings voted	121	97.58%
Number of meetings with at least 1 vote Against, Withhold or Abstain	56	45.16%

## Ballot Overview

Category	Number	Percentage
Number of votable ballots	501	
Number of ballots voted	492	98.20%

## Proposal Overview

Category	Number	Percentage
Number of votable items	1,628	
Number of items voted	1,620	99.51%
Number of votes FOR	1,330	82.10%
Number of votes AGAINST	121	7.47%
Number of votes ABSTAIN	47	2.90%
Number of votes WITHHOLD	18	1.11%
Number of votes on MSOP	104	6.42%
Number of votes With Policy	1,614	99.63%
Number of votes Against Policy	6	0.37%
Number of votes With Mgmt	1,472	90.86%
Number of votes Against Mgmt	148	9.14%
Number of votes on Shareholder Proposals	30	1.85%

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

**Market Breakdown**

<b>Market</b>	<b>Votable Meetings</b>	<b>Voted Meetings</b>	<b>Percentage</b>
USA	25	25	100.00%
Japan	15	15	100.00%
South Korea	13	13	100.00%
China	6	6	100.00%
Denmark	6	6	100.00%
Finland	5	5	100.00%
Germany	5	5	100.00%
Netherlands	5	5	100.00%
Spain	5	5	100.00%
Switzerland	5	5	100.00%
India	4	4	100.00%
Sweden	4	4	100.00%
United Kingdom	4	2	50.00%
Brazil	3	3	100.00%
Mexico	3	3	100.00%
United Arab Emirates	3	3	100.00%
Ireland	2	2	100.00%
Singapore	2	2	100.00%
Australia	1	1	100.00%
Austria	1	1	100.00%
Belgium	1	1	100.00%
Canada	1	1	100.00%
Israel	1	0	0.00%
Italy	1	1	100.00%
Malaysia	1	1	100.00%
Saudi Arabia	1	1	100.00%
Turkey	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
Schnitzer Steel Industries, Inc.	25-Jan-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	4. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against
PriceSmart, Inc.	03-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	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J. Scott Hall	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas J. Hansen	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark J. O'Brien	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Christine Ortiz	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lydia W. Thomas	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael T. Tokarz	Against
Compania de Distribucion Integral Logista Holdings, SA	07-Feb-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Evoqua Water Technologies Corp.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ron C. Keating	Withhold
Evoqua Water Technologies Corp.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Martin J. Lamb	Withhold
Evoqua Water Technologies Corp.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter M. Wilver	Withhold
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Barbara A. Tyson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Technology One Limited	22-Feb-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Technology One Limited	22-Feb-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Cliff Rosenberg as Director	Against
Emirates NBD Bank (P.J.S.C)	22-Feb-23	United Arab Emirates	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Amend Articles of Bylaws	Against
Samty Co., Ltd.	27-Feb-23	Japan	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	1. Approve Allocation of Income, with a Final Dividend of JPY 51	Against
Samty Co., Ltd.	27-Feb-23	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director and Audit Committee Member Koi, Mitsusuke	Against
Samty Co., Ltd.	27-Feb-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Approve Restricted Stock Plan	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Thune Andersen (Chair) as Director	Abstain
Applied Materials, Inc.	09-Mar-23	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	6. Improve Executive Compensation Program and Policy	Against
Carlsberg A/S	13-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Henrik Poulsen as New Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dubai Islamic Bank PJSC	15-Mar-23	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9. Elect Directors (Bundled)	Against
Cheil Worldwide, Inc.	16-Mar-23	South Korea	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	4. Authorize Board to Fix Remuneration of Internal Auditor(s)	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.2. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.3. Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Impax Asset Management Group Plc	16-Mar-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Impax Asset Management Group Plc	16-Mar-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Sally Bridgeland as Director	Against
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Solar A/S	17-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Jesper Dalsgaard as Director	Abstain
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Peter Athanas as Director	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.2. Reelect Gustavo Moeller-Hergt as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.2. Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.3. Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman Bulls	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Emma Falck	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ricardo Falu	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Barbara Humpton	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Axel Meier	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tish Mendoza	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Julian Nebreda	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director John Christopher Shelton	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Simon James Smith	Withhold
Anima Holding SpA	21-Mar-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.1. Slate 1 Submitted by Banco BPM SpA	Against
Anima Holding SpA	21-Mar-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.2. Slate 2 Submitted by Poste Italiane SpA	Against
Anima Holding SpA	21-Mar-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.3. Slate 3 Submitted by FSI Holding 2 Srl	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anima Holding SpA	21-Mar-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
TD SYNEX Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Matthew Miao	Withhold
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Koc Holding A.S.	22-Mar-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	10. Approve Director Remuneration	Against
Koc Holding A.S.	22-Mar-23	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	12. Approve Upper Limit of Donations for the 2023 and Receive Information on Donations Made in 2022	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.1. Reelect Mia Brunell Livfors as Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.3. Reelect Caroline Berg as Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.6. Reelect Sara Ohrvall as Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.7. Elect Thomas Ekman as New Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.8. Reelect Mia Brunell Livfors as Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Starbucks Corporation	23-Mar-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Plant-Based Milk Pricing	Against
Starbucks Corporation	23-Mar-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	6. Adopt Policy on Succession Planning	Against
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1. Reelect Hans Straberg as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect Hakan Buskhe as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Hans Straberg as Board Chair	Against
SKF AB	23-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve 2023 Performance Share Program	Against
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.5. Reelect Soren Holm as Member of Committee of Representatives	Abstain
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.32. Reelect Henrik Hoffmann as Member of Committee of Representatives	Abstain
KB Financial Group, Inc.	24-Mar-23	South Korea	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	8. Amend Articles of Incorporation (Shareholder Proposal)	Against
KB Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	9. Elect Lim Gyeong-jong as Outside Director (Shareholder Proposal)	Against
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.1. Elect Turki Al Oteebi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.2. Elect Thamir Al Wadee as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.3. Elect Ahmed Khoqeer as Director	Abstain



