

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: 1/1/23 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	861	
Number of meetings voted	844	98.03%
Number of meetings with at least 1 vote Against, Withhold or Abstain	362	42.04%

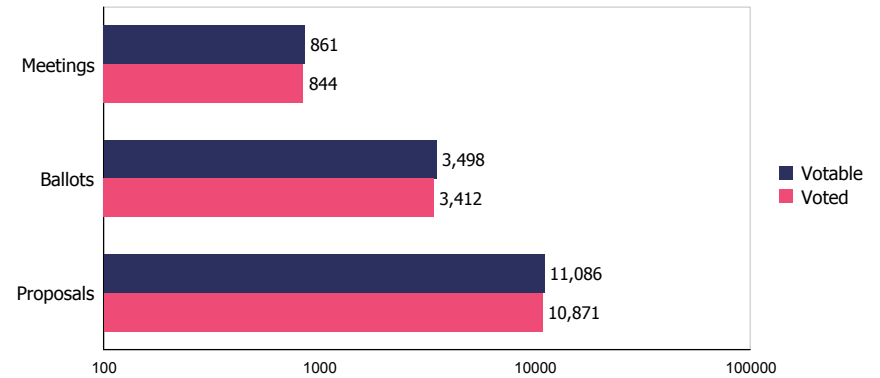
Ballot Overview

Category	Number	Percentage
Number of votable ballots	3,498	
Number of ballots voted	3,412	97.54%

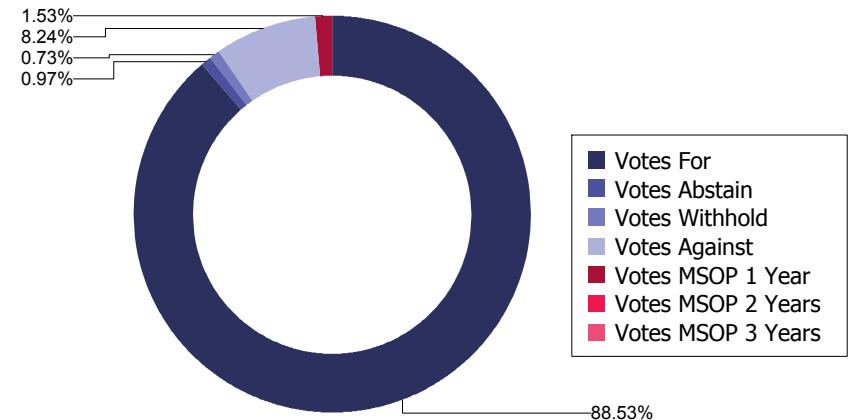
Proposal Overview

Category	Number	Percentage
Number of votable items	11,086	
Number of items voted	10,871	98.06%
Number of votes FOR	9,626	88.55%
Number of votes AGAINST	896	8.24%
Number of votes ABSTAIN	106	0.98%
Number of votes WITHHOLD	79	0.73%
Number of votes on MSOP Frequency 1 Year	166	1.53%
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	10,864	99.94%
Number of votes Against Policy	9	0.08%
Number of votes With Mgmt	9,870	90.79%
Number of votes Against Mgmt	1,003	9.23%
Number of votes on MSOP (exclude frequency)	592	5.45%
Number of votes on Shareholder Proposals	280	2.58%

Voting Statistics

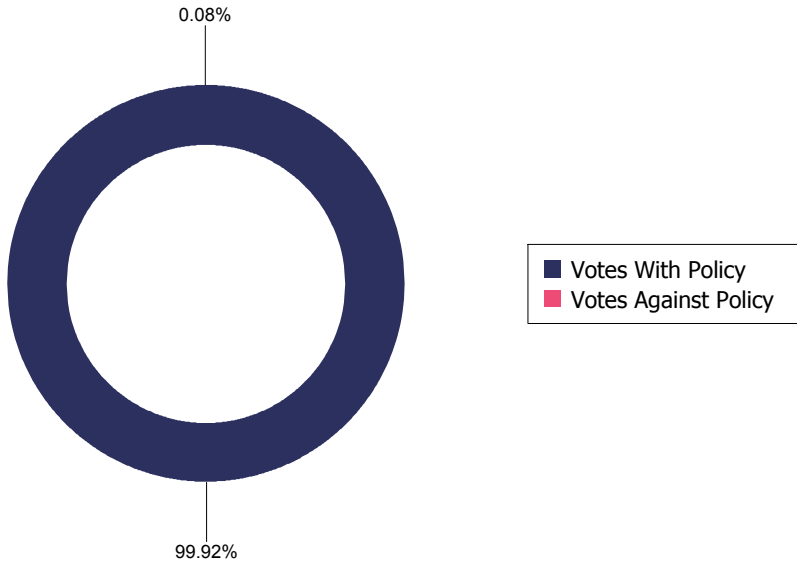


Vote Cast Statistics

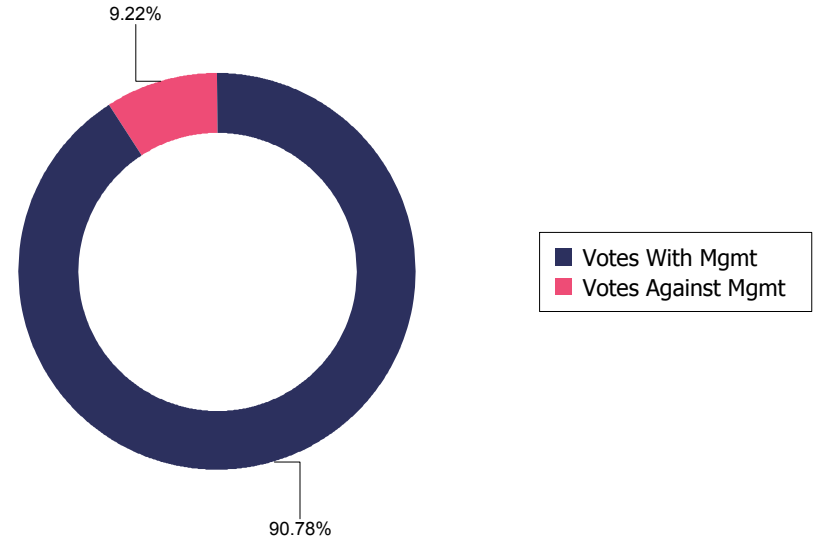


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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



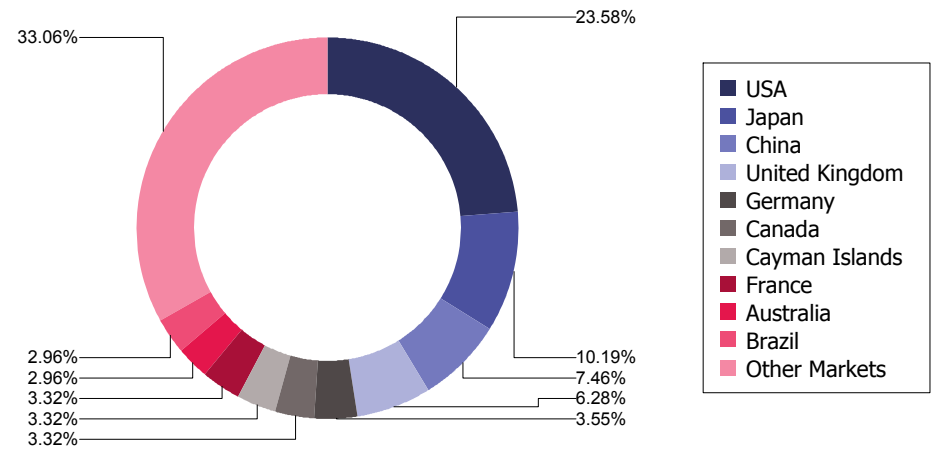
Vote Alignment with Management



Market Breakdown

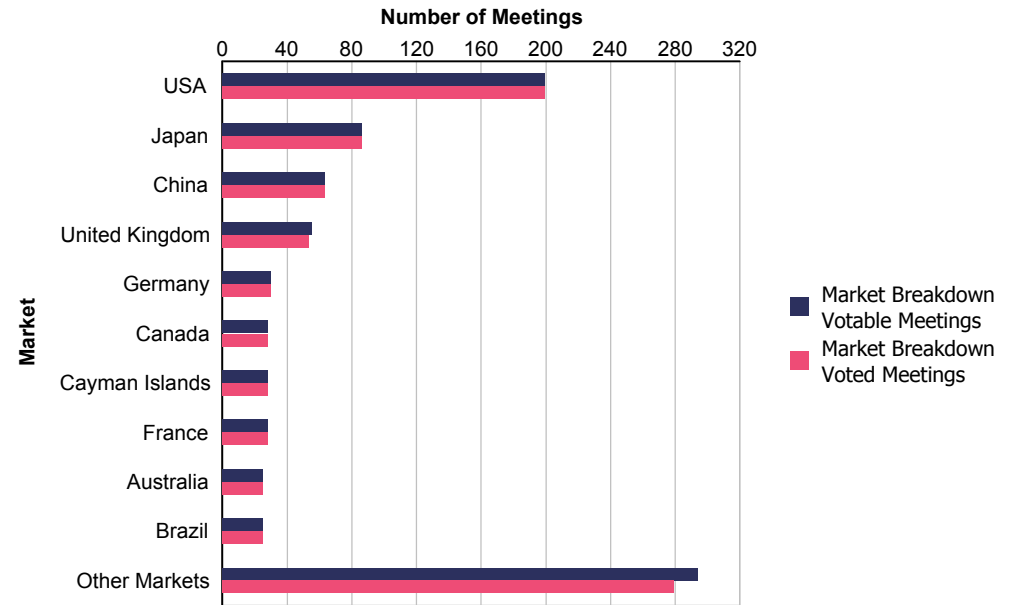
Market	Votable Meetings	Voted Meetings	Percentage
USA	199	199	100.00%
Japan	86	86	100.00%
China	63	63	100.00%
United Kingdom	55	53	96.36%
Germany	30	30	100.00%
Canada	28	28	100.00%
Cayman Islands	28	28	100.00%
France	28	28	100.00%
Australia	25	25	100.00%
Brazil	25	25	100.00%
Netherlands	24	24	100.00%
India	21	21	100.00%
Switzerland	19	19	100.00%
Ireland	18	17	94.44%
South Korea	17	17	100.00%
Italy	15	15	100.00%
South Africa	13	13	100.00%
Spain	12	12	100.00%
Sweden	12	12	100.00%
Mexico	11	11	100.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Taiwan	11	11	100.00%
Bermuda	10	10	100.00%
Denmark	10	10	100.00%
Norway	10	1	10.00%
Belgium	9	9	100.00%
Singapore	9	9	100.00%
Hong Kong	8	8	100.00%
Luxembourg	8	7	87.50%
Saudi Arabia	8	8	100.00%
Finland	6	6	100.00%
Austria	4	4	100.00%
Jersey	4	4	100.00%
Malaysia	4	4	100.00%
Turkey	4	4	100.00%
Greece	3	3	100.00%
Indonesia	3	3	100.00%
United Arab Emirates	3	3	100.00%
Chile	2	2	100.00%
Guernsey	2	2	100.00%
Hungary	2	2	100.00%
Israel	2	0	0.00%
Kuwait	2	0	0.00%
Malta	2	2	100.00%
Poland	2	2	100.00%
Thailand	2	2	100.00%
Portugal	1	1	100.00%
Puerto Rico	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
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

