

## 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: 04/01/2025 to 06/30/2025

### Meeting Overview

Category	Number	Percentage
Number of votable meetings	552	
Number of meetings voted	548	99.28%
Number of meetings with at least 1 vote Against, Withhold or Abstain	243	44.02%

### Ballot Overview

Category	Number	Percentage
Number of votable ballots	2,082	
Number of ballots voted	2,047	98.32%

### Proposal Overview

Category	Number	Percentage
Number of votable items	7,972	
Number of items voted	7,917	99.31%
Number of votes FOR	7,272	91.85%
Number of votes AGAINST	566	7.15%
Number of votes ABSTAIN	50	0.63%
Number of votes WITHHOLD	24	0.30%
Number of votes on MSOP Frequency 1 Year	5	0.06%
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	7,917	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	7,345	92.78%
Number of votes Against Mgmt	572	7.22%
Number of votes on MSOP (exclude frequency)	428	5.41%
Number of votes on Shareholder Proposals	260	3.28%

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>

### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
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Market	Votable Meetings	Voted Meetings	Percentage
USA	145	145	100.00%
Japan	68	68	100.00%
China	36	36	100.00%
France	31	31	100.00%
Canada	27	27	100.00%
United Kingdom	23	23	100.00%
Brazil	20	19	95.00%
Germany	19	19	100.00%
Netherlands	19	19	100.00%
Switzerland	16	16	100.00%
Italy	13	13	100.00%
Taiwan	13	13	100.00%
Cayman Islands	12	12	100.00%
Ireland	9	9	100.00%
Hong Kong	7	7	100.00%
Sweden	7	7	100.00%
Luxembourg	6	5	83.33%
Mexico	6	6	100.00%
Saudi Arabia	6	6	100.00%
Spain	6	6	100.00%
Belgium	5	5	100.00%
Bermuda	5	5	100.00%
Denmark	5	5	100.00%
Chile	4	4	100.00%
Norway	4	4	100.00%
Singapore	4	4	100.00%
Finland	3	3	100.00%
India	3	3	100.00%
Malaysia	3	3	100.00%
South Africa	3	3	100.00%
Turkey	3	3	100.00%
Guernsey	2	2	100.00%
Hungary	2	1	50.00%
Indonesia	2	2	100.00%
Israel	2	1	50.00%
Jersey	2	2	100.00%
Poland	2	2	100.00%
Thailand	2	2	100.00%
Australia	1	1	100.00%
Austria	1	1	100.00%
Colombia	1	1	100.00%
Greece	1	1	100.00%
Philippines	1	1	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
Hewlett Packard Enterprise Company	02-Apr-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Orbia Advance Corporation SAB de CV	02-Apr-25	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	02-Apr-25	Mexico	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6.2. Set Aggregate Nominal Amount of Share Repurchase Reserve	Against
Volvo AB	02-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	14.3. Reelect Par Boman as Director	Against
Volvo AB	02-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	14.11. Reelect Helena Stjernholm as Director	Against
Volvo AB	02-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15. Elect Par Boman as Board Chair	Against
Volvo AB	02-Apr-25	Sweden	G	Director Related - Committee Election	Elect Member of Nominating Committee	18.5. Elect Chair of the Board as Member of Nominating Committee	Against
Volvo AB	02-Apr-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	20. Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	G	Director Related - Board Related	Company-Specific Board-Related	8. SP 3: Disclosure of Language Fluency of Employees	Against
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	12. SP 7: Disclosure of Internal Pay Metrics Used For Executive Compensation	Against
Rio Tinto Plc	03-Apr-25	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Dean Dalla Valle as Director	Against
Rio Tinto Plc	03-Apr-25	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	19. Approve Climate Action Plan	Against
Orion Oyj	03-Apr-25	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Orion Oyj	03-Apr-25	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen, Henrik Stenqvist and Karen Lykke Sorensen as Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novonesis A/S	03-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonesis A/S	03-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	7.a. Reelect Heine Dalsgaard (Vice Chair) as Director	Abstain
Novonesis A/S	03-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Kasim Kutay as Director	Abstain
A. O. Smith Corporation	08-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Todd W. Fister	Withhold
A. O. Smith Corporation	08-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael M. Larsen	Withhold
A. O. Smith Corporation	08-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lois M. Martin	Withhold
The Bank of Nova Scotia	08-Apr-25	Canada	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	Against
The Bank of Nova Scotia	08-Apr-25	Canada	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	7. SP 4: Employee Language Skills Disclosure	Against
Coca-Cola Icecek AS	08-Apr-25	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	7. Elect Directors and Approve Their Remuneration	Against
Arab National Bank	08-Apr-25	Saudi Arabia	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors of SAR 10,007,000 for FY 2024	Against
Unicaja Banco SA	09-Apr-25	Spain	G	Director Election - Director Election	Elect Director	5.4. Reelect Rafael Dominguez de la Maza as Director	Against
Unicaja Banco SA	09-Apr-25	Spain	G	Director Election - Director Election	Elect Director	5.5. Elect Cesar Bedoya Merino as Director	Against
Unicaja Banco SA	09-Apr-25	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	6. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Lennar Corporation	09-Apr-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stuart Miller	Against
Lennar Corporation	09-Apr-25	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jeffrey Sonnenfeld	Against
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Cherie L. Brant	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Alan N. MacGibbon	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director S. Jane Rowe	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Mary A. Winston	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	Against
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	7. SP 4: Employee Language Skills Disclosure	Against
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	10. SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	Against
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Related - Board Related	Establish Term Limits for Directors	11. SP 8: Establish Retirement Age and Term Limits for Directors	Against
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	12. SP 9: Hire a New Group President and CEO from Outside TD Bank	Against
Gerdau SA	10-Apr-25	Brazil	G	Director Related - Board Related	As a Preferred 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?	1. As a Preferred 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
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Richard Campbell-Breeden as Director	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Aalberts NV	10-Apr-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6.b. Reelect P.A.M. van Bommel to Supervisory Board	Against
Schouw & Co A/S	10-Apr-25	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	10-Apr-25	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Schouw & Co A/S	10-Apr-25	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5.5. Authorize Share Repurchase Program	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schouw & Co A/S	10-Apr-25	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.6. Approve Creation of DKK 40 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 40 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 40 Million	Against
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Jorgen Dencker Wisborg as Director	Abstain
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Kenneth Skov Eskildsen as Director	Abstain
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Kjeld Johannesen as Director	Abstain
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.5. Reelect Soren Staehr as Director	Abstain
Promotora y Operadora de Infraestructura SAB de CV	10-Apr-25	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2a1. Elect or Ratify Directors, Chair of Audit of Committee, Chair of Corporate Practices Committee and Members of Committees	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.e. Reelect Johan Menckel as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.h. Reelect Sebastian Tham as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.i. Reelect Marcus Wallenberg as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.j. Reelect Joakim Westh as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.l. Reelect Marcus Wallenberg as Board Chair	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15.a. Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.b. Approve Equity Plan Financing	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Tecan Group AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tecan Group AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Swiss Re AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
PTT Public Co., Ltd.	11-Apr-25	Thailand	G	Director Election - Director Election	Elect Director	6.5. Elect Nattapon Nattasomboon as Director	Against
PTT Public Co., Ltd.	11-Apr-25	Thailand	G	Routine Business - Routine Business	Other Business	7. Other Business	Against
Riyad Bank	13-Apr-25	Saudi Arabia	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Share Repurchase Program Up to 7,500,000 Shares to be Kept as Treasury Shares and to be Allocated to the Employees Share Plan and Authorize Board to Execute All Related Matters	Against
Genting Singapore Limited	14-Apr-25	Singapore	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5(b). Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Against
Stellantis NV	15-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report Containing Remuneration Policy for Management Board Members	Against
Stellantis NV	15-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.a. Approve Remuneration Policy	Against
Stellantis NV	15-Apr-25	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5.b. Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Against
Ultrapar Participacoes SA	16-Apr-25	Brazil	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	3. Amend Article 27	Against
Bank of China Limited	16-Apr-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Approve General Mandate to Offer New Shares	Against
Moncler SpA	16-Apr-25	Italy	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	4.3. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Moncler SpA	16-Apr-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.4.1. Slate 1 Submitted by Double R Srl	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ultrapar Participacoes SA	16-Apr-25	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
Ultrapar Participacoes SA	16-Apr-25	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
Ultrapar Participacoes SA	16-Apr-25	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 Fabio Venturelli as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Flavia Buarque de Almeida as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Francisco de Sa Neto as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Jorge Marques de Toledo Camargo as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Mauricio Pereira Coelho as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Marcelo Faria de Lima as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Vania Maria Lima Neves as Independent Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Marcos Marinho Lutz as Director	Abstain
Ultrapar Participacoes SA	16-Apr-25	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 Peter Paul Lorenzo Estermann 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
Ultrapar Participacoes SA	16-Apr-25	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	9. 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
Ultrapar Participacoes SA	16-Apr-25	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?	10. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
Nestle SA	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Pablo Isla as Director	Against
Nestle SA	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Pablo Isla as Member of the Compensation Committee	Against
Nestle SA	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Georg Fischer AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Geberit AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Felix Ehrat as Director	Against
Geberit AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	16-Apr-25	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	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Television Francaise 1 SA	17-Apr-25	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	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Rodolphe Belmer, Chairman and CEO	Against
Television Francaise 1 SA	17-Apr-25	France	G	Director Election - Director Election	Elect Director	10. Reelect Rodolphe Belmer as Director	Against
Television Francaise 1 SA	17-Apr-25	France	G	Director Election - Director Election	Elect Director	13. Reelect Olivier Roussat as Director	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 8.4 Million	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	17-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	17-Apr-25	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	22. 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	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	24. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	25. Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	Against
Television Francaise 1 SA	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	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 Mentioning the Absence of New Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. 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
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	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 20 Million	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	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