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.4. Elect Khalid Al Muheesin as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.5. Elect Sami Al Babteen as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.6. Elect Badr Al Harbi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.7. Elect Sulayman Al Haseen as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.8. Elect Anas Kintab as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.9. Elect Ahmed Al Jreefani as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.10. Elect Salih Al Khalaf as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.11. Elect Abulrahman Al Zugheebi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.12. Elect Abdulazeez Al Habadan as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.13. Elect Abdullah Al Jaeedi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.14. Elect Abdullah Al Feefi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.15. Elect Abdulazeez Al Areefi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.16. Elect Abdullah Al Al Sheikh as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.17. Elect Sameer Al Abdrabbuh as Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.18. Elect Abdulazeez Al Hameed as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.19. Elect Mohammed Al Assaf as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.20. Elect Amal Al Ghamdi as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.21. Elect Abdulrahman Al Faqeeh as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.22. Elect Sulayman Al Quheedan as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.23. Elect Abdullah Al Shamrani as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.24. Elect Abdulrahman Al Rawaf as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.25. Elect Khalid Al Ruwees as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.26. Elect Ghassan Kashmeeri as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.27. Elect Ahmed Murad as Director	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Related - Committee Election	Elect Members of Audit Committee (Bundled)	9. Elect Members of Audit Committee and Approve its Responsibilities, Work Procedures, and Remuneration of its Members	Against
Coca-Cola FEMSA SAB de CV	27-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors; Verify Director's Independence Classification; Elect Board Chairman and Secretaries	Against
CJ CheilJedang Corp.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipilä (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	4. Approve Director Retirement Bonus	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.8. Reelect Michael Rechsteiner as Director	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.9. Reelect Michael Rechsteiner as Board Chair	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ann Logan	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Rosen Plevneliev	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Adam D. Portnoy	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan Veitch	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Walter C. Watkins, Jr.	Withhold
Canon Marketing Japan, Inc.	29-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Adachi, Masachika	Against
Andritz AG	29-Mar-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Andritz AG	29-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	10.1. New/Amended Proposals from Shareholders	Against
Andritz AG	29-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	10.2. New/Amended Proposals from Management and 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
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.a. Approve Discharge of Board Chairman Ronnie Leten	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.b. Approve Discharge of Board Member Helena Stjernholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.c. Approve Discharge of Board Member Jacob Wallenberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.d. Approve Discharge of Board Member Jon Fredrik Baksaas	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.e. Approve Discharge of Board Member Jan Carlson	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.f. Approve Discharge of Board Member Nora Denzel	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.h. Approve Discharge of Board Member Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.i. Approve Discharge of Board Member Eric A. Elzvik	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.j. Approve Discharge of Board Member Kurt Jofs	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.k. Approve Discharge of Board Member Kristin S. Rinne	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.l. Approve Discharge of Employee Representative Torbjorn Nyman	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.m. Approve Discharge of Employee Representative Anders Ripa	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.n. Approve Discharge of Employee Representative Kjell-Ake Soting	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.o. Approve Discharge of Deputy Employee Representative Ulf Rosberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.p. Approve Discharge of Deputy Employee Representative Loredana Roslund	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.3.r. Approve Discharge of President Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.3. Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Against