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 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
Econom Group SE	31-Mar-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.5. Approve Remuneration Report	Against
Econom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	1.6. Reelect Bruno Grossi as Director	Against
Econom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	1.7. Elect Samira Draoua as Director	Against
Econom Group SE	31-Mar-23	Belgium	G	Director Election - Director Election	Elect Director	1.8. Elect Angel Benguigui Diaz as Director	Against
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	4. SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. SP 3: Invest in and Finance the Canadian Oil and Gas Sector	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Megan Clark as Director	Against
A. O. Smith Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ronald D. Brown	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lennar Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stuart Miller	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Dow Inc.	13-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jacqueline C. Hinman	Against
Atlantica Sustainable Infrastructure Plc	13-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	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 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
Schow & Co A/S	13-Apr-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Schow & Co A/S	13-Apr-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Kjeld Johannesen as Director	Abstain
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 Election - Director Election	Elect Director	3. Elect Benoit Ribadeau-Dumas as Non-Executive Director	Against
COMET Holding AG	14-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Television Francaise 1 SA	14-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
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Rodolphe Belmer, CEO Since October 27, 2022	Against
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Gilles Pelisson, CEO Until October 27, 2022	Against
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report 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
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Rodolphe Belmer, CEO Until February 13, 2023 and Chairman and CEO since February 13,2023	Against
Television Francaise 1 SA	14-Apr-23	France	G	Director Election - Director Election	Elect Director	11. Ratify Appointment of Rodolphe Belmer as Director	Against
Television Francaise 1 SA	14-Apr-23	France	G	Director Election - Director Election	Elect Director	12. Reelect Olivier Bouygues as Director	Against
Television Francaise 1 SA	14-Apr-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Catherine Dussart as Director	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8.4 Million	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	14-Apr-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	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	23. Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	Against
Television Francaise 1 SA	14-Apr-23	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	26. Add New Article 16 in Bylaws Re: Censor	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
M.D.C. Holdings, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paris G. Reece, III	Withhold
M.D.C. Holdings, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Siegel	Withhold
M.D.C. Holdings, Inc.	17-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
M.D.C. Holdings, Inc.	17-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	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
Sulzer AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Elect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Adecoagro SA	19-Apr-23	Luxembourg	G	Director Election - Director Election	Elect Director	8.1. Elect Plinio Musetti as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Covivio SA	20-Apr-23	France	E	Environmental - Climate	Management Climate-Related Proposal	22. Approve Company's Climate Transition Plan (Advisory)	Against
Kindred Group Plc	20-Apr-23	Malta	G	Director Election - Director Election	Elect Director	13. Re-elect Evert Carlsson as Director	Against
Kindred Group Plc	20-Apr-23	Malta	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	21. Appoint Evert Carlsson as Board Chair	Against
Stolt-Nielsen Ltd.	20-Apr-23	Bermuda	G	Director Election - Director Election	Elect Director	4.a. Reelect Samuel Cooperman as Director	Against
Stolt-Nielsen Ltd.	20-Apr-23	Bermuda	G	Director Related - Board Related	Authorize Board to Fill Vacancies	5. Authorize Board to Fill Vacancies	Against
Stolt-Nielsen Ltd.	20-Apr-23	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Reelect Samuel Cooperman 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
Wilmar International Limited	20-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	6. Elect Lim Siong Guan as Director	Against
Wilmar International Limited	20-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	11. Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	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 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/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	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
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Malmquist (Chair) as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1b. Reelect Carl Bennet as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1d. Reelect Dan Frohm as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1e. Reelect Ulf Grunander as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.2. Reelect Johan Malmquist as Board Chair	Against
Arjo AB	20-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Henri de Castries as Director	Against
Nestle SA	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Recordati SpA	21-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2a.1. Slate 1 Submitted by Rossini Sarl	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3b. Approve Second Section of the Remuneration Report	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Performance Shares Plan 2023-2025	Against
Recordati 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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Icade SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Caisse des Depots et Consignations as Director	Against
Icade SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Emmanuel Chabas as Director	Against
Icade SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Antoine Saintoyant as Director	Against
SITC International Holdings Company Limited	24-Apr-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
SITC International Holdings Company Limited	24-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	12. Authorize Reissuance of Repurchased Shares	Against
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Laurent Martinez to the Supervisory Board	Against
ING Groep NV	24-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Herna Verhagen to Supervisory Board	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	24-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Yee Kee Shian, Leon as Director	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	24-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect Liu Hua as Director	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	24-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	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
Cadeler A/S	25-Apr-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
Cadeler A/S	25-Apr-23	Denmark	G	Director Election - Director Election	Elect Director	8.a1. Reelect Andreas Sohmen-Pao as Director	Abstain
Cadeler A/S	25-Apr-23	Denmark	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	8.b. Elect Andreas Sohmen-Pao as Board Chairman	Abstain
Cadeler A/S	25-Apr-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	10. Ratify Ernst & Young as Auditors	Abstain
Cadeler A/S	25-Apr-23	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.a. Approve Creation of up to DKK 39.5 Million Pool of Capital without Preemptive Rights	Against
Chemical Works of Gedeon Richter PLC	25-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amend 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
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.3. Approve Terms of Remuneration of Management Board Members	Against
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Routine Business - Routine Business	Other Business	21. Transact Other Business	Against
Oversea-Chinese Banking Corporation Limited	25-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	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
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
Assicurazioni Generali SpA	26-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate Submitted by VM 2006 Srl	Against
Assicurazioni Generali 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
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	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
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Michael Stice	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director John P. Surma	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Tomasky	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Toni Townes-Whitley	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Abstain
Sociedad Quimica y Minera de Chile SA	26-Apr-23	Chile	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8.b. Elect Directors	Abstain
Sociedad Quimica y Minera de Chile SA	26-Apr-23	Chile	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8.B. Elect Directors	Abstain
Anglo American Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Ian Ashby as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Gunnar Blomkvist as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Anna Engebretsen as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Ingrid Jonasson Blank as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.d. Reelect Nicklas Paulson as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Jan Pettersson as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.f. Reelect Mats Qviberg as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.g. Reelect Jon Risfelt as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.i. Reelect Mats Qviberg as Board Chair	Against
Bilia AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.j. Reelect Jan Pettersson as Vice Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bilia AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.c. Approve Alternative Equity Plan Financing	Against
SFS Group AG	26-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Urs Kaufmann as Director	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3. Ratify Ignacio Trigueros Legarreta as Member of Technical Committee	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	5. Ratify Ruben Goldberg Javkin as Member of Technical Committee	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	6. Ratify Herminio Blanco Mendoza as Member of Technical Committee	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee	Against
Pfizer Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	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
Hera SpA	27-Apr-23	Italy	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
Hera 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
Hera SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.1. Slate 1 Submitted by the Shareholder Agreement (40.99 Percent of the Share Capital)	Against
Hera SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.2. Slate 2 Submitted by Gruppo Societa Gas Rimini SpA	Against
Hera SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors	Against
Hera SpA	27-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.1. Slate 1 Submitted by the Shareholder Agreement (40.99 Percent of the Share Capital)	Against
Hera SpA	27-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate 2 Submitted by Gruppo Societa Gas Rimini SpA	Against
Hera SpA	27-Apr-23	Italy	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	9. Approve Internal Auditors' Remuneration	Against
Hera 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
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9. Authorize Share Repurchase Program	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	11. Elect Zoltan Aldott as Supervisory Board Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	12. Elect Andras Lanczi as Supervisory Board Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	13. Elect Peter Biro as Supervisory Board Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Related - Committee Election	Elect Member of Audit Committee	14. Elect Peter Biro as Audit Committee Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	16. Amend Terms of Remuneration of Management Board Members	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Amend Remuneration Policy	Against
Azimut Holding SpA	27-Apr-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
Azimut Holding 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
B3 SA-Brasil, Bolsa, Balcão	27-Apr-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?	5. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against
B3 SA-Brasil, Bolsa, Balcão	27-Apr-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?	11. 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
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.1.A. Reelect Jan Berger as Director	Against
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.2. Reelect Cyril Janssen as Director	Against
Frencken Group Limited	27-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Chia Chor Leong as Director	Against
Frencken Group Limited	27-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.1. Elect Kelly Tatiane Martins Quirino as Director (Employee Representative)	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.2. Elect Tarciana Paula Gomes Medeiros as Director (Company's President)	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.3. Elect Elisa Vieira Leonel as Director	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.6. Elect Analize Lenzi Ruas de Almeida as Director	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.7. Elect Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.8. Elect Director	Abstain
Banco do Brasil SA	27-Apr-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?	2. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Percentage of Votes to Be Assigned - Elect Kelly Tatiane Martins Quirino as Director (Employee Representative)	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.2. Percentage of Votes to Be Assigned - Elect Tarciana Paula Gomes Medeiros as Director (Company's President)	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.3. Percentage of Votes to Be Assigned - Elect Elisa Vieira Leonel as Director	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.4. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director as Minority Representative Under Majority Board Election	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.5. Percentage of Votes to Be Assigned - Elect Robert Juenemann as Director as Independent Minority Representative Under Majority Board Election	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.6. Percentage of Votes to Be Assigned - Elect Anelize Lenzi Ruas de Almeida as Director	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.7. Percentage of Votes to Be Assigned - Elect Director	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.8. Percentage of Votes to Be Assigned - Elect Director	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	4. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco do Brasil SA	27-Apr-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?	5. 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
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.3. Elect Fiscal Council Member and Alternate	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.4. Elect Fiscal Council Member and Alternate	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.5. Elect Fiscal Council Member and Alternate	Abstain
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	Against
Webuild SpA	27-Apr-23	Italy	G	Director Related - Board Related	Company-Specific Board-Related	1.2. Approve Not to Confirm the Co-opted Directors and Mandate to Convene a New Shareholders' Meeting to Appoint Two Directors	Against
Webuild SpA	27-Apr-23	Italy	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	2.2.2. Approve Dividend Distribution	Against
Webuild SpA	27-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1.1. Slate 1 Submitted by Salini SpA and CDP Equity SpA	Against
Webuild SpA	27-Apr-23	Italy	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	5.2. Authorize Ordinary and Savings Share Repurchase Program and Reissuance of Repurchased Ordinary and Savings Shares	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Amend Performance Shares Plan 2020-2022	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.1. 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
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.2. Approve Second Section of the Remuneration Report	Against
Bouygues SA	27-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
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	27-Apr-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	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Biotage AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Torben Jorgensen (Chairman), Peter Ehrenheim, Asa Hedin, Mark Bradley and Karen Lykke Sorensen as Directors; Elect Kieran Murphy and Kugan Sathiyandarajah as New Directors	Against
Biotage AB	27-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19.a. Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Against
Companhia de Saneamento de Minas Gerais	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	1. Approve Remuneration of Company's Management and Fiscal Council	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenber as Director	Against
Geely Automobile Holdings Limited	28-Apr-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1. Adopt 2023 Share Option Scheme and Related Transactions	Against
Geely Automobile Holdings Limited	28-Apr-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	2. Approve Amended Share Award Scheme and Related Transactions	Against
Geely Automobile Holdings Limited	28-Apr-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Service Provider Sub-limit and Related Transactions	Against
Greencoat Renewables PLC	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	2d. Re-elect Marco Graziano as Director	Against
China Medical System Holdings Limited	28-Apr-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
China Medical System Holdings Limited	28-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Companhia de Saneamento de Minas Gerais	28-Apr-23	Brazil	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Grupo Mexico S.A.B. de C.V.	28-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	Against
Grupo Mexico S.A.B. de C.V.	28-Apr-23	Mexico	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	8. Approve Granting/Withdrawal of Powers	Against
SIIC Environment Holdings Ltd.	28-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect An Hongjun as Director	Against
SIIC Environment Holdings Ltd.	28-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	6. Elect Zhong Ming as Director	Against
SIIC Environment Holdings Ltd.	28-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Vale SA	28-Apr-23	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	4. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	5.3. Elect Fernando Jorge Buso Gomes as Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	5.5. Elect Jose Luciano Duarte Penido as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	5.8. Elect Marcelo Gasparino da Silva as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.3. Percentage of Votes to Be Assigned - Elect Fernando Jorge Buso Gomes as Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.5. Percentage of Votes to Be Assigned - Elect Jose Luciano Duarte Penido as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.8. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9. Elect Marcelo Gasparino da Silva as Vice-Chairman	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Ian Macfarlane as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Larry Archibald as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Swee Chen Goh 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
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution	Against
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmell	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Apr-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?	5. 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
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Apr-23	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	1. Elect Directors	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Apr-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?	2. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Apr-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?	3. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees?	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.1. Elect Michel Dimitrios Doukeris as Director and Ricardo Tadeu Almeida Cabral de Soares as Alternate	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.2. Elect Victorio Carlos De Marchi as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.3. Elect Milton Seligman as Director and David Henrique Galatro de Almeida as Alternate	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.4. Elect Fabio Colleti Barbosa as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.5. Elect Fernando Mommensohn Tennenbaum 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
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.6. Elect Lia Machado de Matos as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.7. Elect Nelson Jose Jamel as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.8. Elect Carlos Eduardo Klutzenschell Lisboa as Director	Against
Ambev SA	28-Apr-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?	5. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.1. Percentage of Votes to Be Assigned - Elect Michel Dimitrios Doukeris as Director and Ricardo Tadeu Almeida Cabral de Soares as Alternate	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.2. Percentage of Votes to Be Assigned - Elect Victorio Carlos De Marchi as Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.3. Percentage of Votes to Be Assigned - Elect Milton Seligman as Director and David Henrique Galatro de Almeida as Alternate	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.4. Percentage of Votes to Be Assigned - Elect Fabio Colleti Barbosa as Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.5. Percentage of Votes to Be Assigned - Elect Fernando Mommensohn Tennenbaum as Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.6. Percentage of Votes to Be Assigned - Elect Lia Machado de Matos as Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.7. Percentage of Votes to Be Assigned - Elect Nelson Jose Jamel as Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.8. Percentage of Votes to Be Assigned - Elect Carlos Eduardo Klutzenschell Lisboa as Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.9. Percentage of Votes to Be Assigned - Elect Claudia Quintella Woods 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
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.10. Percentage of Votes to Be Assigned - Elect Marcos de Barros Lisboa as Independent Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.11. Percentage of Votes to Be Assigned - Elect Luciana Pires Dias as Independent Director	Abstain
Ambev SA	28-Apr-23	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	7. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Ambev SA	28-Apr-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?	8. 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
Ambev SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	9. Elect Fiscal Council Members	Abstain
Ambev SA	28-Apr-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?	10. 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
Ambev SA	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	12. Approve Remuneration of Company's Management	Against
Bravida Holding AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Fredrik Arp as Board Chair	Against
Bravida Holding AB	28-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	20.c. Approve Alternative Equity Plan Financing	Against