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	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 20 Percent of Issued Capital for Contributions in Kind	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	29. Amend Articles of Bylaws to Incorporate Legal Changes	Against
BP Plc	17-Apr-25	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Helge Lund as Director	Against
Interparfums	17-Apr-25	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 Mentioning Ratification of One New Transaction	Against
Interparfums	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO and/or Executive Corporate Officers	Against
Interparfums	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Cadeler A/S	22-Apr-25	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
Cadeler A/S	22-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	8.a.1. Reelect Andreas Sohmen-Pao as Director	Abstain
Cadeler A/S	22-Apr-25	Denmark	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	8.b. Reelect Andreas Sohmen-Pao as Board Chair	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cadeler A/S	22-Apr-25	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.a. Approve Creation of up to DKK 70.2 Million Pool of Capital without Preemptive Rights	Against
Cadeler A/S	22-Apr-25	Denmark	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12.c. Approve Equity Plan Financing	Against
ING Groep NV	22-Apr-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7A. Reelect Margarete Haase to Supervisory Board	Against
ING Groep NV	22-Apr-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7B. Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Against
China Construction Bank Corporation	22-Apr-25	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Annual Issuance Plan for the Group's Financial Bonds	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Consider Abolishing DEI Goals from Compensation Inducements	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	Against
Assicurazioni Generali SpA	23-Apr-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by VM 2006 Srl	Against
Assicurazioni Generali SpA	23-Apr-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Assicurazioni Generali SpA	23-Apr-25	Italy	G	Director Related - Board Related	Company-Specific Board-Related	2c.2. Approve Fees Proposed by VM 2006 Srl	Against
Assicurazioni Generali SpA	23-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4b. Approve Second Section of the Remuneration Report	Against
Sulzer AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Sulzer AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.6. Reelect Per Utnegaard 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
Sulzer AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
The Cigna Group	23-Apr-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting	Against
BE Semiconductor Industries NV	23-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
B3 SA-Brasil, Bolsa, Balcão	24-Apr-25	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	12. Amend Restricted Stock Plan	Against
Edison International	24-Apr-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	Against
National Bank of Canada	24-Apr-25	Canada	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	4.4. SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	Against
National Bank of Canada	24-Apr-25	Canada	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	4.5. SP 5: Employee Language Skills Disclosure	Against
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	15.4. Amend Statute Re: Auditor	Against
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	16.1. Recall Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	16.2. Elect Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Director Related - Board Related	Company-Specific Board-Related	17. Approve Collective Suitability Assessment of Supervisory Board Members	Against
International Container Terminal Services, Inc.	24-Apr-25	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.2. Elect Cesar A. Buenaventura as Director	Abstain
International Container Terminal Services, Inc.	24-Apr-25	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.5. Elect Jose C. Ibazeta as Director	Abstain
Johnson & Johnson	24-Apr-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement to Shareholder Vote	Against
B3 SA-Brasil, Bolsa, Balcão	24-Apr-25	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
B3 SA-Brasil, Bolsa, Balcão	24-Apr-25	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
B3 SA-Brasil, Bolsa, Balcão	24-Apr-25	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
Empresas CMPC SA	24-Apr-25	Chile	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
Empresas CMPC SA	24-Apr-25	Chile	G	Routine Business - Routine Business	Other Business	8. Other Business	Against
Metso Corp.	24-Apr-25	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Metso Corp.	24-Apr-25	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytola, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors	Against
Barco NV	24-Apr-25	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Barco NV	24-Apr-25	Belgium	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors	Against
Cencosud SA	25-Apr-25	Chile	G	Routine Business - Routine Business	Other Business	k. Other Business	Against
Enel Chile SA	28-Apr-25	Chile	G	Routine Business - Routine Business	Other Business	14. Other Business	Against
Henkel AG & Co. KGaA	28-Apr-25	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2024	Against
Henkel AG & Co. KGaA	28-Apr-25	Germany	G	Director Related - Discharge	Approve Discharge -- Other (Bundled)	5. Approve Discharge of Shareholders' Committee for Fiscal Year 2024	Against
Henkel AG & Co. KGaA	28-Apr-25	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	10. Approve Creation of EUR 81.6 Million Pool of Capital with 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
Exelon Corporation	29-Apr-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda Jojo	Against
Recordati SpA	29-Apr-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2.c. Slate Submitted by Rossini Sarl	Against
Recordati SpA	29-Apr-25	Italy	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	2.e. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Recordati SpA	29-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.b. Approve Second Section of the Remuneration Report	Against
SITC International Holdings Company Limited	29-Apr-25	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
SITC International Holdings Company Limited	29-Apr-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	3. 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
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.1. Elect Daobiao Chen as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.2. Elect Kedi Wang as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.3. Elect Gustavo Estrella as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.6. Elect Yumeng Zhao as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.7. Elect Yusheng Wang as Director	Against
CPFL Energia SA	29-Apr-25	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?	8. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.1. Percentage of Votes to Be Assigned - Elect Daobiao Chen as Director	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.2. Percentage of Votes to Be Assigned - Elect Kedi Wang as Director	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.3. Percentage of Votes to Be Assigned - Elect Gustavo Estrella as Director	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.4. Percentage of Votes to Be Assigned - Elect Claudia Elisa de Pinho Soares as Independent Director	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.5. Percentage of Votes to Be Assigned - Elect Antonio Kandir as Independent Director	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.6. Percentage of Votes to Be Assigned - Elect Yumeng Zhao as Director	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.7. Percentage of Votes to Be Assigned - Elect Yusheng Wang as Director	Abstain
CPFL Energia SA	29-Apr-25	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?	10. 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
CPFL Energia SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Elect Keping Zhou as Fiscal Council Member and Ruijuan Lias Alternate	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Elect Vinicius Nishioka as Fiscal Council Member and Luiz Claudio Gomes do Nascimento as Alternate	Abstain
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9. Receive Report on Share Repurchase Program; Authorize Share Repurchase Program	Against
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	11. Elect Gabor Csepregi as Supervisory Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Routine Business - Routine Business	Other Business	15. Transact Other Business	Against
Intesa Sanpaolo SpA	29-Apr-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.1. Slate 1 Submitted by Banking Foundations	Against
Intesa Sanpaolo SpA	29-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3a. Approve Remuneration Policies in Respect of Board Members	Against
Intesa Sanpaolo SpA	29-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3c. Approve Remuneration Policy	Against
PACCAR Inc	29-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Mark A. Schulz	Against
BIM Birlesik Magazalar AS	29-Apr-25	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	29-Apr-25	Brazil	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Restricted Stock Plan	Against
International Business Machines Corporation	29-Apr-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks of Discriminating Based on Religious and Political Views	Against
Nokia Oyj	29-Apr-25	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ambev SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3. Elect Fiscal Council Members	Abstain
Ambev SA	29-Apr-25	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?	4. 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
FMC Corporation	29-Apr-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Remuneration of Company's Management	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.1. Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.2. Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.4. Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.5. Elect Guilherme Santos Mello as Director (Appointed by Uniao)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.6. Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Against
BB Seguridade Participacoes SA	29-Apr-25	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?	10. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.1. Percentage of Votes to Be Assigned - Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.2. Percentage of Votes to Be Assigned - Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.3. Percentage of Votes to Be Assigned - Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.4. Percentage of Votes to Be Assigned - Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade)	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.5. Percentage of Votes to Be Assigned - Elect Guilherme Santos Mello as Director (Appointed by Uniao)	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.6. Percentage of Votes to Be Assigned - Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Abstain
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.7. Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Independent Director as Minority Representative Under Majority Board Election	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	12. 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
BB Seguridade Participacoes SA	29-Apr-25	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?	13. 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
Bouygues SA	29-Apr-25	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	29-Apr-25	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	25. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	28. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	29. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	30. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	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	29-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	32. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Bouygues SA	29-Apr-25	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	35. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Against
Bouygues SA	29-Apr-25	France	G	Takeover Related - Takeover - Other	Approve Modification in Share Ownership Disclosure Threshold	36. Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Against
WEG SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4. Elect Fiscal Council Members	Abstain
WEG SA	29-Apr-25	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
Yangzijiang Shipbuilding (Holdings) Ltd.	29-Apr-25	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Poh Boon Hu Raymond as Director	Against
Yangzijiang Shipbuilding (Holdings) Ltd.	29-Apr-25	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
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Malmquist as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1b. Reelect Carl Bennet as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1c. Reelect Ulrika Dellby as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1e. Reelect Dan Frohm as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1f. Reelect Ulf Grunander as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15.2. Reelect Johan Malmquist as Board Chair	Against
Arjo AB	29-Apr-25	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	16. Ratify Ernst & Young AB as Auditor	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Arjo AB	29-Apr-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Vale SA	30-Apr-25	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	1. Amend Long-Term Incentive Plan	Against
BorgWarner Inc.	30-Apr-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting	Against