Canon, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Mitarai, Fujio	Against
Canon, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Tanaka, Toshizo	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Canon, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Homma, Toshio	Against
Kirin Holdings Co., Ltd.	30-Mar-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	2. Amend Articles to Allow Virtual Only Shareholder Meetings	Against
The Yokohama Rubber Co., Ltd.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	4.5. Elect Director and Audit Committee Member Kimura, Hiroki	Against
The Yokohama Rubber Co., Ltd.	30-Mar-23	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	5. Elect Alternate Director and Audit Committee Member Furukawa, Junichi	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
Lar Espana Real Estate SOCIMI SA	30-Mar-23	Spain	G	Director Election - Director Election	Elect Director	6.3. Reelect Roger Maxwell Cooke as Director	Against
Orbia Advance Corporation SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election	Elect Director	4.2e. Elect or Ratify Guillermo Ortiz Martinez as Board Member	Against
Orbia Advance Corporation SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Members of Board and Key Committees	Against
Orbia Advance Corporation SAB de CV	30-Mar-23	Mexico	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6.2. Set Aggregate Nominal Amount of Share Repurchase Reserve	Against
Kesko Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Outokumpu Oyj	30-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Heinz Jorg Fuhrmann, Kati ter Horst (Vice-Chair), Kari Jordan (Chair), Paivi Luostarinen, Petter Soderstrom, Pierre Vareille and Julia Woodhouse as Directors; Elect Jyrki Maki-Kala as New Director	Against
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TIM SA	30-Mar-23	Brazil	G	Director Related - Board Related	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	6. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against
TIM SA	30-Mar-23	Brazil	G	Director Related - Board Related	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	7. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.1. Percentage of Votes to Be Assigned - Elect Adrian Calaza as Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.2. Percentage of Votes to Be Assigned - Elect Alberto Mario Griselli as Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.3. Percentage of Votes to Be Assigned - Elect Claudio Giovanni Ezio Ongaro as Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.4. Percentage of Votes to Be Assigned - Elect Elisabetta Paola Romano as Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.5. Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as Independent Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.6. Percentage of Votes to Be Assigned - Elect Gesner Jose de Oliveira Filho as Independent Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.7. Percentage of Votes to Be Assigned - Elect Herculano Anibal Alves as Independent Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.8. Percentage of Votes to Be Assigned - Elect Michela Mossini as Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.9. Percentage of Votes to Be Assigned - Elect Michele Valensise as Director	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.10. Percentage of Votes to Be Assigned - Elect Nicandro Durante as Independent Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TIM SA	30-Mar-23	Brazil	G	Director Related - Board Related	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	9. As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
TIM SA	30-Mar-23	Brazil	G	Director Related - Board Related	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	12. In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election	As an Ordinary Shareholder, Would You Like to Request a Separate Minority Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	13. As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
TIM SA	30-Mar-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	14. Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	Against
Econocom Group SE	31-Mar-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	I.5. Approve Remuneration Report	Against
Econocom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	I.6. Reelect Bruno Grossi as Director	Against
Econocom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	I.7. Elect Samira Draoua as Director	Against
Econocom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	I.8. Elect Angel Benguigui Diaz as Director	Against

## Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J. Scott Hall	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas J. Hansen	Against



### Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark J. O'Brien	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Christine Ortiz	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lydia W. Thomas	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael T. Tokarz	Against

### Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schnitzer Steel Industries, Inc.	25-Jan-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
PriceSmart, Inc.	03-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	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J. Scott Hall	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas J. Hansen	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark J. O'Brien	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Christine Ortiz	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lydia W. Thomas	Against
Mueller Water Products, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael T. Tokarz	Against
Compania de Distribucion Integral Logista Holdings, SA	07-Feb-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Evoqua Water Technologies Corp.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ron C. Keating	Withhold
Evoqua Water Technologies Corp.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Martin J. Lamb	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Evoqua Water Technologies Corp.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter M. Wilver	Withhold
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Barbara A. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Tyson Foods, Inc.	09-Feb-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
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
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
Technology One Limited	22-Feb-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Technology One Limited	22-Feb-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Cliff Rosenberg as Director	Against
Emirates NBD Bank (P.J.S.C)	22-Feb-23	United Arab Emirates	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Amend Articles of Bylaws	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Samty Co., Ltd.	27-Feb-23	Japan	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	1. Approve Allocation of Income, with a Final Dividend of JPY 51	Against
Samty Co., Ltd.	27-Feb-23	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director and Audit Committee Member Koi, Mitsusuke	Against
Samty Co., Ltd.	27-Feb-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Approve Restricted Stock Plan	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Thune Andersen (Chair) as Director	Abstain
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
Carlsberg A/S	13-Mar-23	Denmark	S	Social - Human Rights	Human Rights Risk Assessment	5.D. Report on Efforts and Risks Related to Human Rights	For
Carlsberg A/S	13-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Henrik Poulsen as New Director	Abstain
Dubai Islamic Bank PJSC	15-Mar-23	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9. Elect Directors (Bundled)	Against
Cheil Worldwide, Inc.	16-Mar-23	South Korea	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	4. Authorize Board to Fix Remuneration of Internal Auditor(s)	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.2. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.3. Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	16-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Impax Asset Management Group Plc	16-Mar-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Impax Asset Management Group Plc	16-Mar-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Sally Bridgeland as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Solar A/S	17-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Jesper Dalsgaard as Director	Abstain
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Peter Athanas as Director	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.2. Reelect Gustavo Moeller-Hergt as Board Chair	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.2. Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.3. Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Against
ALSO Holding AG	17-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman Bulls	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Emma Falck	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ricardo Falu	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Barbara Humpton	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Axel Meier	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tish Mendoza	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Julian Nebreda	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director John Christopher Shelton	Withhold
Fluence Energy, Inc.	20-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Simon James Smith	Withhold
TD SYNNEX Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Matthew Miao	Withhold
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Koc Holding A.S.	22-Mar-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	10. Approve Director Remuneration	Against
Koc Holding A.S.	22-Mar-23	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	12. Approve Upper Limit of Donations for the 2023 and Receive Information on Donations Made in 2022	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.1. Reelect Mia Brunell Livfors as Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.3. Reelect Caroline Berg as Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.6. Reelect Sara Ohrvall as Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.7. Elect Thomas Ekman as New Director	Against
Axfood AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.8. Reelect Mia Brunell Livfors as Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
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
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1. Reelect Hans Straberg as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect Hakan Buskhe as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Hans Straberg as Board Chair	Against