Banco Santander (Brasil) SA	28-Apr-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?	5. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco Santander (Brasil) SA	28-Apr-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?	6. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.1. Percentage of Votes to Be Assigned - Elect Deborah Stern Vieitas as Independent Board Chairman	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.2. Percentage of Votes to Be Assigned - Elect Jose Antonio Alvarez Alvarez as Vice-Chairman	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.3. Percentage of Votes to Be Assigned - Elect Angel Santodomingo Martell as Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.4. Percentage of Votes to Be Assigned - Elect Deborah Patricia Wright as Independent Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.5. Percentage of Votes to Be Assigned - Elect Ede Ilson Viani as Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.6. Percentage of Votes to Be Assigned - Elect Jose de Paiva Ferreira as Independent Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.7. Percentage of Votes to Be Assigned - Elect Jose Garcia Cantera as Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.8. Percentage of Votes to Be Assigned - Elect Marilia Artimonte Rocca as Independent Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.9. Percentage of Votes to Be Assigned - Elect Mario Roberto Opice Leao as Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.10. Percentage of Votes to Be Assigned - Elect Pedro Augusto de Melo as Independent Director	Abstain
Banco Santander (Brasil) SA	28-Apr-23	Brazil	G	Director Related - Board Related	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	9. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sonae SGPS SA	28-Apr-23	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6. Elect Corporate Bodies for 2023-2026 Term	Against
Barrick Gold Corporation	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director John L. Thornton	Withhold
Imperial Oil Limited	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director David W. Cornhill	Against
Imperial Oil Limited	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Matthew R. Crocker	Against
Imperial Oil Limited	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1G. Elect Director Miranda C. Hubbs	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
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Employees' Share Grant Plan	Against
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	2. Approve Grant of New Maybank Shares to Khairussaleh Ramli Under the ESGP	Against
Metso Outotec Oyj	03-May-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rytola as New Directors	Against
Metso Outotec Oyj	03-May-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Fredrik Arp as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Sven Bostrom as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Lovisa Hamrin as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Asa Hedin as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Erik Lynge-Jorlen 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
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.8. Reelect Lars-Ake Rydh as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.9. Relect Fredrik Arp as Board Chair	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	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	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	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
Jardine Matheson Holdings Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3. Re-elect David Hsu as Director	Against
Jardine Matheson Holdings Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	4. Re-elect Adam Keswick as Director	Against
Jardine Matheson Holdings Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	5. Re-elect Anthony Nightingale as Director	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
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	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	1i. Elect Director Daniel R. Glickman	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	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (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
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.1. Reelect Koenraad Debackere as Independent Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.2. Reelect Alain Bostoën as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.3. Reelect Franky Depickere as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.4. Reelect Frank Donck as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.5. Elect Marc De Ceuster as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.6. Elect Raf Sels as Director	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
Shoals Technologies Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lori Sundberg	Withhold
Zhejiang Expressway Co., Ltd.	04-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	5. Approve Final Accounts and Financial Budget	Against
Zhejiang Expressway Co., Ltd.	04-May-23	China	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 for H Shares and Related Transactions	Against
Zhejiang Expressway Co., Ltd.	04-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Amend Articles of Association	Against
Slate Grocery REIT	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1d. Elect Trustee Marc Rouleau	Withhold
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Marie-Pierre Rogers as Director	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Knorr-Bremse AG	05-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/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wienerberger AG	05-May-23	Austria	G	Routine Business - Routine Business	Other Business	8.1. New/Amended Proposals from Management and Supervisory Board	Against
Wienerberger AG	05-May-23	Austria	G	Routine Business - Routine Business	Other Business	8.2. New/Amended Proposals from Shareholders	Against
Poste Italiane SpA	08-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Poste Italiane SpA	08-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
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Solvay SA	09-May-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Stock Option Plan Grants	Against
Melexis NV	09-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	1. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
Melexis NV	09-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Melexis NV	09-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Deviation from Article 7:91 BCCA	Against
Melexis NV	09-May-23	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Articles of Association	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Fred M. Diaz	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director H. Paulett Eberhart	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marie A. Ffolkes	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph W. Gorder	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kimberly S. Greene	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Deborah P. Majoras	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric D. Mullins	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Donald L. Nickles	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert A. Profusek	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Randall J. Weisenburger	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Rayford Wilkins, Jr.	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	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 Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Eni SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.1. Slate Submitted by Ministry of Economy and Finance	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	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Second Section of the Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
K+S AG	10-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Elke Eller to the Supervisory Board	Against
K+S AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
K+S AG	10-May-23	Germany	G	Miscellaneous - Capital Structure Related	Miscellaneous -- Equity Related	13. Approve EUR 38.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Against
K+S AG	10-May-23	Germany	G	Routine Business - Routine Business	Other Business	14. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard D. Kinder	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Steven J. Kean	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kimberly A. Dang	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Anthony W. Hall, Jr.	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary L. Hultquist	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ronald L. Kuehn, Jr.	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deborah A. Macdonald	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael C. Morgan	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Arthur C. Reichstetter	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director C. Park Shaper	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director William A. Smith	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Joel V. Staff	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Robert F. Vagt	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8C. Authorize Reissuance of Repurchased Shares	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Paul Desmarais, Jr.	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
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William E. Kennard	Against
Ford Motor Company	11-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
Ford Motor Company	11-May-23	USA	S	Social - Animal Welfare	Animal Testing	8. Report on Animal Testing Practices	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 to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Texas Roadhouse, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kathleen M. Widmer	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	Against
Genel Energy Plc	11-May-23	Jersey	G	Director Election - Director Election	Elect Director	4. Re-elect David McManus as Director	Against
Gladstone Land Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Paul W. Adelgren	Withhold
Gladstone Land Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John H. Outland	Withhold
Lindab International AB	11-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Stella International Holdings Limited	11-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Vinda International Holdings Limited	12-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
Vinda International Holdings Limited	12-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
BW LPG Ltd.	15-May-23	Bermuda	G	Director Election - Director Election	Elect Director	5.a. Reelect Andreas Sohmen-Pao as Director	Against
BW LPG Ltd.	15-May-23	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7. Reappoint Andreas Sohmen-Pao as Company Chair	Against
BW LPG Ltd.	15-May-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Amkor Technology, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gil C. Tily	Withhold
Fresenius Medical Care AG & Co. KGaA	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael A. Woronoff	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BIM Birlesik Magazalar AS	16-May-23	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	7. Elect Directors and Approve Their Remuneration	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
China MeiDong Auto Holdings Limited	16-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China MeiDong Auto Holdings Limited	16-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6. Authorize Reissuance of Repurchased Shares	Against
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William J. (John) Berger	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Rahman D'Argenio	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael C. Morgan	Withhold
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve UK Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Swiss Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
E.ON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Erich Clementi to the Supervisory Board	Against
Linamar Corporation	17-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Linda Hasenfratz	Withhold
Linamar Corporation	17-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jim Jarrell	Withhold
Linamar Corporation	17-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark Stoddart	Withhold
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of 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
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Scheme Limit	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Service Provider Sublimit	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generaction as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Central Asia Metals Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nick Clarke as Director	Against
Texas Pacific Land Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Donald G. Cook	Against
Texas Pacific Land Corp.	18-May-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	Against
Texas Pacific Land Corp.	18-May-23	USA	G	Non-Routine Business - Non-Routine Business	Employ Financial Advisor to Explore Alternatives to Maximize Value	7. Employ Advisors In Connection with Evaluation of Potential Spinoff	Against
Texas Pacific Land Corp.	18-May-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8. Release All Remaining Obligations of the Stockholders' Agreement	Against
Texas Pacific Land Corp.	18-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	10. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Vesuvius Plc	18-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Yuexiu Property Company Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Ka Lun as Director	Against
Yuexiu Property Company Limited	18-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yuexiu Property Company Limited	18-May-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	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
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
Welltower Inc.	23-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
Wuhu Shunrong Sanqi Interactive Entertainment Co., Ltd.	23-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	9. Amend Management System for Providing External Investments	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	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
Kingsoft Corporation Limited	24-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
Kingsoft Corporation Limited	24-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
RE/MAX Holdings, Inc.	24-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Gold Fields Ltd.	24-May-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Implementation Report	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.1. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jose Ignacio Comenge 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
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	24. Approve Waiver of Rule 9 of the Takeover Code	Against
Banque Saudi Fransi	24-May-23	Saudi Arabia	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Share Repurchase Program of 3,247,485 Shares to be Allocated for Employees' Shares Program and Authorize Board to Execute and Complete all the Necessary Actions	Against
Yum China Holdings, 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
Bechtle AG	25-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Klaus Winkler to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Kurt Dobitsch to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Lars Gruener to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Thomas Hess to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Elke Reichart to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Sandra Stegmann to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Elmar Koenig to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Klaus Straub to the Supervisory Board	Against
Equinix, Inc.	25-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
JDE Peet's NV	25-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
JDE Peet's NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5.b. Elect Jeroen Katgert as Non-Executive Director	Against
SSR Mining Inc.	25-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Simon A. Fish	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aalberts NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect J. Van Der Zouw to Supervisory Board	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Sibanye Stillwater Ltd.	26-May-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Implementation Report	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	Director Election - Director Election	Elect Director	7. Reelect Mark Cutifani as Director	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Idle Own Funds to Purchase Financial Products	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	11. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	13. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management System of Raised Funds	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15. Amend Management System for Providing External Investments	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend Related-Party Transaction Management System	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	17. Amend Dividend Management System	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	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 New H Shares and Non-listed Shares	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	9. Approve Issuance of Debt Financing Instruments	Against
China Petroleum & Chemical Corp.	30-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Report of the Board of Directors of Sinopec Corp.	Against
China Petroleum & Chemical Corp.	30-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Authorize Board to Determine the Proposed Plan for Issuance of Debt Financing Instrument(s)	Against
China Petroleum & Chemical Corp.	30-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Grant to the Board a General Mandate to Issue New Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	Against
PT Telkom Indonesia (Persero) Tbk	30-May-23	Indonesia	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	7. Approval of Special Assignment to the Company by the President of the Republic of Indonesia	Against
PT Telkom Indonesia (Persero) Tbk	30-May-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	9. Approve Changes in the Boards of the Company	Against
DIRTT Environmental Solutions Ltd.	30-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Aron English	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jarir Marketing Co.	30-May-23	Saudi Arabia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Approve Amendment to Company's Bylaws in Line with the New Companies Law and Approve Rearrangement and Numbering of Company's Articles of Association	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Bernd Toenjes to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Barbara Albert to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Cornelius Baur to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Aldo Belloni to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Elect Werner Fuhrmann to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Christian Kohlpaintner to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.7. Elect Cedrik Neike to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.8. Elect Ariane Reinhart to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.9. Elect Michael Ruediger to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.10. Elect Angela Titzrath to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Evonik Industries AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
International Public Partnerships Limited	31-May-23	Guernsey	G	Director Election - Director Election	Elect Director	4. Re-elect Stephanie Coxon as Director	Against
OMV AG	31-May-23	Austria	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.2. Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marc de Garidel 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
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Henri Beaufour as Director	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Michele Ollier as Director	Against
Ipsen SA	31-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Ipsen SA	31-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
LeMaitre Vascular, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bridget A. Ross	Withhold
Park Lawn Corporation	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Deborah Robinson	Withhold
B3 SA-Brasil, Bolsa, Balcão	01-Jun-23	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	1. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
B3 SA-Brasil, Bolsa, Balcão	01-Jun-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?	3. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	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	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
Jiamaojiu International Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jiumaojiu International Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Henderson Land Development Company Limited	05-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Fung Lee Woon King as Director	Against
Henderson Land Development Company Limited	05-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Henderson Land Development Company Limited	05-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	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	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
BANK POLSKA KASA OPIEKI SA	06-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
BayWa AG	06-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Wolfgang Altmueller to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Michael Goeschelbauer to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Michael Hoellerer to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Monika Hohlmeier to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Klaus Lutz to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Wilhelm Oberhofer to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Joachim Rukwied to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Monique Surges to the 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
BayWa AG	06-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Creation of EUR 10 Million Pool of Capital without Preemptive Rights	Against
Nordex SE	06-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
WH Group Limited	06-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	Against
WH Group Limited	06-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
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
MFE-MEDIAFOREUROPE NV	07-Jun-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
MFE-MEDIAFOREUROPE NV	07-Jun-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	4. Authorize Repurchase of Shares	Against
MFE-MEDIAFOREUROPE NV	07-Jun-23	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6.a. Amend Articles Re: Implementation of the Possibility to Hold Virtual General Meetings	Against
Haidilao International Holding Ltd.	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Haidilao International Holding Ltd.	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against
K. Wah International Holdings Limited	07-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director	3.1. Elect Francis Lui Yiu Tung as Director	Against
K. Wah International Holdings Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
K. Wah International Holdings Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director	3a5. Elect Guo Rui as Director	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9. Approve Amendments to the Bye-Laws and Adopt the Amended and Restated Bye-Laws	Against
China Resources Land Limited	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Resources Land Limited	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
China Feihe Limited	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Feihe Limited	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Shutterstock, Inc.	08-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
Willdan Group, Inc.	08-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
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.10. Elect SHIN-MIN CHEN with SHAREHOLDER NO.J100657XXX as Independent Director	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Purchase of Structured Deposit with Internal Idle Fund	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve External Guarantee Arrangements	Against