GEA Group AG	30-Apr-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Annette Koehler to the Supervisory Board	Against
GEA Group AG	30-Apr-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Grupo Mexico S.A.B. de C.V.	30-Apr-25	Mexico	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	5. Approve Discharge of Board of Directors, Executive Chair and Board Committees	Against
Grupo Mexico S.A.B. de C.V.	30-Apr-25	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairs and Members of Board Committees	Against
Grupo Mexico S.A.B. de C.V.	30-Apr-25	Mexico	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	8. Approve Granting/Withdrawal of Powers	Against
KBC Group SA/NV	30-Apr-25	Belgium	G	Director Election - Director Election	Elect Director	12.1. Approve Co-optation of Bartel Puelinckx as Director	Against
KBC Group SA/NV	30-Apr-25	Belgium	G	Director Election - Director Election	Elect Director	12.4. Elect Michiel Allaerts as Director	Against
KBC Group SA/NV	30-Apr-25	Belgium	G	Director Election - Director Election	Elect Director	12.5. Reelect Philippe Vlerick as Director	Against
RWE AG	30-Apr-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Vale SA	30-Apr-25	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	30-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	5.1. Elect Daniel Andre Stieler as Director	Against
Vale SA	30-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	5.4. Elect Fernando Jorge Buso Gomes as Director	Against
Vale SA	30-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	5.9. Elect Rachel de Oliveira Maia as Independent Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vale SA	30-Apr-25	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 Fernando Jorge Buso Gomes as Director	Against
Vale SA	30-Apr-25	Brazil	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	8. Elect Daniel Andre Stieler as Board Chair	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Smith & Nephew plc	30-Apr-25	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Rupert Soames as Director	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.1. Approve Remuneration Plan of Lin Jianhua	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.2. Approve Remuneration of Independent Directors	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.3. Approve Remuneration Plan of Lin Tianyi	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.4. Approve Remuneration of Other Directors	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.5. Approve Remuneration of Supervisors	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	9. Approve Business Partner Plan Implementation Plan	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	10. Approve Draft and Summary of Employee Share Purchase Plan of Business Partner Plan	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	11. Approve Management Method of Employee Share Purchase Plan of Business Partner Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	12. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan of Business Partner Plan	Against
Sanofi	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
SFS Group AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.d. Reelect Urs Kaufmann as Director	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.e. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.a. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b. Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	Against
SFS Group AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Kingspan Group Plc	01-May-25	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenberg as Director	Against
Zurn Elkay Water Solutions Corporation	01-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AIB Group plc	01-May-25	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	01-May-25	Ireland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	15. Elect Philip Hobbs, a Shareholder Nominee, as a Director	Against
The Timken Company	02-May-25	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	Against
Albemarle Corporation	06-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Expeditors International of Washington, Inc.	06-May-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director James "Jim" M. DuBois	Against
Expeditors International of Washington, Inc.	06-May-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Brandon S. Pedersen	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Expeditors International of Washington, Inc.	06-May-25	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Olivia D. Polius	Against
Nordex SE	06-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Nordex SE	06-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Management Board Remuneration Policy	Against
Tenaris SA	06-May-25	Luxembourg	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors (Bundled)	Against
Tenaris SA	06-May-25	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Tenaris SA	06-May-25	Luxembourg	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Approve Share Repurchase	Against
Tenaris SA	06-May-25	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers	Against
Tenaris SA	06-May-25	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	3. Amend Articles to Reflect Changes in Capital	Against
The Hershey Company	06-May-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Huong Maria T. Kraus	Against
The Hershey Company	06-May-25	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Juan R. Perez	Against
The Hershey Company	06-May-25	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	06-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Patrick Firmenich as Director	Against
DSM-Firmenich AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Valero Energy Corporation	06-May-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Deborah P. Majoras	Against
Valero Energy Corporation	06-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nolato AB	06-May-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7b. 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
Nolato AB	06-May-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.8. Elect Klas Forsstrom as Board Chair	Against
Tomra Systems ASA	06-May-25	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Tomra Systems ASA	06-May-25	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc, Hege Skryseth and Erik Osmundsen as Directors	Against
Essential Utilities, Inc.	07-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eurazeo SE	07-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Management Board Members	Against
Eurazeo SE	07-May-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Mercedes-Benz Group AG	07-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	14. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Mercedes-Benz Group AG	07-May-25	Germany	G	Routine Business - Routine Business	Other Business	15. 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
Capgemini SE	07-May-25	France	G	Director Election - Director Election	Elect Director	11. Reelect Patrick Pouyanné as Director	Against
RHI Magnesita NV	07-May-25	Netherlands	G	Director Election - Director Election	Elect Director	7a. Re-elect Herbert Cordt as Director	Against
Schneider Electric SE	07-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	B. Elect François Durif as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	C. Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	D. Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	07-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	E. Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Against
Archer-Daniels-Midland Company	08-May-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting	Against
Ford Motor Company	08-May-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	08-May-25	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director William E. Kennard	Against
Allianz SE	08-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Gladstone Land Corporation	08-May-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Walter H. Wilkinson, Jr.	Withhold
ACS, Actividades de Construcción y Servicios SA	08-May-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Against
ACS, Actividades de Construcción y Servicios SA	08-May-25	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Hang Seng Bank Limited	08-May-25	Hong Kong	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
QBE Insurance Group Limited	09-May-25	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Yasmin Allen as Director	Against
Evolution AB	09-May-25	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	Against
Evolution AB	09-May-25	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Joel Citron as Director	Against
Evolution AB	09-May-25	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Ian Livingstone as Director	Against
Evolution AB	09-May-25	Sweden	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	10.7. Elect Gabor Szabo 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
Evolution AB	09-May-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	20.a. Investigate and Initiate the Process of Relocation of Company's Corporate Domicile to the USA	Against
Evolution AB	09-May-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	20.b. Evaluate the Possibility and Consequences of Primary Listing on NASDAQ in the USA	Against
Evolution AB	09-May-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	20.c. Approve Engaging US Institutional Investors Through Strategic Actions	Against
Evolution AB	09-May-25	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	20.d. Donate SEK 1 Billion to Donald Trump's Administration to Facilitate Lobbying and Create Conditions for Establishing Operations in the USA	Against
Evolution AB	09-May-25	Sweden	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	20.e. Initiate Share Repurchase Program	Against
Evolution AB	09-May-25	Sweden	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	20.f. Evaluate Borrowing Options to Finance Share Buyback Program	Against
WH Group Limited	09-May-25	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	09-May-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
GXO Logistics, Inc.	13-May-25	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Matthew Fassler	Against
Italgas SpA	13-May-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.2.1. Slate Submitted by CDP Reti SpA and Snam SpA	Against
Italgas SpA	13-May-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.2.3. Slate Submitted by Institutional Investors (Assogestioni)	Against
Italgas SpA	13-May-25	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.1.1. Slate Submitted by CDP Reti SpA	Against
Italgas SpA	13-May-25	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.1.3. Slate Submitted by Institutional Investors (Assogestioni)	Against
Lindab International AB	13-May-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Glyn F. Aeppel	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Larry C. Glasscock	Against
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Gary M. Rodkin	Against
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Peggy Fang Roe	Against
Simon Property Group, Inc.	14-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Simon Property Group, Inc.	14-May-25	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation [ ]	4. Change State of Incorporation from Delaware to Indiana	Against
Enphase Energy, Inc.	14-May-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Rational AG	14-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Rational AG	14-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Management Board Remuneration Policy	Against
SNAM SpA	14-May-25	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8.1. Slate Submitted by CDP Reti SpA	Against
SNAM SpA	14-May-25	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Slate Submitted by Institutional Investors (Assogestioni)	Against
NV BEKAERT SA	14-May-25	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Henriette Fenger Ellekrog as Independent Director	Against
NV BEKAERT SA	14-May-25	Belgium	G	Director Election - Director Election	Elect Director	7.3. Elect Nicolas D'heygere as Director	Against
Power Corporation of Canada	14-May-25	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andre Desmarais	Against
Power Corporation of Canada	14-May-25	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	14-May-25	Canada	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	5. SP 1: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	Against
Power Corporation of Canada	14-May-25	Canada	G	Director Related - Board Related	Company-Specific Board-Related	6. SP 2: Disclosure of Language Fluency of Employees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Solar, Inc.	14-May-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting	Against
Avolta AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.6. Reelect Joaquin Cabrera as Director	Against
Avolta AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Joaquin Cabrera as Member of the Compensation Committee	Against
Avolta AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Tencent Holdings Limited	14-May-25	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
Valiant Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Christoph Buehler as Director	Against
Valiant Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Banque Saudi Fransi	14-May-25	Saudi Arabia	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors of SAR 16,040,000 for FY 2024	Against
CVS Health Corporation	15-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	15-May-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Bunge Global SA	15-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Carol Browner	Against
Bunge Global SA	15-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	A. Other Business	Against
Amkor Technology, Inc.	15-May-25	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
LCI Industries	15-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Next Plc	15-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Michael Roney as Director	Against