SKF AB	23-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve 2023 Performance Share Program	Against
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.5. Reelect Soren Holm as Member of Committee of Representatives	Abstain
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.32. Reelect Henrik Hoffmann as Member of Committee of Representatives	Abstain
SABIC Agri-Nutrients Co.	26-Mar-23	Saudi Arabia	G	Director Related - Committee Election	Elect Members of Audit Committee (Bundled)	9. Elect Members of Audit Committee and Approve its Responsibilities, Work Procedures, and Remuneration of its Members	Against
Coca-Cola FEMSA SAB de CV	27-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors; Verify Director's Independence Classification; Elect Board Chairman and Secretaries	Against
CJ CheilJedang Corp.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	4. Approve Director Retirement Bonus	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.8. Reelect Michael Rechsteiner as Director	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.9. Reelect Michael Rechsteiner as Board Chair	Against
Swisscom AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ann Logan	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Rosen Plevneliev	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Adam D. Portnoy	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan Veitch	Withhold
The RMR Group Inc.	29-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Walter C. Watkins, Jr.	Withhold
Canon Marketing Japan, Inc.	29-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Adachi, Masachika	Against
Andritz AG	29-Mar-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.a. Approve Discharge of Board Chairman Ronnie Leten	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.b. Approve Discharge of Board Member Helena Stjernholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.c. Approve Discharge of Board Member Jacob Wallenberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.d. Approve Discharge of Board Member Jon Fredrik Baksaas	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.e. Approve Discharge of Board Member Jan Carlson	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.f. Approve Discharge of Board Member Nora Denzel	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.h. Approve Discharge of Board Member Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.i. Approve Discharge of Board Member Eric A. Elzvik	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.j. Approve Discharge of Board Member Kurt Jofs	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.k. Approve Discharge of Board Member Kristin S. Rinne	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.l. Approve Discharge of Employee Representative Torbjorn Nyman	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.m. Approve Discharge of Employee Representative Anders Ripa	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.n. Approve Discharge of Employee Representative Kjell-Ake Soting	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.o. Approve Discharge of Deputy Employee Representative Ulf Rosberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.p. Approve Discharge of Deputy Employee Representative Loredana Roslund	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.3.r. Approve Discharge of President Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.3. Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Against
Canon, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Mitarai, Fujio	Against
Canon, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Tanaka, Toshizo	Against
Canon, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Homma, Toshio	Against
Kirin Holdings Co., Ltd.	30-Mar-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	2. Amend Articles to Allow Virtual Only Shareholder Meetings	Against
The Yokohama Rubber Co., Ltd.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	4.5. Elect Director and Audit Committee Member Kimura, Hiroki	Against
The Yokohama Rubber Co., Ltd.	30-Mar-23	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	5. Elect Alternate Director and Audit Committee Member Furukawa, Junichi	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
Lar Espana Real Estate SOCIMI SA	30-Mar-23	Spain	G	Director Election - Director Election	Elect Director	6.3. Reelect Roger Maxwell Cooke as Director	Against
Orbia Advance Corporation SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election	Elect Director	4.2e. Elect or Ratify Guillermo Ortiz Martinez as Board Member	Against
Orbia Advance Corporation SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Members of Board and Key Committees	Against
Orbia Advance Corporation SAB de CV	30-Mar-23	Mexico	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6.2. Set Aggregate Nominal Amount of Share Repurchase Reserve	Against
Kesko Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Outokumpu Oyj	30-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Heinz Jorg Fuhrmann, Kati ter Horst (Vice-Chair), Kari Jordan (Chair), Paivi Luostarinen, Petter Soderstrom, Pierre Vareille and Julia Woodhouse as Directors; Elect Jyrki Maki-Kala as New Director	Against
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
TIM SA	30-Mar-23	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
TIM SA	30-Mar-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	14. Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	Against
Econocom Group SE	31-Mar-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	I.5. Approve Remuneration Report	Against
Econocom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	I.6. Reelect Bruno Grossi as Director	Against
Econocom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	I.7. Elect Samira Draoua as Director	Against
Econocom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	I.8. Elect Angel Benguigui Diaz as Director	Against

## Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Amryt Pharma Plc	22-Mar-23	Special	United Kingdom	1715950
Amryt Pharma Plc	22-Mar-23	Court	United Kingdom	1715948
Strauss Group Ltd.	18-Jan-23	Special	Israel	1701153