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Authorize Board to Decide on Issuance of Debt Financing Instruments	Against
CMOC Group Limited	09-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Approve Formulation, Amendment and Improvement of the Internal Control Systems	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
PT Aneka Tambang Tbk	15-Jun-23	Indonesia	G	Routine Business - Routine Business	Approve Financial Statements, Allocation of Income, and Discharge Directors	1. Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Against
PT Aneka Tambang Tbk	15-Jun-23	Indonesia	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	6. Amend Articles of Association	Against
PT Aneka Tambang Tbk	15-Jun-23	Indonesia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	8. Approve Changes in the Boards of the Company	Against
Sinopharm Group Co. Ltd.	15-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantees	Against
Sinopharm Group Co. Ltd.	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Richard Ridinger to the Supervisory Board	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Elect Sujatha Chandrasekaran to the Supervisory Board	Against
Brenntag SE	15-Jun-23	Germany	G	Routine Business - Routine Business	Other Business	11. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1e. Elect Michael Man Kit Leung as Director	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve Amended and Restated 2019 Share Incentive Plan	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	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	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	13. Approve Compensation of Laurent Mignon, Chairman of the Management Board Since December 2, 2022	Against
Mitsuuroko Group Holdings Co., Ltd.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tajima, Kohei	Against
Yadea Group Holdings Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yadea Group Holdings Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Guangdong Investment Limited	16-Jun-23	Hong Kong	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
Tesco Plc	16-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect John Allan as Director (WITHDRAWN)	Abstain
Beijing Enterprises Holdings Limited	16-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Zhongsheng Group Holdings Limited	19-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Shen Jinjun as Director	Against
Zhongsheng Group Holdings Limited	19-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Zhongsheng Group Holdings Limited	19-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against
SoftBank Corp.	20-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kojima, Shuji	Against
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dell Technologies Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
GOLDCREST Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yasukawa, Hidetoshi	Against
GOLDCREST Co., Ltd.	21-Jun-23	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	3. Approve Director Retirement Bonus	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.1. Elect NIEN KENG-HAO -HOWARD, with SHAREHOLDER NO.6, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.3. Elect CHUANG HSI-CHIN - KEN, with SHAREHOLDER NO.4, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.4. Elect PENG PING - BENSON, with SHAREHOLDER NO.9, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.5. Elect LEE MING-SHAN, with ID NO.K121025XXX, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.6. Elect JOK CHUNG-WAI - EDWARD, with SHAREHOLDER NO.24911, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.7. Elect LIN CHI-WEI, with ID NO.F103441XXX, as Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.8. Elect HUANG SHEN-YI, with ID NO.R121088XXX, as Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.9. Elect HUNG CHUNG-CHING, with ID NO.N121880XXX, as Independent Director	Against
Nippon Yusen KK	21-Jun-23	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	5. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against
Saudi Telecom Co.	21-Jun-23	Saudi Arabia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Bylaws According to the New Companies' Law	Against
Saudi Telecom Co.	21-Jun-23	Saudi Arabia	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	2. Amend Audit Committee Charter	Against
Saudi Telecom Co.	21-Jun-23	Saudi Arabia	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Amend Nomination and Remuneration of Board Members, Committees and Remuneration of the Executive Management Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brother Industries, Ltd.	22-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Jono, Kazuya	Against
Fujimi, Inc.	22-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4. Appoint Alternate Statutory Auditor Hayashi, Nobufumi	Against
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter A. Bridgman	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Efraim Grinberg	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ann Kirschner	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Maya Peterson	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Stephen Sadove	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
The Kroger Co.	22-Jun-23	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	5. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against
The Kroger Co.	22-Jun-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
The Kroger Co.	22-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
SKY Perfect JSAT Holdings, Inc.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.3. Appoint Statutory Auditor Otomo, Jun	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Okubo, Tetsuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kawamoto, Hiroko	Against
The Hachijuni Bank, Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsushita, Masaki	Against
The Hachijuni Bank, Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Asai, Takahiko	Against
Yuasa Trading Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tamura, Hiroyuki	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hayama, Takatoshi	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Moe, Hidemi	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sakurada, Kengo	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Okumura, Mikio	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	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
Hirogin Holdings, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ikeda, Koji	Against
Hirogin Holdings, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Heya, Toshio	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nippon Light Metal Holdings Co., Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Okamoto, Ichiro	Against
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan M. Silver	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kyungyeol Song	Withhold
SECOM Co., Ltd.	27-Jun-23	Japan	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	4. Initiate Share Repurchase Program	Against
SECOM Co., Ltd.	27-Jun-23	Japan	G	Director Related - Board Related	Establish Director Stock Ownership Requirement	5. Amend Articles to Add Provision concerning Directors' Share Ownership	Against
SECOM Co., Ltd.	27-Jun-23	Japan	G	Director Related - Board Related	Require Majority of Independent Directors on Board	6. Amend Articles to Require Majority Outsider Board	Against
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tanaka, Shigeyoshi	Against
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Aikawa, Yoshiro	Against
Core & Main, Inc.	28-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Orvin T. Kimbrough	Withhold
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Kawamura, Kanji	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.5. Elect Director and Audit Committee Member Anayama, Makoto	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Amano, Hiromasa	Against
Weichai Power Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	3. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	4. Approve Venture Capital Investment with Self-Owned Funds	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Central Glass Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shimizu, Tadashi	Against
Central Glass Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maeda, Kazuhiko	Against
Hakuhodo DY Holdings, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Toda, Hirokazu	Against
Hakuhodo DY Holdings, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Mizushima, Masayuki	Against
Nihon Parkerizing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Chika, Koji	Against
Sumitomo Mitsui Construction Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kimijima, Shoji	Against
Sumitomo Mitsui Construction Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kondo, Shigetoshi	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kunibe, Takeshi	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Ota, Jun	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kawasaki, Yasuyuki	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Matsumoto, Masayuki	Against
The Necessity Retail REIT, Inc.	29-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lisa D. Kabnick	Withhold
The Necessity Retail REIT, Inc.	29-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Edward M. Weil, Jr.	Withhold
The Necessity Retail REIT, Inc.	29-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
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Talgo SA	29-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Talgo SA	29-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	13. Reelect Jose Maria Oriol Fabra 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
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	14. Reelect Francisco Javier Banon Trevino as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	17. Reelect Antonio Oporto del Olmo as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	18. Elect Pedro Pablo Manuel del Corro Garcia-Lomas as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	19. Elect Javier Olascoaga Palacio as Director	Against
Tata Consultancy Services Limited	29-Jun-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Aarthi Subramanian as Director	Against
Tata Consultancy Services Limited	29-Jun-23	India	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	6. Approve Material Related Party Transactions	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Accounting Firm and Deloitte Touche Tohmatsu as International Accounting Firm and Authorize Board to Fix Their Remuneration	Against
Banco Santander (Brasil) SA	30-Jun-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?	3. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Banco Santander (Brasil) SA	30-Jun-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4. Percentage of Votes to Be Assigned - Elect Cristiana Almeida Pippozzi as Independent Director	Abstain
Banco Santander (Brasil) SA	30-Jun-23	Brazil	G	Director Related - Board Related	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	5. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
Man Wah Holdings Limited	30-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	5. Elect Chau Shing Yim, David as Director and Approve the Terms of His Appointment, Including His Remuneration	Against
Man Wah Holdings Limited	30-Jun-23	Bermuda	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	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Man Wah Holdings Limited	30-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Long-Term Incentive Plan	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sunil Bharti Mittal as Director	Against
voestalpine AG	05-Jul-23	Austria	G	Routine Business - Routine Business	Other Business	9. New/Amended Proposals from Shareholders	Against
HORNBAACH Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect John Feldmann to the Supervisory Board	Against
HORNBAACH Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Martin Hornbach to the Supervisory Board	Against
HORNBAACH Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Simone Krah to the Supervisory Board	Against
HORNBAACH Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Simona Scarpaleggia to the Supervisory Board	Against
HORNBAACH Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Vanessa Stuetzle to the Supervisory Board	Against
HORNBAACH Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Melanie Thomann-Bopp to the Supervisory Board	Against
LondonMetric Property Plc	12-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.3. Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	Against
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.4. Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Against
ChargePoint Holdings, Inc.	18-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce Chizen	Withhold
ChargePoint Holdings, Inc.	18-Jul-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
Lenovo Group Limited	20-Jul-23	Hong Kong	G	Director Election - Director Election	Elect Director	3b. Elect Zhu Linan as Director	Against
Lenovo Group Limited	20-Jul-23	Hong Kong	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lenovo Group Limited	20-Jul-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Topsports International Holdings Limited	21-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Topsports International Holdings Limited	21-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Adopt Remuneration Report	Against
Tech Mahindra Limited	27-Jul-23	India	G	Director Election - Director Election	Elect Director	4. Reelect Manoj Bhat as Director	Against
Tech Mahindra Limited	27-Jul-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	6. Approve Appointment and Remuneration of Mohit Joshi as Whole-Time Director designated as Managing Director (Designate) and Key Managerial Personnel	Against
Ralph Lauren Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Darren Walker	Withhold
Banco do Brasil SA	04-Aug-23	Brazil	G	Director Election - Director Election	Elect Director	1. Elect Paulo Roberto Simao Bijos as Director (Appointed by Uniao)	Against
Banco do Brasil SA	04-Aug-23	Brazil	G	Director Election - Director Election	Elect Director	2. Elect Dario Carnevallii Durigan as Director (Appointed by Uniao)	Against
VA Tech Wabag Limited	11-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Reelect Vijaya Sampath as Director	Against
Bosideng International Holdings Limited	22-Aug-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
Bosideng International Holdings Limited	22-Aug-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	22-Aug-23	Brazil	G	Director Election - Director Election	Elect Director	2. Elect Antonio Julio Castiglioni Neto as Director	Against
HCL Technologies Limited	22-Aug-23	India	G	Director Election - Director Election	Elect Director	2. Reelect Shikhar Malhotra as Director	Against
Eicher Motors Limited	23-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Reelect Inder Mohan Singh as Director	Against
Eicher Motors Limited	23-Aug-23	India	G	Director Election - Director Election	Elect Director	6. Reelect Vinod Kumar Aggarwal as Director	Against
MultiChoice Group Ltd.	24-Aug-23	South Africa	G	Director Election - Director Election	Elect Director	3.1. Re-elect Kgomoiso Moroka 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
MultiChoice Group Ltd.	24-Aug-23	South Africa	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	1. Approve Remuneration of Non-executive Directors	Against
Elekta AB	24-Aug-23	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	21.a. Amend Articles Re: Editorial Changes	Against
Elekta AB	24-Aug-23	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	21.b. Amend Articles Re: Governance-Related	Against
Elekta AB	24-Aug-23	Sweden	G	Director Related - Board Related	Establish a Nominating Committee	21.c. Amend Procedures for Nomination Committee	Against
Elekta AB	24-Aug-23	Sweden	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	21.d. Instruct Board to Investigate the Conditions for the Introduction of Performance-Based Remuneration for Members of the Board	Against
SeSa SpA	28-Aug-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	28-Aug-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
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2024-2026	Against
SeSa SpA	28-Aug-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	1. Amend Company Bylaws Re: Article 6	Against
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Grant Plan 2024-2026	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Om Prakash as Director	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Elect Arun Kumar Singh as Director Designated as Chairman	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	6. Elect Sushma Rawat as Director (Exploration)	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	7. Elect Manish Patil as Director	Against
Power Grid Corporation of India Limited	30-Aug-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Abhay Choudhary as Director	Against
Power Grid Corporation of India Limited	30-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Elect Saibaba Darbamura 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
Far East Consortium International Limited	30-Aug-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
Far East Consortium International Limited	30-Aug-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Gen Digital Inc.	12-Sep-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
TURKCELL Iletisim Hizmetleri AS	13-Sep-23	Turkey	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Company Articles 3, 4 and 25	Against
TURKCELL Iletisim Hizmetleri AS	13-Sep-23	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Ratify Director Appointments and Elect Directors	Against
TURKCELL Iletisim Hizmetleri AS	13-Sep-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9. Approve Director Remuneration	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
China Water Affairs Group Limited	15-Sep-23	Bermuda	G	Director Election - Director Election	Elect Director	3.2. Elect Makoto Inoue as Director	Against
China Water Affairs Group Limited	15-Sep-23	Bermuda	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
China Water Affairs Group Limited	15-Sep-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
Kainos Group Plc	21-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tom Burnet as Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Sanjay Swarup as Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	4. Reelect Manoj Kumar Dubey as Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	6. Elect Mohammad Azhar Shams as Director (Domestic Division)	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	7. Elect Amrendra Kumar Chandra as Part Time Government Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	9. Elect Rajesh Pathak as Part Time Government Director	Against
John Wiley & Sons, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Directors Beth A. Birnbaum	Withhold
John Wiley & Sons, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Directors Brian O. Hemphill	Withhold
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joseph Jimenez	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jon R. Moeller	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	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
Wolfspeed, Inc.	23-Oct-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Ansell Limited	24-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	3. Approve Grant of Performance Share Rights to Neil Salmon	Against
Kelsian Group Limited	24-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Jeffrey Ellison as Director	Against
Kelsian Group Limited	24-Oct-23	Australia	G	Director Election - Director Election	Elect Director	4. Elect Neil Smith as Director	Against
Kelsian Group Limited	24-Oct-23	Australia	G	Director Election - Director Election	Elect Director	5. Elect Lance Hockridge as Director	Against
Dexus	25-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Reliance Worldwide Corporation Limited	26-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Rights to Heath Sharp	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Delfin Sarl	Against
Companhia de Saneamento de Minas Gerais	01-Nov-23	Brazil	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Amend Remuneration of Company's Management and Fiscal Council	Against
BHP Group Limited	01-Nov-23	Australia	G	Director Election - Director Election	Elect Director	6. Elect Ken MacKenzie as Director	Against
Eicher Motors Limited	05-Nov-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Inder Mohan Singh as Director	Against
Weichai Power Co., Ltd.	13-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Adoption of Incentive Scheme of the Company and Its Summary	Against
Weichai Power Co., Ltd.	13-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Adoption of Appraisal Management Measures	Against
Weichai Power Co., Ltd.	13-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization to the Board to Deal with Matters Relating to the Incentive Scheme	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-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
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
LPP SA	17-Nov-23	Poland	G	Director Related - Board Related	Approve Executive Appointment	5. Elect Deputy CEO	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	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
West Holdings Corp.	22-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Araki, Kenji	Against
Torrent Pharmaceuticals Limited	26-Nov-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	1. Approve Appointment and Remuneration of Shaan Mehta as Executive of the Company	Against
Growthpoint Properties Ltd.	28-Nov-23	South Africa	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2.2. Approve Financial Assistance in Terms of Section 44 of the Companies Act	Against
Growthpoint Properties Ltd.	28-Nov-23	South Africa	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2.3. Approve Financial Assistance in Terms of Section 45 of the Companies Act	Against
Melexis NV	29-Nov-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2. Authorize Repurchase of Up to 20 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
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adoption of the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adoption of the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan	Against
Premier Investments Limited	01-Dec-23	Australia	G	Director Election - Director Election	Elect Director	3b. Elect Henry Lanzer as Director	Against
Premier Investments Limited	01-Dec-23	Australia	G	Director Election - Director Election	Elect Director	3c. Elect Michael McLeod as Director	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 - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Solvay SA	08-Dec-23	Belgium	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	18. Approve Exceptional Bonus for the CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Deanna Oppenheimer as Director	Abstain
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Roger Perkin as Director	Abstain
Softcat Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Graeme Watt as Director	Against
Westpac Banking Corp.	14-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1f. Elect Stephen Mayne as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	Against
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Other	Require Advance Notice for Shareholder Proposals/Nominations	3. Require Advance Notice for Shareholder Proposals/Nominations	Against
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Restricting	Provide Directors May Only Be Removed for Cause	4. Provide Directors May Only Be Removed for Cause	Against
China Construction Bank Corporation	19-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	4. Amend Plan on Authorization of Shareholders' General Meeting to the Board of Directors	Against
Sinopharm Group Co. Ltd.	20-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve 2023 Financial Services Framework Agreement, Proposed Maximum Daily Balances of the Deposit Services and Related Transactions	Against
Arabian Internet & Communications Services Co.	27-Dec-23	Saudi Arabia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Bylaws According to the New Companies' Law, Rearranging and Numbering of Articles of Bylaws in Accordance to the Proposed Amendments	Against
Arabian Internet & Communications Services Co.	27-Dec-23	Saudi Arabia	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	2. Amend Audit Committee Charter	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