Greencoat Renewables PLC	15-May-25	Ireland	G	Director Election - Director Election	Elect Director	2.(c). Re-elect Marco Graziano as Director	Against
Greencoat Renewables PLC	15-May-25	Ireland	G	Strategic Transactions - Corporate Transactions/Reorganiza tions	Approve Plan of Liquidation	11. Approve that the Company Cease to Continue in its Present Form	Against
E.ON SE	15-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.a. Elect Deborah Wilkens to the Supervisory Board	Against
E.ON SE	15-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.b. Elect Rolf Schmitz to the Supervisory Board	Against
E.ON SE	15-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Nexans SA	15-May-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Francisco Perez Mackenna as Director	Against
Nexans SA	15-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Bruno Daguet as Representative of Employee Shareholders to the Board	Against
Costain Group Plc	15-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Kate Rock as Director	Against
Lassonde Industries Inc.	16-May-25	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Denis Boudreault	Against
Lassonde Industries Inc.	16-May-25	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Nathalie Lassonde	Against
Lassonde Industries Inc.	16-May-25	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pierre-Paul Lassonde	Against
Haidilao International Holding Ltd.	19-May-25	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
Haidilao International Holding Ltd.	19-May-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Lite-On Technology Corp.	20-May-25	Taiwan	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Against
Lite-On Technology Corp.	20-May-25	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.7. Elect MIKE YANG, with Shareholder No. B120069XXX, as Independent Director	Against
Peugeot Invest SA	20-May-25	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Peugeot Invest SA	20-May-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Etablissements Peugeot Frères Re: Brand License	Against
Peugeot Invest SA	20-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bertrand Finet, CEO from January 1, 2024 until July 31, 2024	Against
Peugeot Invest SA	20-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Jean-Charles Douin, CEO	Against
Array Technologies, Inc.	20-May-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jayanthi (Jay) Iyengar	Withhold
Array Technologies, Inc.	20-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	21-May-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting	Against
Equinix, Inc.	21-May-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
PAX Global Technology Limited	21-May-25	Bermuda	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
PAX Global Technology Limited	21-May-25	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
VH Global Energy Infrastructure Plc	21-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Bernard Bulkin as Director	Against
Ipsen SA	21-May-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Antoine Flochel as Director	Against
Ipsen SA	21-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against
Ipsen SA	21-May-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Against
Ipsen SA	21-May-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	Against
Ipsen SA	21-May-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	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	21-May-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Orange SA	21-May-25	France	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	A. Amending Item 24 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
Orange SA	21-May-25	France	G	Director Related - Board Related	Company-Specific Board-Related	B. Limitation on the Accumulation of Mandates of the Chairman of the Board	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
NextEra Energy, Inc.	22-May-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Amy B. Lane	Against
Brenntag SE	22-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Stefanie Berlinger to the Supervisory Board	Against
Brenntag SE	22-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Brenntag SE	22-May-25	Germany	G	Routine Business - Routine Business	Other Business	10. 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
Deutsche Bank AG	22-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	13.1. Elect Sigmar Gabriel to the Supervisory Board	Against
Deutsche Bank AG	22-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	13.2. Elect Frank Witter to the Supervisory Board	Against
Deutsche Bank AG	22-May-25	Germany	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	15. Appoint Special Auditor in Connection with the Lawsuits and Appraisal Proceedings Relating to the Takeover of Postbank by Former and Current Members of the Management Board 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
Deutsche Bank AG	22-May-25	Germany	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	16. Appoint Special Auditor in Connection with Lawsuits Relating to Foreign Currency Loans in Poland by Former and Current Members of the Management Board and Supervisory Board	Against
Verizon Communications Inc.	22-May-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Enel SpA	22-May-25	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Dassault Systemes SE	22-May-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-25	France	G	Director Election - Director Election	Elect Director	10. Elect Marie-Hélène Habert-Dassault as Director	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mary Harris as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Thomas Johnson as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	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
LyondellBasell Industries N.V.	23-May-25	Netherlands	G	Director Election - Director Election	Elect Director	1g. Elect Director Rita Griffin	Against
Coca-Cola HBC AG	23-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.e. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Lise Croteau 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
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Director	8. Elect Laurent Mignon as Director	Against
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Against
Kerry Properties Limited	23-May-25	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Kerry Properties Limited	23-May-25	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6C. Authorize Reissuance of Repurchased Shares	Against
Merck & Co., Inc.	27-May-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Consider Eliminating DEI Goals from Compensation Plan Incentives	Against
Merck & Co., Inc.	27-May-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Daimler Truck Holding AG	27-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2030	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") and Ernst & Young ("EY Hong Kong") as Domestic and International Financial Reporting Auditors, Respectively, and Authorize Board to Fix Their Remuneration	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8. Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") as Internal Control Auditor and Authorize Board to Fix Their Remuneration	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Financial Services Agreement and Connected Transactions with CTG Finance Company Limited	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Amend Articles of Association	Against
California Water Service Group	28-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Carrefour SA	28-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
Carrefour SA	28-May-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carrefour SA	28-May-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Against
Carrefour SA	28-May-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 17	Against
STMicroelectronics NV	28-May-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	13.. Reelect Helene Vletter van Dort to Supervisory Board	Against
Bruker Corporation	29-May-25	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard A. Packer	Withhold
Bruker Corporation	29-May-25	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
China Communications Services Corporation Limited	29-May-25	China	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 for Domestic Shares and H Shares	Against
China Communications Services Corporation Limited	29-May-25	China	G	Capitalization - Capital Increase	Increase Authorized Common Stock	6. Approve Increase in Registered Capital and Amend Articles of Association	Against
Kingsoft Corporation Limited	29-May-25	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	29-May-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Kingsoft Corporation Limited	29-May-25	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	8. Adopt BKOS 2025 Share Incentive Scheme	Against
CMOC Group Limited	30-May-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Purchase of Structured Deposit with Internal Idle Fund	Against
CMOC Group Limited	30-May-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Forecast of the Amount of External Guarantee	Against
CMOC Group Limited	30-May-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	10. Authorize Board to Decide on Issuance of Debt Financing Instruments	Against
CMOC Group Limited	30-May-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Poste Italiane SpA	30-May-25	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Cognizant Technology Solutions Corporation	03-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Amend Right to Call Special Meeting	Against
Henderson Land Development Company Limited	03-Jun-25	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Kwong Che Keung, Gordon as Director	Against
Henderson Land Development Company Limited	03-Jun-25	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	03-Jun-25	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Beijing Enterprises Water Group Limited	03-Jun-25	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	03-Jun-25	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Mowi ASA	04-Jun-25	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
Mowi ASA	04-Jun-25	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Clear Secure, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffery H. Boyd	Withhold
PetroChina Company Limited	05-Jun-25	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Report of the Board of Directors	Against
PetroChina Company Limited	05-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6. Approve Guarantee Scheme	Against
PetroChina Company Limited	05-Jun-25	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	Against
Compagnie de Saint-Gobain SA	05-Jun-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Bazin as Director	Against
BYD Electronic (International) Company Limited	06-Jun-25	Hong Kong	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
BYD Electronic (International) Company Limited	06-Jun-25	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. 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
BYD Company Limited	06-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	06-Jun-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Grant of General Mandate to the Board to Issue Additional H Shares and Related Transactions	Against
BYD Company Limited	06-Jun-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve General and Unconditional Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	Against
BYD Company Limited	06-Jun-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	13. Authorize Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.1.1. Elect Ivo Sarjanovic as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.2.1. Elect Daniel Gonzalez as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.2.2. Elect Christian De Prati as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.3.1. Elect Manuela Artigas as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.3.2. Elect Juan Jose Sartori Pineyro as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.3.3. Elect Mariano Bosch as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9.. Approve Share Repurchase	Against
Organon & Co.	10-Jun-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Adopt Director Resignation Guideline	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Terashi, Shigeki	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ito, Koichi	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	4. Amend Articles to Add Provision Concerning Measures to Realize Management with Cost of Capital and Share Price Considered	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Director Related - Board Related	Require Majority of Independent Directors on Board	5. Amend Articles to Require Majority Outsider Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HCI Group, Inc.	10-Jun-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caterpillar, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James C. Fish, Jr.	Against
Caterpillar, Inc.	11-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Religious Discrimination in Charitable Contributions	Against
Caterpillar, Inc.	11-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Consider Abolishing DEI Policies, Departments, and Goals	Against
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William J. Colombo	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert W. Eddy	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anne Fink	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Larry Fitzgerald, Jr.	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lawrence J. Schorr	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Larry D. Stone	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Capitalization - Capital Increase	Increase Authorized Common Stock	4. Increase Authorized Common Stock	Against
Dick's Sporting Goods, Inc.	11-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Discrimination Risks of Affirmative Action Initiatives	Against
Sunrun Inc.	11-Jun-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
InterDigital, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John D. Markley, Jr.	Against
Accton Technology Corp.	12-Jun-25	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.1. Elect a Representative of Golden Tengis Co., Ltd, with Shareholder No. 192057, as Non-independent Director	Against
Sinopharm Group Co. Ltd.	12-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Delegation of Power of Provision of Guarantees for Subsidiaries	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sinopharm Group Co. Ltd.	12-Jun-25	China	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 for Domestic Shares and/or H Shares	Against
Tesco Plc	12-Jun-25	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Gerry Murphy as Director	Against
Best Buy Co., Inc.	13-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Provide Right to Act by Written Consent	Against
Best Buy Co., Inc.	13-Jun-25	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Consider Ending Participation in Human Rights Campaign Corporate Equality Index	Against
Simplex Holdings, Inc.	14-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director and Audit Committee Member Hirota, Naoto	Against
Argan, Inc.	17-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cynthia A. Flanders	Withhold
Guangdong Investment Limited	17-Jun-25	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
Comcast Corporation	18-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	18-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	18-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Comcast Corporation	18-Jun-25	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	5. Improve Executive Compensation Program and Policy	Against
Nippon Yusen KK	18-Jun-25	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	4. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d.. Approve Remuneration Report	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.e.. Approve Discharge of Marina Berlusconi as Non-Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.j.. Approve Discharge of Marco Giordani as Executive Director	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.k.. Approve Discharge of Gina Nieri as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.l.. Approve Discharge of Danilo Pellegrino as Non-Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.n.. Approve Discharge of Niccolo Querci as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.o.. Approve Discharge of Stefano Sala as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5.. Authorize Repurchase of Shares	Against
Sinolink Securities Co., Ltd.	18-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	12. Approve Financial Assistance Provision	Against
Bureau Veritas SA	19-Jun-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Laurent Mignon as Director	Against
Bureau Veritas SA	19-Jun-25	France	G	Director Election - Director Election	Elect Director	8. Reelect Jérôme Michiels as Director	Against
Hogy Medical Co., Ltd.	20-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kawakubo, Hideki	Against
Hogy Medical Co., Ltd.	20-Jun-25	Japan	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.1. Appoint Shareholder Director Nominee James B. Rosenwald III	Against
Hogy Medical Co., Ltd.	20-Jun-25	Japan	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.2. Appoint Shareholder Director Nominee Gifford Combs	Against
Hogy Medical Co., Ltd.	20-Jun-25	Japan	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.3. Appoint Shareholder Director Nominee Paul ffolkes Davis	Against
Sumitomo Mitsui Trust Group, Inc.	20-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Group, Inc.	20-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director Okubo, Tetsuo	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zhongsheng Group Holdings Limited	20-Jun-25	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
Zhongsheng Group Holdings Limited	20-Jun-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	12. Authorize Reissuance of Repurchased Shares	Against
Huatai Securities Co., Ltd.	20-Jun-25	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	Against
PT Indofood Sukses Makmur Tbk	20-Jun-25	Indonesia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve Auditors and Authorize Board to Fix Their Remuneration	Against
MS&AD Insurance Group Holdings, Inc.	23-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Hara, Noriyuki	Against
MS&AD Insurance Group Holdings, Inc.	23-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director Funabiki, Shinichiro	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Okumura, Mikio	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	3. Amend Articles to Change Company Name	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	4. Amend Articles to Add Provision on Business Transparency, Fairness, and Appropriateness	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	5. Amend Articles to Change Location of Head Office	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Director Related - Board Related	Require Majority of Independent Directors on Board	6. Amend Articles to Require Two-Thirds Majority Outsider Board	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Director Related - Board Related	Establish Term Limits for Directors	7. Amend Articles to Limit Total Tenure of Directors to Five Terms	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Director Related - Board Related	Amend Director/Officer Indemnification, Liability or Exculpation Provisions	9. Amend Articles to Remove Provisions on Director and Executive Officer Indemnification	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	S, G	Compensation - Compensation	Limit Executive Compensation	10. Amend Articles to Require Shareholder Approval for Portion of Compensation for Directors and Executive Officers Exceeding JPY 100 Million	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Audit Related - Auditor Related	Auditor Rotation	11. Amend Articles to Limit Total Tenure of External Audit Firm to Five Terms	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. 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
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8. Approve Remuneration of Executive Board Members	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Compensation	Approve/Amend Profit Sharing Plan	9. Approve Profit Distribution to Company Executives	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Bonus/Share Matching Plan	11. Approve Incentive Bonus Plan	Against
Core & Main, Inc.	24-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dennis G. Gipson	Withhold
Hirogin Holdings, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ikeda, Koji	Against
Hirogin Holdings, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Heya, Toshio	Against
Hirogin Holdings, Inc.	24-Jun-25	Japan	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	3. Approve Donation of Treasury Shares to Hiroshima Museum of Art	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Uchida, Takakazu	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kihara, Masahiro	Against
Ricoh Co., Ltd.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamashita, Yoshinori	Against
Ricoh Co., Ltd.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oyama, Akira	Against
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	6. Amend Articles to Formulate and Disclose Business Portfolio Management Plan	Against
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	7. Amend Articles to Introduce Provision on Shareholder Special Benefit Plan	Against
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	8. Abolish Shareholder Special Benefit Plan for the 2025 Fiscal Year	Against
eBay Inc.	25-Jun-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
eBay Inc.	25-Jun-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against
NVIDIA Corporation	25-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against
NVIDIA Corporation	25-Jun-25	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against
BIPROGY Inc.	25-Jun-25	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Matsunaga, Satoshi	Against
BIPROGY Inc.	25-Jun-25	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Fuchizaki, Masahiro	Against
Japan Petroleum Exploration Co., Ltd.	25-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Fujita, Masahiro	Against
Japan Petroleum Exploration Co., Ltd.	25-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Yamashita, Michiro	Against
NetEase, Inc.	25-Jun-25	Cayman Islands	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Against
China Overseas Land & Investment Ltd.	25-Jun-25	Hong Kong	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
F&G Annuities & Life, Inc.	25-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher O. Blunt	Withhold
F&G Annuities & Life, Inc.	25-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William P. Foley, II	Withhold
Powszechny Zakład Ubezpieczeń SA	25-Jun-25	Poland	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	15.1. Approve Discharge of Ernest Bejda (Management Board Member)	Against
Powszechny Zakład Ubezpieczeń SA	25-Jun-25	Poland	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	15.6. Approve Discharge of Beata Kozłowska-Chyla (Management Board Member)	Against
Powszechny Zakład Ubezpieczeń SA	25-Jun-25	Poland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Statute	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Remuneration Report	Against
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	21. Amend Feb. 8, 2017, EGM, Resolution Re: Remuneration Policy for Members of Management Board	Against
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Director Related - Board Related	Company-Specific Board-Related	22. Amend Feb. 8, 2017, EGM, Resolution Re: Remuneration Policy for Members of Supervisory Board	Against
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	23.1. Recall Supervisory Board Member	Against
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	23.2. Elect Supervisory Board Member	Against
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Director Related - Board Related	Company-Specific Board-Related	23.3. Approve Collective Suitability Assessment of Supervisory Board Members	Against
The United Laboratories International Holdings Limited	25-Jun-25	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
The United Laboratories International Holdings Limited	25-Jun-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Eric Elzvik as Director	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Eric Elzvik as Member of the Compensation Committee	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds to Purchase Financial Products	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend the Company's Related Party Transaction Rules	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.	25-Jun-25	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend the Company's External Investment Management System	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend the Company's Raised Funds Management System	Against
Kaga Electronics Co., Ltd.	26-Jun-25	Japan	G	Director Election - Director Election	Elect Director	4.3. Elect Director and Audit Committee Member Sato, Yoichi	Against
Kaga Electronics Co., Ltd.	26-Jun-25	Japan	G	Director Election - Director Election	Elect Director	4.4. Elect Director and Audit Committee Member Oyanagi, Kyoko	Against
SECOM Co., Ltd.	26-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	3. Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	Against
The Kroger Co.	26-Jun-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ronald L. Sargent	Against
The Kroger Co.	26-Jun-25	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	4. Report on Educating Customers on Tobacco Waste	Against
Delek Group Ltd.	26-Jun-25	Israel	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Reappoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	Against
The People's Insurance Company (Group) of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association	Against
The People's Insurance Company (Group) of China Limited	27-Jun-25	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	10. Amend Procedural Rules for the Shareholders' General Meeting	Against
H World Group Limited	27-Jun-25	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Director Jie Zheng	Against
Nippon Television Holdings, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Sugiyama, Yoshikuni	Against
Nippon Television Holdings, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Fukuda, Hiroyuki	Against
SG Holdings Co., Ltd.	27-Jun-25	Japan	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	3. Approve Donation of Treasury Shares to SGH Disaster Prevention Support Foundation	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nakashima, Toru	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Teshirogi, Isao	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	G	Non-Routine Business - Non-Routine Business	Approve Alternative Income Allocation/Distribution Policy	5. Approve Alternate Final Dividend of JPY 70 per Share	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association	Against
China Construction Bank Corporation	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
Agricultural Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	8. Amend Articles of Association	Against
Agricultural Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Amend Rules of Procedure of the Board of Directors	Against
Industrial and Commercial Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Approve Reviewing the Articles of Association and Matters Related to the Dissolution of the Board of Supervisors	Against
Industrial and Commercial Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	12. Approve Reviewing the Rules of Procedures for the Board of Directors	Against
Qifu Technology, Inc.	30-Jun-25	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Director Xiangge Liu	Against