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	1.3. 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
Marathon Petroleum Corporation	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Abstain
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Deanna Oppenheimer as Director	For
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Roger Perkin as Director	For

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

Analysis of Votes Against Management (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	1.9. 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
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 to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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 Mäkinen, 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

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	1.8. 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
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	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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

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.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
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

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.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
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
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	5. SP 2: Advisory Vote on Environmental Policies	For
Hewlett Packard Enterprise Company	05-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Megan Clark as Director	Against
A. O. Smith Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ronald D. Brown	Withhold
A. O. Smith Corporation	11-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Whether Company Policies Reinforce Racism in Company Culture	For
Lennar Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stuart Miller	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lennar Corporation	12-Apr-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
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Dow Inc.	13-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jacqueline C. Hinman	Against
Dow Inc.	13-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Dow Inc.	13-Apr-23	USA	E	Environmental - Pollution	Recycling	5. Commission Audited Report on Reduced Plastics Demand	For
Atlantica Sustainable Infrastructure Plc	13-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	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 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
Schouw & Co A/S	13-Apr-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Schouw & Co A/S	13-Apr-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Kjeld Johannesen as Director	Abstain
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 Election - Director Election	Elect Director	3. Elect Benoit Ribadeau-Dumas as Non-Executive Director	Against
COMET Holding AG	14-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Television Francaise 1 SA	14-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
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Rodolphe Belmer, CEO Since October 27, 2022	Against
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Gilles Pelisson, CEO Until October 27, 2022	Against
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. 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
Television Francaise 1 SA	14-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Rodolphe Belmer, CEO Until February 13, 2023 and Chairman and CEO since February 13,2023	Against
Television Francaise 1 SA	14-Apr-23	France	G	Director Election - Director Election	Elect Director	11. Ratify Appointment of Rodolphe Belmer as Director	Against
Television Francaise 1 SA	14-Apr-23	France	G	Director Election - Director Election	Elect Director	12. Reelect Olivier Bouygues as Director	Against
Television Francaise 1 SA	14-Apr-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Catherine Dussart as Director	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8.4 Million	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	14-Apr-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	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Television Francaise 1 SA	14-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	23. Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	Against
Television Francaise 1 SA	14-Apr-23	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	26. Add New Article 16 in Bylaws Re: Censor	Against
M.D.C. Holdings, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paris G. Reece, III	Withhold
M.D.C. Holdings, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Siegel	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
M.D.C. Holdings, Inc.	17-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
M.D.C. Holdings, Inc.	17-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Sulzer AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Elect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Adecoagro SA	19-Apr-23	Luxembourg	G	Director Election - Director Election	Elect Director	8.1. Elect Plinio Musetti as Director	Against
HCA Healthcare, Inc.	19-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
HCA Healthcare, Inc.	19-Apr-23	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	6. Amend Charter of Patient Safety and Quality of Care Committee	For
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Covivio SA	20-Apr-23	France	E	Environmental - Climate	Management Climate-Related Proposal	22. Approve Company's Climate Transition Plan (Advisory)	Against
Kindred Group Plc	20-Apr-23	Malta	G	Director Election - Director Election	Elect Director	13. Re-elect Evert Carlsson as Director	Against
Kindred Group Plc	20-Apr-23	Malta	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	21. Appoint Evert Carlsson as Board Chair	Against
Stolt-Nielsen Ltd.	20-Apr-23	Bermuda	G	Director Election - Director Election	Elect Director	4.a. Reelect Samuel Cooperman as Director	Against
Stolt-Nielsen Ltd.	20-Apr-23	Bermuda	G	Director Related - Board Related	Authorize Board to Fill Vacancies	5. Authorize Board to Fill Vacancies	Against
Stolt-Nielsen Ltd.	20-Apr-23	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Reelect Samuel Cooperman as Board Chair	Against
Wilmar International Limited	20-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	6. Elect Lim Siong Guan as Director	Against
Wilmar International Limited	20-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	11. Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Against
LVMH Moët 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 Moët Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	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	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 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
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
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Malmquist (Chair) as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1b. Reelect Carl Bennet as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1d. Reelect Dan Frohm as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.1e. Reelect Ulf Grunander as Director	Against
Arjo AB	20-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.2. Reelect Johan Malmquist as Board Chair	Against
Arjo AB	20-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Henri de Castries as Director	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3b. Approve Second Section of the Remuneration Report	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Performance Shares Plan 2023-2025	Against
Icade SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Caisse des Depots et Consignations as Director	Against
Icade SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Emmanuel Chabas as Director	Against
Icade SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Antoine Saintoyant as Director	Against
SITC International Holdings Company Limited	24-Apr-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
SITC International Holdings Company Limited	24-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	12. Authorize Reissuance of Repurchased Shares	Against
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Laurent Martinez to the Supervisory Board	Against
HP Inc.	24-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Provide Right to Act by Written Consent	For
ING Groep NV	24-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Herna Verhagen to Supervisory Board	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	24-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Yee Kee Shian, Leon as Director	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	24-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect Liu Hua as Director	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	24-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Citigroup Inc.	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Citigroup Inc.	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Citigroup Inc.	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Report on Respecting Indigenous Peoples' Rights	For
Cadeler A/S	25-Apr-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
Cadeler A/S	25-Apr-23	Denmark	G	Director Election - Director Election	Elect Director	8.a1. Reelect Andreas Sohmen-Pao as Director	Abstain
Cadeler A/S	25-Apr-23	Denmark	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	8.b. Elect Andreas Sohmen-Pao as Board Chairman	Abstain
Cadeler A/S	25-Apr-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	10. Ratify Ernst & Young as Auditors	Abstain
Cadeler A/S	25-Apr-23	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.a. Approve Creation of up to DKK 39.5 Million Pool of Capital without Preemptive Rights	Against
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amend Remuneration Policy	Against
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.3. Approve Terms of Remuneration of Management Board Members	Against
Chemical Works of Gedeon Richter Plc	25-Apr-23	Hungary	G	Routine Business - Routine Business	Other Business	21. Transact Other Business	Against
Oversea-Chinese Banking Corporation Limited	25-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BorgWarner Inc.	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
BorgWarner Inc.	26-Apr-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Just Transition	For
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	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
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Michael Stice	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director John P. Surma	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Tomasky	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Toni Townes-Whitley	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Abstain
Marathon Petroleum Corporation	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	7. Adopt Simple Majority Vote	For
Marathon Petroleum Corporation	26-Apr-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	8. Amend Compensation Clawback Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marathon Petroleum Corporation	26-Apr-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Just Transition	For
Marathon Petroleum Corporation	26-Apr-23	USA	E	Environmental - Other	Report on Environmental Policies	10. Report on Asset Retirement Obligation	For
Anglo American Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Ian Ashby as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Gunnar Blomkvist as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Anna Engebretsen as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Ingrid Jonasson Blank as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.d. Reelect Nicklas Paulson as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Jan Pettersson as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.f. Reelect Mats Qviberg as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.g. Reelect Jon Risfelt as Director	Against
Bilia AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.i. Reelect Mats Qviberg as Board Chair	Against
Bilia AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.j. Reelect Jan Pettersson as Vice Chair	Against
Bilia AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.c. Approve Alternative Equity Plan Financing	Against
SFS Group AG	26-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Urs Kaufmann as Director	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Against
SFS Group AG	26-Apr-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
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
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3. Ratify Ignacio Trigueros Legarreta as Member of Technical Committee	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	5. Ratify Ruben Goldberg Javkin as Member of Technical Committee	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	6. Ratify Herminio Blanco Mendoza as Member of Technical Committee	Against
Fibra Uno Administracion SA de CV	27-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee	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	7. Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	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
Hera SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Hera 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
Hera SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors	Against
Hera SpA	27-Apr-23	Italy	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	9. Approve Internal Auditors' Remuneration	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9. Authorize Share Repurchase Program	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	11. Elect Zoltan Aldott as Supervisory Board Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	12. Elect Andras Lanczi as Supervisory Board Member	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	13. Elect Peter Biro as Supervisory Board Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Director Related - Committee Election	Elect Member of Audit Committee	14. Elect Peter Biro as Audit Committee Member	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	16. Amend Terms of Remuneration of Management Board Members	Against
MOL Hungarian Oil & Gas Plc	27-Apr-23	Hungary	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Amend Remuneration Policy	Against
Azimut Holding SpA	27-Apr-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
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.1.A. Reelect Jan Berger as Director	Against
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.2. Reelect Cyril Janssen as Director	Against
Frencken Group Limited	27-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Chia Chor Leong as Director	Against
Frencken Group Limited	27-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.1. Elect Kelly Tatiane Martins Quirino as Director (Employee Representative)	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.2. Elect Tarciana Paula Gomes Medeiros as Director (Company's President)	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.3. Elect Elisa Vieira Leonel as Director	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.6. Elect Analize Lenzi Ruas de Almeida as Director	Against
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.7. Elect Director	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	1.8. Elect Director	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.3. Elect Fiscal Council Member and Alternate	Abstain
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.4. Elect Fiscal Council Member and Alternate	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco do Brasil SA	27-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.5. Elect Fiscal Council Member and Alternate	Abstain
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	Against
Webuild SpA	27-Apr-23	Italy	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	5.2. Authorize Ordinary and Savings Share Repurchase Program and Reissuance of Repurchased Ordinary and Savings Shares	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Amend Performance Shares Plan 2020-2022	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.1. Approve Remuneration Policy	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.2. Approve Second Section of the Remuneration Report	Against
Bouygues SA	27-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
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-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	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Biotage AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Torben Jorgensen (Chairman), Peter Ehrenheim, Asa Hedin, Mark Bradley and Karen Lykke Sorensen as Directors; Elect Kieran Murphy and Kugan Sathiyandarajah as New Directors	Against
Biotage AB	27-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19.a. Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Against
Companhia de Saneamento de Minas Gerais	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	1. Approve Remuneration of Company's Management and Fiscal Council	Against
Badger Meter, Inc.	28-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
Kingspan Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenber as Director	Against
Geely Automobile Holdings Limited	28-Apr-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1. Adopt 2023 Share Option Scheme and Related Transactions	Against
Geely Automobile Holdings Limited	28-Apr-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	2. Approve Amended Share Award Scheme and Related Transactions	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Geely Automobile Holdings Limited	28-Apr-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Service Provider Sub-limit and Related Transactions	Against
Greencoat Renewables PLC	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	2d. Re-elect Marco Graziano as Director	Against
China Medical System Holdings Limited	28-Apr-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
China Medical System Holdings Limited	28-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Companhia de Saneamento de Minas Gerais	28-Apr-23	Brazil	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Against
Grupo Mexico S.A.B. de C.V.	28-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	Against
Grupo Mexico S.A.B. de C.V.	28-Apr-23	Mexico	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	8. Approve Granting/Withdrawal of Powers	Against
SIIC Environment Holdings Ltd.	28-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect An Hongjun as Director	Against
SIIC Environment Holdings Ltd.	28-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	6. Elect Zhong Ming as Director	Against
SIIC Environment Holdings Ltd.	28-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Vale SA	28-Apr-23	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	4. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	5.3. Elect Fernando Jorge Buso Gomes as Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	5.5. Elect Jose Luciano Duarte Penido as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	5.8. Elect Marcelo Gasparino da Silva as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.3. Percentage of Votes to Be Assigned - Elect Fernando Jorge Buso Gomes as Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.5. Percentage of Votes to Be Assigned - Elect Jose Luciano Duarte Penido as Independent Director	Against
Vale SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	7.8. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vale SA	28-Apr-23	Brazil	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9. Elect Marcelo Gasparino da Silva as Vice-Chairman	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Ian Macfarlane as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Larry Archibald as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Swee Chen Goh as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	E	Environmental - Climate	Report on Climate Change	6b. Approve Contingent Resolution - Capital Protection	For
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmell	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Apr-23	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	1. Elect Directors	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.1. Elect Michel Dimitrios Doukeris as Director and Ricardo Tadeu Almeida Cabral de Soares as Alternate	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.2. Elect Victorio Carlos De Marchi as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.3. Elect Milton Seligman as Director and David Henrique Galatro de Almeida as Alternate	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.4. Elect Fabio Colleti Barbosa as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.5. Elect Fernando Mommensohn Tennenbaum as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.6. Elect Lia Machado de Matos as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.7. Elect Nelson Jose Jamel as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.8. Elect Carlos Eduardo Klutzenschell Lisboa as Director	Against
Ambev SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	9. Elect Fiscal Council Members	Abstain
Ambev SA	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	12. Approve Remuneration of Company's Management	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bravida Holding AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Fredrik Arp as Board Chair	Against
Bravida Holding AB	28-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	20.c. Approve Alternative Equity Plan Financing	Against
Sonae SGPS SA	28-Apr-23	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6. Elect Corporate Bodies for 2023-2026 Term	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Expeditors International of Washington, Inc.	02-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For