## Analysis of Votes Against Policy

There are no votes against policy.

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hewlett Packard Enterprise Company	02-Apr-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Hewlett Packard Enterprise Company	02-Apr-25	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Orbia Advance Corporation SAB de CV	02-Apr-25	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	02-Apr-25	Mexico	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6.2. Set Aggregate Nominal Amount of Share Repurchase Reserve	Against
TD SYNEX Corporation	02-Apr-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Volvo AB	02-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	14.3. Reelect Par Boman as Director	Against
Volvo AB	02-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	14.11. Reelect Helena Stjernholm as Director	Against
Volvo AB	02-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15. Elect Par Boman 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
Volvo AB	02-Apr-25	Sweden	G	Director Related - Committee Election	Elect Member of Nominating Committee	18.5. Elect Chair of the Board as Member of Nominating Committee	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. SP 1: Disclose the Corporation's Energy Supply Ratio Annually	For
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	S	Social - Human Rights	Human Rights Risk Assessment	7. SP 2: Report on Fighting Against Forced Labour and Child Labour in Loan Portfolios	For
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	9. SP 4: Advisory Vote on Environmental Policies	For
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	10. SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
Canadian Imperial Bank of Commerce	03-Apr-25	Canada	E	Environmental - Climate	GHG Emissions	11. SP 6: Disclose Industry-Specific Carbon Risk Scoring/Transition Plans	For
Rio Tinto Plc	03-Apr-25	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Dean Dalla Valle as Director	Against
Rio Tinto Plc	03-Apr-25	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	19. Approve Climate Action Plan	Against
Rio Tinto Plc	03-Apr-25	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	24. Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	For
Orion Oyj	03-Apr-25	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Orion Oyj	03-Apr-25	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen, Henrik Stenqvist and Karen Lykke Sorensen as Directors	Against
Novonesis A/S	03-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonesis A/S	03-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	7.a. Reelect Heine Dalsgaard (Vice Chair) as Director	Abstain
Novonesis A/S	03-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Kasim Kutay as Director	Abstain



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
A. O. Smith Corporation	08-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Todd W. Fister	Withhold
A. O. Smith Corporation	08-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael M. Larsen	Withhold
A. O. Smith Corporation	08-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lois M. Martin	Withhold
A. O. Smith Corporation	08-Apr-25	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	4. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For
The Bank of Nova Scotia	08-Apr-25	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	4. SP 1: Publish a Third-Party Racial Equity Audit	For
The Bank of Nova Scotia	08-Apr-25	Canada	S	Social - Human Rights	Human Rights Risk Assessment	5. SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	For
The Bank of Nova Scotia	08-Apr-25	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	8. SP 5: Advisory Vote on Environmental Policies	For
The Bank of Nova Scotia	08-Apr-25	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	9. SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
Coca-Cola Icecek AS	08-Apr-25	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	7. Elect Directors and Approve Their Remuneration	Against
Arab National Bank	08-Apr-25	Saudi Arabia	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors of SAR 10,007,000 for FY 2024	Against
Unicaja Banco SA	09-Apr-25	Spain	G	Director Election - Director Election	Elect Director	5.4. Reelect Rafael Dominguez de la Maza as Director	Against
Unicaja Banco SA	09-Apr-25	Spain	G	Director Election - Director Election	Elect Director	5.5. Elect Cesar Bedoya Merino as Director	Against
Unicaja Banco SA	09-Apr-25	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	6. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Lennar Corporation	09-Apr-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stuart Miller	Against
Lennar Corporation	09-Apr-25	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jeffrey Sonnenfeld	Against
Lennar Corporation	09-Apr-25	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Lennar Corporation	09-Apr-25	USA	E	Environmental - Climate	GHG Emissions	5. Disclose GHG Emissions Reductions Targets for Full Value Chain	For
Lennar Corporation	09-Apr-25	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on 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
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Cherie L. Brant	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Alan N. MacGibbon	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director S. Jane Rowe	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Mary A. Winston	Withhold
The Toronto-Dominion Bank	10-Apr-25	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	4. SP 1: Annual Energy Supply Ratio Disclosure	For
The Toronto-Dominion Bank	10-Apr-25	Canada	S	Social - Human Rights	Human Rights Risk Assessment	5. SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	For
The Toronto-Dominion Bank	10-Apr-25	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	8. SP 5: Advisory Vote on Environmental Policies	For
The Toronto-Dominion Bank	10-Apr-25	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	9. SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Richard Campbell-Breeden as Director	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Aalberts NV	10-Apr-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6.b. Reelect P.A.M. van Bommel to Supervisory Board	Against
Schouw & Co A/S	10-Apr-25	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	10-Apr-25	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Schouw & Co A/S	10-Apr-25	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5.5. Authorize Share Repurchase Program	Against
Schouw & Co A/S	10-Apr-25	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.6. Approve Creation of DKK 40 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 40 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 40 Million	Against
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Jorgen Dencker Wisborg as Director	Abstain
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Kenneth Skov Eskildsen as Director	Abstain

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Kjeld Johannesen as Director	Abstain
Schouw & Co A/S	10-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	6.5. Reelect Soren Staehr as Director	Abstain
Promotora y Operadora de Infraestructura SAB de CV	10-Apr-25	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2a1. Elect or Ratify Directors, Chair of Audit of Committee, Chair of Corporate Practices Committee and Members of Committees	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.e. Reelect Johan Menckel as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.h. Reelect Sebastian Tham as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.i. Reelect Marcus Wallenberg as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	11.j. Reelect Joakim Westh as Director	Against
Saab AB	10-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.l. Reelect Marcus Wallenberg as Board Chair	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15.a. Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.b. Approve Equity Plan Financing	Against
Saab AB	10-Apr-25	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Tecan Group AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	Against
Tecan Group AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Swiss Re AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
PTT Public Co., Ltd.	11-Apr-25	Thailand	G	Director Election - Director Election	Elect Director	6.5. Elect Nattapon Nattasomboon as Director	Against
PTT Public Co., Ltd.	11-Apr-25	Thailand	G	Routine Business - Routine Business	Other Business	7. Other Business	Against
Riyad Bank	13-Apr-25	Saudi Arabia	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Share Repurchase Program Up to 7,500,000 Shares to be Kept as Treasury Shares and to be Allocated to the Employees Share Plan and Authorize Board to Execute All Related Matters	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Genting Singapore Limited	14-Apr-25	Singapore	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5(b). Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Against
Stellantis NV	15-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report Containing Remuneration Policy for Management Board Members	Against
Stellantis NV	15-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.a. Approve Remuneration Policy	Against
Stellantis NV	15-Apr-25	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5.b. Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Against
Ultrapar Participacoes SA	16-Apr-25	Brazil	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	3. Amend Article 27	Against
Bank of China Limited	16-Apr-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Approve General Mandate to Offer New Shares	Against
Moncler SpA	16-Apr-25	Italy	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	4.3. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Nestle SA	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Pablo Isla as Director	Against
Nestle SA	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Pablo Isla as Member of the Compensation Committee	Against
Georg Fischer AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Geberit AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Felix Ehrat as Director	Against
Geberit AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	16-Apr-25	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	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Television Francaise 1 SA	17-Apr-25	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	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Rodolphe Belmer, Chairman and CEO	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	17-Apr-25	France	G	Director Election - Director Election	Elect Director	10. Reelect Rodolphe Belmer as Director	Against
Television Francaise 1 SA	17-Apr-25	France	G	Director Election - Director Election	Elect Director	13. Reelect Olivier Roussat as Director	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 8.4 Million	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	Against
Television Francaise 1 SA	17-Apr-25	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	22. 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	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	24. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Television Francaise 1 SA	17-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	25. Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	Against
Television Francaise 1 SA	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	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 Mentioning the Absence of New Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	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 20 Million	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	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
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	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 20 Percent of Issued Capital for Contributions in Kind	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moët Hennessy Louis Vuitton SE	17-Apr-25	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	29. Amend Articles of Bylaws to Incorporate Legal Changes	Against
BP Plc	17-Apr-25	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Helge Lund as Director	Against
Interparfums	17-Apr-25	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 Mentioning Ratification of One New Transaction	Against
Interparfums	17-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO and/or Executive Corporate Officers	Against
Interparfums	17-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Cadeler A/S	22-Apr-25	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
Cadeler A/S	22-Apr-25	Denmark	G	Director Election - Director Election	Elect Director	8.a.1. Reelect Andreas Sohmen-Pao as Director	Abstain
Cadeler A/S	22-Apr-25	Denmark	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	8.b. Reelect Andreas Sohmen-Pao as Board Chair	Abstain