Barrick Gold Corporation	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director John L. Thornton	Withhold
OmnicomGroup Inc.	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Imperial Oil Limited	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director David W. Cornhill	Against
Imperial Oil Limited	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Matthew R. Crocker	Against
Imperial Oil Limited	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1G. Elect Director Miranda C. Hubbs	Against
Imperial Oil Limited	02-May-23	Canada	E	Environmental - Climate	GHG Emissions	3. SP 1: Adopt an Absolute Greenhouse Gas Reduction Target	For
Imperial Oil Limited	02-May-23	Canada	E	Environmental - Climate	Report on Climate Change	4. SP 2: Report on the Impact of the Energy Transition on Asset Retirement Obligations	For
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
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
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Employees' Share Grant Plan	Against
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	2. Approve Grant of New Maybank Shares to Khairussaleh Ramli Under the ESGP	Against
Metso Outotec Oyj	03-May-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rytola as New Directors	Against
Metso Outotec Oyj	03-May-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Fredrik Arp as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Sven Bostrom as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Lovisa Hamrin as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Asa Hedin as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Erik Lynge-Jorlen as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.8. Reelect Lars-Ake Rydh as Director	Against
Nolato AB	03-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.9. Reelect Fredrik Arp as Board Chair	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	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	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	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
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 - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	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 Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Jardine Matheson Holdings Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3. Re-elect David Hsu as Director	Against
Jardine Matheson Holdings Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	4. Re-elect Adam Keswick as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jardine Matheson Holdings Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	5. Re-elect Anthony Nightingale as Director	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
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	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	1i. Elect Director Daniel R. Glickman	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	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	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
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.1. Reelect Koenraad Debackere as Independent Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.2. Reelect Alain Bostoën as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.3. Reelect Franky Depickere as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.4. Reelect Frank Donck as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.5. Elect Marc De Ceuster as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.6. Elect Raf Sels as Director	Against
Shoals Technologies Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lori Sundberg	Withhold
Zhejiang Expressway Co., Ltd.	04-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	5. Approve Final Accounts and Financial Budget	Against
Zhejiang Expressway Co., Ltd.	04-May-23	China	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 for H Shares and Related Transactions	Against
Zhejiang Expressway Co., Ltd.	04-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Amend 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
Slate Grocery REIT	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1d. Elect Trustee Marc Rouleau	Withhold
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Marie-Pierre Rogers as Director	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Against
SoftwareONE Holding AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Knorr-Bremse AG	05-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Ryder System, Inc.	05-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Timken Company	05-May-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
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Solvay SA	09-May-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Stock Option Plan Grants	Against
Melexis NV	09-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	1. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
Melexis NV	09-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Melexis NV	09-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Deviation from Article 7:91 BCCA	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Melexis NV	09-May-23	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Articles of Association	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Fred M. Diaz	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director H. Paulett Eberhart	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marie A. Ffolkes	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph W. Gorder	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kimberly S. Greene	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Deborah P. Majoras	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric D. Mullins	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Donald L. Nickles	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert A. Profusek	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Randall J. Weisenburger	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Rayford Wilkins, Jr.	Against
Valero Energy Corporation	09-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Report on Climate Transition Plan and GHG Emissions Reduction Targets	For
Valero Energy Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	6. Oversee and Report a Racial Equity Audit	For
Prudential Financial, Inc.	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	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	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 Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Water Works Company, Inc.	10-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Oversee and Report a Racial Equity Audit	For
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
K+S AG	10-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Elke Eller to the Supervisory Board	Against
K+S AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard D. Kinder	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Steven J. Kean	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kimberly A. Dang	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Anthony W. Hall, Jr.	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary L. Hultquist	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ronald L. Kuehn, Jr.	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deborah A. Macdonald	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael C. Morgan	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Arthur C. Reichstetter	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director C. Park Shaper	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director William A. Smith	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Joel V. Staff	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Robert F. Vagt	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8C. Authorize 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
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Paul Desmarais, Jr.	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William E. Kennard	Against
Ford Motor Company	11-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
Ford Motor Company	11-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	6. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Ford Motor Company	11-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Reliance on Child Labor in Supply Chain	For
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	7. Amend Clawback Policy	For
Verizon Communications Inc.	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
Texas Roadhouse, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kathleen M. Widmer	Withhold
Texas Roadhouse, Inc.	11-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Report on Efforts to Reduce GHG Emissions in Alignment with the Paris Agreement Goal	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	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	Against
Bunge Limited	11-May-23	Bermuda	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Genel Energy Plc	11-May-23	Jersey	G	Director Election - Director Election	Elect Director	4. Re-elect David McManus as Director	Against
Gladstone Land Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Paul W. Adelgren	Withhold
Gladstone Land Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John H. Outland	Withhold
Lindab International AB	11-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Stella International Holdings Limited	11-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
The Western Union Company	12-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Provide Right to Act by Written Consent	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vinda International Holdings Limited	12-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
Vinda International Holdings Limited	12-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
BW LPG Ltd.	15-May-23	Bermuda	G	Director Election - Director Election	Elect Director	5.a. Reelect Andreas Sohmen-Pao as Director	Against
BW LPG Ltd.	15-May-23	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7. Reappoint Andreas Sohmen-Pao as Company Chair	Against
BW LPG Ltd.	15-May-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Amkor Technology, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gil C. Tily	Withhold
Fresenius Medical Care AG & Co. KGaA	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael A. Woronoff	Against
BIM Birlesik Magazalar AS	16-May-23	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	7. Elect Directors and Approve Their Remuneration	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
China MeiDong Auto Holdings Limited	16-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China MeiDong Auto Holdings Limited	16-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6. Authorize Reissuance of Repurchased Shares	Against
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William J. (John) Berger	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Rahman D'Argenio	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael C. Morgan	Withhold
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve UK Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Swiss Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
E.ON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Erich Clementi to the Supervisory Board	Against
Linamar Corporation	17-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Linda Hasenfratz	Withhold
Linamar Corporation	17-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jim Jarrell	Withhold
Linamar Corporation	17-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark Stoddart	Withhold
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Quest Diagnostics Incorporated	17-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Scheme Limit	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Service Provider Sublimit	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generaction as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
NextEra Energy, Inc.	18-May-23	USA	S	Social - Board Diversity	Board Diversity	5. Disclose Board Skills and Diversity Matrix	For
Xylem Inc.	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	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Political Expenditures Congruence	For
Central Asia Metals Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nick Clarke as Director	Against
Texas Pacific Land Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Donald G. Cook	Against
Texas Pacific Land Corp.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	9. Provide Right to Act by Written Consent	For
St. James's Place Plc	18-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Vesuvius Plc	18-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	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
Yuexiu Property Company Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Ka Lun as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yuexiu Property Company Limited	18-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yuexiu Property Company Limited	18-May-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	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
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
Welltower Inc.	23-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
Wuhu Shunrong Sanqi Interactive Entertainment Co., Ltd.	23-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	9. Amend Management System for Providing External Investments	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
TTEC Holdings, Inc.	24-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
Kingsoft Corporation Limited	24-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
Kingsoft Corporation Limited	24-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
RE/MAX Holdings, Inc.	24-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Gold Fields Ltd.	24-May-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Implementation Report	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.1. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. 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
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	24. Approve Waiver of Rule 9 of the Takeover Code	Against
Banque Saudi Fransi	24-May-23	Saudi Arabia	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Share Repurchase Program of 3,247,485 Shares to be Allocated for Employees' Shares Program and Authorize Board to Execute and Complete all the Necessary Actions	Against
Yum China Holdings, 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
IDEX Corporation	25-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Bechtle AG	25-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Klaus Winkler to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Kurt Dobitsch to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Lars Gruenert to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Thomas Hess to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Elke Reichart to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Sandra Stegmann to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Elmar Koenig to the Supervisory Board	Against
Bechtle AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Klaus Straub to the Supervisory Board	Against
JDE Peet's NV	25-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
JDE Peet's NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5.b. Elect Jeroen Katgert as Non-Executive Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSR Mining Inc.	25-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Simon A. Fish	Withhold
The Mosaic Company	25-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
The Mosaic Company	25-May-23	USA	E	Environmental - Climate	GHG Emissions	7. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For
Aalberts NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect J. Van Der Zouw to Supervisory Board	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Sibanye Stillwater Ltd.	26-May-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Implementation Report	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	Director Election - Director Election	Elect Director	7. Reelect Mark Cutifani as Director	Against
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Idle Own Funds to Purchase Financial Products	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	11. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	13. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management System of Raised Funds	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15. Amend Management System for Providing External Investments	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend Related-Party Transaction Management System	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	17. Amend Dividend Management System	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	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 New H Shares and Non-listed Shares	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	9. Approve Issuance of Debt Financing Instruments	Against
China Petroleum & Chemical Corp.	30-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Report of the Board of Directors of Sinopec Corp.	Against
China Petroleum & Chemical Corp.	30-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Authorize Board to Determine the Proposed Plan for Issuance of Debt Financing Instrument(s)	Against
China Petroleum & Chemical Corp.	30-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Grant to the Board a General Mandate to Issue New Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	Against
PT Telkom Indonesia (Persero) Tbk	30-May-23	Indonesia	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	7. Approval of Special Assignment to the Company by the President of the Republic of Indonesia	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PT Telkom Indonesia (Persero) Tbk	30-May-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	9. Approve Changes in the Boards of the Company	Against
DIRTT Environmental Solutions Ltd.	30-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Aron English	Withhold
Jarir Marketing Co.	30-May-23	Saudi Arabia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Approve Amendment to Company's Bylaws in Line with the New Companies Law and Approve Rearrangement and Numbering of Company's Articles of Association	Against
California Water Service Group	31-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Bernd Toenjes to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Barbara Albert to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Cornelius Baur to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Aldo Belloni to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Elect Werner Fuhrmann to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Christian Kohlpaintner to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.7. Elect Cedrik Neike to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.8. Elect Ariane Reinhart to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.9. Elect Michael Ruediger to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.10. Elect Angela Titzrath to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Evonik Industries AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
International Public Partnerships Limited	31-May-23	Guernsey	G	Director Election - Director Election	Elect Director	4. Re-elect Stephanie Coxon as Director	Against
OMV AG	31-May-23	Austria	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.2. Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marc de Garidel as Director	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Henri Beaufour as Director	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Michele Ollier as Director	Against
Ipsen SA	31-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Ipsen SA	31-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
LeMaitre Vascular, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bridget A. Ross	Withhold
New York Community Bancorp, Inc.	01-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	8. Eliminate Supermajority Vote Requirement	For
Park Lawn Corporation	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Deborah Robinson	Withhold
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	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
Jiumaojiu International Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Jiumaojiu International Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Henderson Land Development Company Limited	05-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Fung Lee Woon King as Director	Against
Henderson Land Development Company Limited	05-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Henderson Land Development Company Limited	05-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize 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
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	Against
BANK POLSKA KASA OPIEKI SA	06-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
BayWa AG	06-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Wolfgang Altmueller to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Michael Goeschelbauer to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Michael Hoellerer to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Monika Hohlmeier to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Klaus Lutz to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Wilhelm Oberhofer to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Joachim Rukwied to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Monique Surges to the Supervisory Board	Against
BayWa AG	06-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Creation of EUR 10 Million Pool of Capital without Preemptive Rights	Against
Nordex SE	06-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
WH Group Limited	06-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	Against
WH Group Limited	06-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold

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	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
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
MFE-MEDIAFOREUROPE NV	07-Jun-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
MFE-MEDIAFOREUROPE NV	07-Jun-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	4. Authorize Repurchase of Shares	Against
MFE-MEDIAFOREUROPE NV	07-Jun-23	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6.a. Amend Articles Re: Implementation of the Possibility to Hold Virtual General Meetings	Against
Haidilao International Holding Ltd.	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Haidilao International Holding Ltd.	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against
K. Wah International Holdings Limited	07-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director	3.1. Elect Francis Lui Yiu Tung as Director	Against
K. Wah International Holdings Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
K. Wah International Holdings Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director	3a5. Elect Guo Rui as Director	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Beijing Enterprises Water Group Limited	07-Jun-23	Bermuda	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	9. Approve Amendments to the Bye-Laws and Adopt the Amended and Restated Bye-Laws	Against
China Resources Land Limited	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Resources Land Limited	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
China Feihe Limited	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Feihe Limited	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Shutterstock, Inc.	08-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
Willdan Group, Inc.	08-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
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.10. Elect SHIN-MIN CHEN with SHAREHOLDER NO.J100657XXX as Independent Director	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Purchase of Structured Deposit with Internal Idle Fund	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve External Guarantee Arrangements	Against
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Authorize Board to Decide on Issuance of Debt Financing Instruments	Against
CMOC Group Limited	09-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Approve Formulation, Amendment and Improvement of the Internal Control Systems	Against
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
PT Aneka Tambang Tbk	15-Jun-23	Indonesia	G	Routine Business - Routine Business	Approve Financial Statements, Allocation of Income, and Discharge Directors	1. Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sinopharm Group Co. Ltd.	15-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantees	Against
Sinopharm Group Co. Ltd.	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Richard Ridinger to the Supervisory Board	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Elect Sujatha Chandrasekaran to the Supervisory Board	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1e. Elect Michael Man Kit Leung as Director	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve Amended and Restated 2019 Share Incentive Plan	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	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	13. Approve Compensation of Laurent Mignon, Chairman of the Management Board Since December 2, 2022	Against
Mitsuuroko Group Holdings Co., Ltd.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tajima, Kohei	Against
Yadea Group Holdings Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yadea Group Holdings Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Guangdong Investment Limited	16-Jun-23	Hong Kong	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
Beijing Enterprises Holdings Limited	16-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Zhongsheng Group Holdings Limited	19-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Shen Jinjun as Director	Against
Zhongsheng Group Holdings Limited	19-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Zhongsheng Group Holdings Limited	19-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize 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
SoftBank Corp.	20-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kojima, Shuji	Against
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
GOLDCREST Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yasukawa, Hidetoshi	Against
GOLDCREST Co., Ltd.	21-Jun-23	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	3. Approve Director Retirement Bonus	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.1. Elect NIEN KENG-HAO -HOWARD, with SHAREHOLDER NO.6, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.3. Elect CHUANG HSI-CHIN - KEN, with SHAREHOLDER NO.4, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.4. Elect PENG PING - BENSON, with SHAREHOLDER NO.9, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.5. Elect LEE MING-SHAN, with ID NO.K121025XXX, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.6. Elect JOK CHUNG-WAI - EDWARD, with SHAREHOLDER NO.24911, as Non-Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.7. Elect LIN CHI-WEI, with ID NO.F103441XXX, as Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.8. Elect HUANG SHEN-YI, with ID NO.R121088XXX, as Independent Director	Against
Nien Made Enterprise Co., Ltd.	21-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.9. Elect HUNG CHUNG-CHING, with ID NO.N121880XXX, as Independent Director	Against
Nippon Yusen KK	21-Jun-23	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	5. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Saudi Telecom Co.	21-Jun-23	Saudi Arabia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Bylaws According to the New Companies' Law	Against
Saudi Telecom Co.	21-Jun-23	Saudi Arabia	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	2. Amend Audit Committee Charter	Against
Saudi Telecom Co.	21-Jun-23	Saudi Arabia	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Amend Nomination and Remuneration of Board Members, Committees and Remuneration of the Executive Management Policy	Against
Brother Industries, Ltd.	22-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Jono, Kazuya	Against
Fujimi, Inc.	22-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4. Appoint Alternate Statutory Auditor Hayashi, Nobufumi	Against
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter A. Bridgman	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Efraim Grinberg	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ann Kirschner	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Maya Peterson	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Stephen Sadove	Withhold
Movado Group, Inc.	22-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
The Kroger Co.	22-Jun-23	USA	E	Environmental - Pollution	Recycling	7. Report on Efforts to Reduce Plastic Use	For
The Kroger Co.	22-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Gender/Racial Pay Gap	For
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SKY Perfect JSAT Holdings, Inc.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.3. Appoint Statutory Auditor Otomo, Jun	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Okubo, Tetsuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kawamoto, Hiroko	Against
The Hachijuni Bank, Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsushita, Masaki	Against
The Hachijuni Bank, Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Asai, Takahiko	Against
Yuasa Trading Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tamura, Hiroyuki	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hayama, Takatoshi	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Moe, Hidemi	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sakurada, Kengo	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Okumura, Mikio	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	For
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Hirogin Holdings, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ikeda, Koji	Against
Hirogin Holdings, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Heya, Toshio	Against
Nippon Light Metal Holdings Co., Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Okamoto, Ichiro	Against
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan M. Silver	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kyungyeol Song	Withhold
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tanaka, Shigeyoshi	Against
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Aikawa, Yoshiro	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Core & Main, Inc.	28-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Orvin T. Kimbrough	Withhold
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Kawamura, Kanji	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.5. Elect Director and Audit Committee Member Anayama, Makoto	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Amano, Hiromasa	Against
Weichai Power Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	3. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	4. Approve Venture Capital Investment with Self-Owned Funds	Against
Central Glass Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shimizu, Tadashi	Against
Central Glass Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maeda, Kazuhiko	Against
Hakuhodo DY Holdings, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Toda, Hirokazu	Against
Hakuhodo DY Holdings, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Mizushima, Masayuki	Against
Nihon Parkerizing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Chika, Koji	Against
Sumitomo Mitsui Construction Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kimijima, Shoji	Against
Sumitomo Mitsui Construction Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kondo, Shigetoshi	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kunibe, Takeshi	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Ota, Jun	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kawasaki, Yasuyuki	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Matsumoto, Masayuki	Against
Sumitomo Mitsui 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
The Necessity Retail REIT, Inc.	29-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lisa D. Kabnick	Withhold
The Necessity Retail REIT, Inc.	29-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Edward M. Weil, Jr.	Withhold
The Necessity Retail REIT, Inc.	29-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
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Talgo SA	29-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Talgo SA	29-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	13. Reelect Jose Maria Oriol Fabra as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	14. Reelect Francisco Javier Banon Trevino as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	17. Reelect Antonio Oporto del Olmo as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	18. Elect Pedro Pablo Manuel del Corro Garcia-Lomas as Director	Against
Talgo SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	19. Elect Javier Olascoaga Palacio as Director	Against
Tata Consultancy Services Limited	29-Jun-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Aarthi Subramanian as Director	Against
Tata Consultancy Services Limited	29-Jun-23	India	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	6. Approve Material Related Party Transactions	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Accounting Firm and Deloitte Touche Tohmatsu as International Accounting Firm and Authorize Board to Fix Their Remuneration	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Man Wah Holdings Limited	30-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	5. Elect Chau Shing Yim, David as Director and Approve the Terms of His Appointment, Including His Remuneration	Against
Man Wah Holdings Limited	30-Jun-23	Bermuda	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	Against
Man Wah Holdings Limited	30-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Long-Term Incentive Plan	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sunil Bharti Mittal as Director	Against
HORNBACK Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect John Feldmann to the Supervisory Board	Against
HORNBACK Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Martin Hornbach to the Supervisory Board	Against
HORNBACK Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Simone Krahn to the Supervisory Board	Against
HORNBACK Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Simona Scarpaleggia to the Supervisory Board	Against
HORNBACK Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Vanessa Stuetzle to the Supervisory Board	Against
HORNBACK Holding AG & Co. KGaA	07-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Melanie Thomann-Bopp to the Supervisory Board	Against
LondonMetric Property Plc	12-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.3. Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	Against
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.4. Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Against
ChargePoint Holdings, Inc.	18-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce Chizen	Withhold
ChargePoint Holdings, Inc.	18-Jul-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
Lenovo Group Limited	20-Jul-23	Hong Kong	G	Director Election - Director Election	Elect Director	3b. Elect Zhu Linan as Director	Against
Lenovo Group Limited	20-Jul-23	Hong Kong	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lenovo Group Limited	20-Jul-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Topsports International Holdings Limited	21-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Topsports International Holdings Limited	21-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Adopt Remuneration Report	Against
Tech Mahindra Limited	27-Jul-23	India	G	Director Election - Director Election	Elect Director	4. Reelect Manoj Bhat as Director	Against
Tech Mahindra Limited	27-Jul-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	6. Approve Appointment and Remuneration of Mohit Joshi as Whole-Time Director designated as Managing Director (Designate) and Key Managerial Personnel	Against
Ralph Lauren Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Darren Walker	Withhold
Banco do Brasil SA	04-Aug-23	Brazil	G	Director Election - Director Election	Elect Director	1. Elect Paulo Roberto Simao Bijos as Director (Appointed by Uniao)	Against
Banco do Brasil SA	04-Aug-23	Brazil	G	Director Election - Director Election	Elect Director	2. Elect Dario Carnevalli Durigan as Director (Appointed by Uniao)	Against
VA Tech Wabag Limited	11-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Reelect Vijaya Sampath as Director	Against
Bosideng International Holdings Limited	22-Aug-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
Bosideng International Holdings Limited	22-Aug-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	22-Aug-23	Brazil	G	Director Election - Director Election	Elect Director	2. Elect Antonio Julio Castiglioni Neto as Director	Against
HCL Technologies Limited	22-Aug-23	India	G	Director Election - Director Election	Elect Director	2. Reelect Shikhar Malhotra as Director	Against
Eicher Motors Limited	23-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Reelect Inder Mohan Singh as Director	Against
Eicher Motors Limited	23-Aug-23	India	G	Director Election - Director Election	Elect Director	6. Reelect Vinod Kumar Aggarwal as Director	Against
MultiChoice Group Ltd.	24-Aug-23	South Africa	G	Director Election - Director Election	Elect Director	3.1. Re-elect Kgomoiso Moroka as Director	Against
MultiChoice Group Ltd.	24-Aug-23	South Africa	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	1. Approve Remuneration of Non-executive Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SeSa SpA	28-Aug-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	28-Aug-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
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2024-2026	Against
SeSa SpA	28-Aug-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	1. Amend Company Bylaws Re: Article 6	Against
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Grant Plan 2024-2026	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Om Prakash as Director	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Elect Arun Kumar Singh as Director Designated as Chairman	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	6. Elect Sushma Rawat as Director (Exploration)	Against
Oil & Natural Gas Corporation Limited	29-Aug-23	India	G	Director Election - Director Election	Elect Director	7. Elect Manish Patil as Director	Against
Power Grid Corporation of India Limited	30-Aug-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Abhay Choudhary as Director	Against
Power Grid Corporation of India Limited	30-Aug-23	India	G	Director Election - Director Election	Elect Director	5. Elect Saibaba Darbamura as Director	Against
Far East Consortium International Limited	30-Aug-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
Far East Consortium International Limited	30-Aug-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
TURKCELL Iletisim Hizmetleri AS	13-Sep-23	Turkey	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Company Articles 3, 4 and 25	Against
TURKCELL Iletisim Hizmetleri AS	13-Sep-23	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Ratify Director Appointments and Elect Directors	Against
TURKCELL Iletisim Hizmetleri AS	13-Sep-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9. Approve Director Remuneration	Against
NetApp, Inc.	13-Sep-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
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Conagra Brands, Inc.	14-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting	For
China Water Affairs Group Limited	15-Sep-23	Bermuda	G	Director Election - Director Election	Elect Director	3.2. Elect Makoto Inoue as Director	Against
China Water Affairs Group Limited	15-Sep-23	Bermuda	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
China Water Affairs Group Limited	15-Sep-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
Darden Restaurants, Inc.	20-Sep-23	USA	E	Environmental - Climate	GHG Emissions	5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Darden Restaurants, Inc.	20-Sep-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	6. Report on Risks Due to Restrictions on Reproductive Rights	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
Kainos Group Plc	21-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tom Burnet as Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Sanjay Swarup as Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	4. Reelect Manoj Kumar Dubey as Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	6. Elect Mohammad Azhar Shams as Director (Domestic Division)	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	7. Elect Amrendra Kumar Chandra as Part Time Government Director	Against
Container Corporation of India Ltd.	26-Sep-23	India	G	Director Election - Director Election	Elect Director	9. Elect Rajesh Pathak as Part Time Government Director	Against
John Wiley & Sons, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Directors Beth A. Birnbaum	Withhold
John Wiley & Sons, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Directors Brian O. Hemphill	Withhold
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joseph Jimenez	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jon R. Moeller	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	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
Wolfspeed, Inc.	23-Oct-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Ansell Limited	24-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	3. Approve Grant of Performance Share Rights to Neil Salmon	Against
Kelsian Group Limited	24-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Jeffrey Ellison as Director	Against
Kelsian Group Limited	24-Oct-23	Australia	G	Director Election - Director Election	Elect Director	4. Elect Neil Smith as Director	Against
Kelsian Group Limited	24-Oct-23	Australia	G	Director Election - Director Election	Elect Director	5. Elect Lance Hockridge as Director	Against
Dexus	25-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Reliance Worldwide Corporation Limited	26-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Rights to Heath Sharp	Against
Companhia de Saneamento de Minas Gerais	01-Nov-23	Brazil	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Amend Remuneration of Company's Management and Fiscal Council	Against
BHP Group Limited	01-Nov-23	Australia	G	Director Election - Director Election	Elect Director	6. Elect Ken MacKenzie as Director	Against
Eicher Motors Limited	05-Nov-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Inder Mohan Singh as Director	Against
Weichai Power Co., Ltd.	13-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Adoption of Incentive Scheme of the Company and Its Summary	Against
Weichai Power Co., Ltd.	13-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Adoption of Appraisal Management Measures	Against
Weichai Power Co., Ltd.	13-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization to the Board to Deal with Matters Relating to the Incentive Scheme	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-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
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
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
LPP SA	17-Nov-23	Poland	G	Director Related - Board Related	Approve Executive Appointment	5. Elect Deputy CEO	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	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
West Holdings Corp.	22-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Araki, Kenji	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Torrent Pharmaceuticals Limited	26-Nov-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	1. Approve Appointment and Remuneration of Shaan Mehta as Executive of the Company	Against
Growthpoint Properties Ltd.	28-Nov-23	South Africa	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2.2. Approve Financial Assistance in Terms of Section 44 of the Companies Act	Against
Growthpoint Properties Ltd.	28-Nov-23	South Africa	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2.3. Approve Financial Assistance in Terms of Section 45 of the Companies Act	Against
Melexis NV	29-Nov-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adoption of the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adoption of the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan	Against
Premier Investments Limited	01-Dec-23	Australia	G	Director Election - Director Election	Elect Director	3b. Elect Henry Lanzer as Director	Against
Premier Investments Limited	01-Dec-23	Australia	G	Director Election - Director Election	Elect Director	3c. Elect Michael McLeod as Director	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
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	For
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Solvay SA	08-Dec-23	Belgium	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	18. Approve Exceptional Bonus for the CEO	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Deanna Oppenheimer as Director	Abstain
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Roger Perkin as Director	Abstain
Softcat Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Graeme Watt as Director	Against
Westpac Banking Corp.	14-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	6b. Approve Transition Plan Assessments	For
National Australia Bank Limited	15-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	5b. Approve Transition Plan Assessments	For
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Other	Require Advance Notice for Shareholder Proposals/Nominations	3. Require Advance Notice for Shareholder Proposals/Nominations	Against
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Restricting	Provide Directors May Only Be Removed for Cause	4. Provide Directors May Only Be Removed for Cause	Against
China Construction Bank Corporation	19-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	4. Amend Plan on Authorization of Shareholders' General Meeting to the Board of Directors	Against
Sinopharm Group Co. Ltd.	20-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve 2023 Financial Services Framework Agreement, Proposed Maximum Daily Balances of the Deposit Services and Related Transactions	Against
Arabian Internet & Communications Services Co.	27-Dec-23	Saudi Arabia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Bylaws According to the New Companies' Law, Rearranging and Numbering of Articles of Bylaws in Accordance to the Proposed Amendments	Against
Arabian Internet & Communications Services Co.	27-Dec-23	Saudi Arabia	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	2. Amend Audit Committee Charter	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Strauss Group Ltd.	18-Jan-23	Special	Israel	1701153
Entra ASA	25-Apr-23	Annual	Norway	1701224

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Leroy Seafood Group ASA	23-May-23	Annual	Norway	1706424
Equinor ASA	10-May-23	Annual	Norway	1706754
Amryt Pharma Plc	22-Mar-23	Court	United Kingdom	1715948
Amryt Pharma Plc	22-Mar-23	Special	United Kingdom	1715950
Mowi ASA	01-Jun-23	Annual	Norway	1722050
TGS ASA	10-May-23	Annual	Norway	1722830
Storebrand ASA	13-Apr-23	Annual	Norway	1723175
ICL Group Ltd.	10-May-23	Annual	Israel	1734831
DNB Bank ASA	25-Apr-23	Annual	Norway	1737628
Norsk Hydro ASA	10-May-23	Annual	Norway	1744751
Yara International ASA	12-Jun-23	Annual	Norway	1749340
Agility Public Warehousing Co. KSC	07-Jun-23	Extraordinary Shareholders	Kuwait	1757128
Agility Public Warehousing Co. KSC	30-May-23	Annual	Kuwait	1757130
BNP Paribas Easy - Corp Bond SRI PAB	19-Jun-23	Ordinary Shareholders	Luxembourg	1767163
PIMCO ETFs plc - PIMCO US Short-Term High Yield Corporate Bond Index UCITS ETF	13-Sep-23	Annual	Ireland	1780354