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cadeler A/S	22-Apr-25	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.a. Approve Creation of up to DKK 70.2 Million Pool of Capital without Preemptive Rights	Against
Cadeler A/S	22-Apr-25	Denmark	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12.c. Approve Equity Plan Financing	Against
ING Groep NV	22-Apr-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7A. Reelect Margarete Haase to Supervisory Board	Against
ING Groep NV	22-Apr-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7B. Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Against
China Construction Bank Corporation	22-Apr-25	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Annual Issuance Plan for the Group's Financial Bonds	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
The Goldman Sachs Group, Inc.	23-Apr-25	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	7. Report on Clean Energy Supply Financing Ratio	For
Assicurazioni Generali SpA	23-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4b. Approve Second Section of the Remuneration Report	Against
Domino's Pizza, Inc.	23-Apr-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For
Sulzer AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Sulzer AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Suzanne Thoma as Director and Board Chair	Against
Sulzer AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.6. Reelect Per Utnegaard as Director	Against
Sulzer AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
BE Semiconductor Industries NV	23-Apr-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
B3 SA-Brasil, Bolsa, Balcão	24-Apr-25	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	12. Amend Restricted Stock Plan	Against
National Bank of Canada	24-Apr-25	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	4.1. SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
National Bank of Canada	24-Apr-25	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4.2. SP 2: Advisory Vote on Environmental Policies	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
National Bank of Canada	24-Apr-25	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4.3. SP 3: Report on Forced Labor and Child Labor in Lending Profiles	For
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
BANK POLSKA KASA OPIEKI SA	24-Apr-25	Poland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	15.4. Amend Statute Re: Auditor	Against
International Container Terminal Services, Inc.	24-Apr-25	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.2. Elect Cesar A. Buenaventura as Director	Abstain
International Container Terminal Services, Inc.	24-Apr-25	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.5. Elect Jose C. Ibazeta as Director	Abstain
Johnson & Johnson	24-Apr-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Oversee and Report Human Rights Impact Assessment	For
Empresas CMPC SA	24-Apr-25	Chile	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
Empresas CMPC SA	24-Apr-25	Chile	G	Routine Business - Routine Business	Other Business	8. Other Business	Against
Metso Corp.	24-Apr-25	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Metso Corp.	24-Apr-25	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytsola, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors	Against
Barco NV	24-Apr-25	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Barco NV	24-Apr-25	Belgium	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors	Against
Cencosud SA	25-Apr-25	Chile	G	Routine Business - Routine Business	Other Business	k. Other Business	Against
Enel Chile SA	28-Apr-25	Chile	G	Routine Business - Routine Business	Other Business	14. Other Business	Against
Henkel AG & Co. KGaA	28-Apr-25	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2024	Against
Henkel AG & Co. KGaA	28-Apr-25	Germany	G	Director Related - Discharge	Approve Discharge -- Other (Bundled)	5. Approve Discharge of Shareholders' Committee for Fiscal Year 2024	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Henkel AG & Co. KGaA	28-Apr-25	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	10. Approve Creation of EUR 81.6 Million Pool of Capital with Preemptive Rights	Against
Exelon Corporation	29-Apr-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda Jojo	Against
Recordati SpA	29-Apr-25	Italy	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	2.e. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Recordati SpA	29-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.b. Approve Second Section of the Remuneration Report	Against
SITC International Holdings Company Limited	29-Apr-25	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
SITC International Holdings Company Limited	29-Apr-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.1. Elect Daobiao Chen as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.2. Elect Kedi Wang as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.3. Elect Gustavo Estrella as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.6. Elect Yumeng Zhao as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	7.7. Elect Yusheng Wang as Director	Against
CPFL Energia SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Elect Kebing Zhou as Fiscal Council Member and Ruijuan Lias Alternate	Abstain
CPFL Energia SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Elect Vinicius Nishioka as Fiscal Council Member and Luiz Claudio Gomes do Nascimento as Alternate	Abstain
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9. Receive Report on Share Repurchase Program; Authorize Share Repurchase Program	Against
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Director Election - Director Election	Elect Supervisory Board Member	11. Elect Gabor Csepregi 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
Chemical Works of Gedeon Richter Plc	29-Apr-25	Hungary	G	Routine Business - Routine Business	Other Business	15. Transact Other Business	Against
Intesa Sanpaolo SpA	29-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3a. Approve Remuneration Policies in Respect of Board Members	Against
Intesa Sanpaolo SpA	29-Apr-25	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3c. Approve Remuneration Policy	Against
PACCAR Inc	29-Apr-25	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Mark A. Schulz	Against
PACCAR Inc	29-Apr-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement to Shareholder Vote	For
BIM Birlesik Magazalar AS	29-Apr-25	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	29-Apr-25	Brazil	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Restricted Stock Plan	Against
International Business Machines Corporation	29-Apr-25	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Nokia Oyj	29-Apr-25	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ambev SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3. Elect Fiscal Council Members	Abstain
FMC Corporation	29-Apr-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FMC Corporation	29-Apr-25	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
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Remuneration of Company's Management	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.1. Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.2. Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.4. Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade)	Against
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.5. Elect Guilherme Santos Mello as Director (Appointed by Uniao)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BB Seguridade Participacoes SA	29-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	9.6. Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Against
Bouygues SA	29-Apr-25	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	29-Apr-25	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	25. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	28. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	29. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	29-Apr-25	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	30. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	Against
Bouygues SA	29-Apr-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	32. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Bouygues SA	29-Apr-25	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	35. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Against
Bouygues SA	29-Apr-25	France	G	Takeover Related - Takeover - Other	Approve Modification in Share Ownership Disclosure Threshold	36. Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Against
WEG SA	29-Apr-25	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4. Elect Fiscal Council Members	Abstain
Yangzijiang Shipbuilding (Holdings) Ltd.	29-Apr-25	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Poh Boon Hu Raymond as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yangzijiang Shipbuilding (Holdings) Ltd.	29-Apr-25	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
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Malmquist as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1b. Reelect Carl Bennet as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1c. Reelect Ulrika Dellby as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1e. Reelect Dan Frohm as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Election - Director Election	Elect Director	15.1f. Reelect Ulf Grunander as Director	Against
Arjo AB	29-Apr-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15.2. Reelect Johan Malmquist as Board Chair	Against
Arjo AB	29-Apr-25	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	16. Ratify Ernst & Young AB as Auditor	Against
Arjo AB	29-Apr-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Vale SA	30-Apr-25	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	1. Amend Long-Term Incentive Plan	Against
GEA Group AG	30-Apr-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Annette Koehler to the Supervisory Board	Against
GEA Group AG	30-Apr-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Grupo Mexico S.A.B. de C.V.	30-Apr-25	Mexico	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	5. Approve Discharge of Board of Directors, Executive Chair and Board Committees	Against
Grupo Mexico S.A.B. de C.V.	30-Apr-25	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairs and Members of Board Committees	Against
Grupo Mexico S.A.B. de C.V.	30-Apr-25	Mexico	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	8. Approve Granting/Withdrawal of Powers	Against
KBC Group SA/NV	30-Apr-25	Belgium	G	Director Election - Director Election	Elect Director	12.1. Approve Co-optation of Bartel Puelinckx as Director	Against
KBC Group SA/NV	30-Apr-25	Belgium	G	Director Election - Director Election	Elect Director	12.4. Elect Michiel Allaerts as Director	Against
KBC Group SA/NV	30-Apr-25	Belgium	G	Director Election - Director Election	Elect Director	12.5. Reelect Philippe Vlerick as Director	Against
RWE AG	30-Apr-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vale SA	30-Apr-25	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	30-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	5.1. Elect Daniel Andre Stieler as Director	Against
Vale SA	30-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	5.4. Elect Fernando Jorge Buso Gomes as Director	Against
Vale SA	30-Apr-25	Brazil	G	Director Election - Director Election	Elect Director	5.9. Elect Rachel de Oliveira Maia as Independent Director	Against
Vale SA	30-Apr-25	Brazil	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	8. Elect Daniel Andre Stieler as Board Chair	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Smith & Nephew plc	30-Apr-25	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Rupert Soames as Director	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.1. Approve Remuneration Plan of Lin Jianhua	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.2. Approve Remuneration of Independent Directors	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.3. Approve Remuneration Plan of Lin Tianyi	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.4. Approve Remuneration of Other Directors	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.5. Approve Remuneration of Supervisors	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	9. Approve Business Partner Plan Implementation Plan	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	10. Approve Draft and Summary of Employee Share Purchase Plan of Business Partner Plan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	11. Approve Management Method of Employee Share Purchase Plan of Business Partner Plan	Against
Hangzhou First Applied Material Co., Ltd.	30-Apr-25	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	12. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan of Business Partner Plan	Against
Sanofi	30-Apr-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
SFS Group AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.4. Approve Remuneration Report (Non-Binding)	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.d. Reelect Urs Kaufmann as Director	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.e. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.a. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b. Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	Against
SFS Group AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Kingspan Group Plc	01-May-25	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenberg as Director	Against
Zurn Elkay Water Solutions Corporation	01-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Crown Holdings, Inc.	01-May-25	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions	For
AIB Group plc	01-May-25	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
The Timken Company	02-May-25	USA	E	Environmental - Climate	GHG Emissions	4. Adopt Science-Based GHG Emissions Reduction Targets Inclusive of Full Value Chain Emissions	For
Albemarle Corporation	06-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Albemarle Corporation	06-May-25	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	4. Adopt Simple Majority Vote	For
Expeditors International of Washington, Inc.	06-May-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director James "Jim" M. DuBois	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Expeditors International of Washington, Inc.	06-May-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Brandon S. Pedersen	Against
Expeditors International of Washington, Inc.	06-May-25	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Olivia D. Polius	Against
CF Industries Holdings, Inc.	06-May-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement to Shareholder Vote	For
Nordex SE	06-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Nordex SE	06-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Management Board Remuneration Policy	Against
Omnicom Group Inc.	06-May-25	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Tenaris SA	06-May-25	Luxembourg	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors (Bundled)	Against
Tenaris SA	06-May-25	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Tenaris SA	06-May-25	Luxembourg	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Approve Share Repurchase	Against
Tenaris SA	06-May-25	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers	Against
Tenaris SA	06-May-25	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	3. Amend Articles to Reflect Changes in Capital	Against
The Hershey Company	06-May-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Huong Maria T. Kraus	Against
The Hershey Company	06-May-25	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Juan R. Perez	Against
The Hershey Company	06-May-25	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	06-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Patrick Firmenich as Director	Against
DSM-Firmenich AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Valero Energy Corporation	06-May-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Deborah P. Majoras	Against
Valero Energy Corporation	06-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nolato AB	06-May-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7b. Approve Remuneration Report	Against
Nolato AB	06-May-25	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.8. Elect Klas Forsstrom as Board Chair	Against
Tomra Systems ASA	06-May-25	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Tomra Systems ASA	06-May-25	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc, Hege Skryseth and Erik Osmundsen as Directors	Against
Essential Utilities, Inc.	07-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eurazeo SE	07-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Management Board Members	Against
Eurazeo SE	07-May-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Mercedes-Benz Group AG	07-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	14. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Capgemini SE	07-May-25	France	G	Director Election - Director Election	Elect Director	11. Reelect Patrick Pouyanné as Director	Against
RHI Magnesita NV	07-May-25	Netherlands	G	Director Election - Director Election	Elect Director	7a. Re-elect Herbert Cordt as Director	Against
Schneider Electric SE	07-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against
T. Rowe Price Group, Inc.	08-May-25	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement to Shareholder Vote	For
Ford Motor Company	08-May-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	08-May-25	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director William E. Kennard	Against
Ford Motor Company	08-May-25	USA	E	Environmental - Climate	GHG Emissions	5. Report on Efforts to Reduce GHG Emissions in Alignment with Net Zero Goals	For
IDEX Corporation	08-May-25	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	4. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For
Allianz SE	08-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Gladstone Land Corporation	08-May-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Walter H. Wilkinson, Jr.	Withhold



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ACS, Actividades de Construcción y Servicios SA	08-May-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Against
ACS, Actividades de Construcción y Servicios SA	08-May-25	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Cadence Design Systems, Inc.	08-May-25	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions and Expenditures	For
Hang Seng Bank Limited	08-May-25	Hong Kong	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
QBE Insurance Group Limited	09-May-25	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Yasmin Allen as Director	Against
Evolution AB	09-May-25	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	Against
Evolution AB	09-May-25	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Joel Citron as Director	Against
Evolution AB	09-May-25	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Ian Livingstone as Director	Against
WH Group Limited	09-May-25	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	09-May-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Xylem Inc.	13-May-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
GXO Logistics, Inc.	13-May-25	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Matthew Fassler	Against
Alexandria Real Estate Equities, Inc.	13-May-25	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	5. Adopt Simple Majority Vote	For
Prudential Financial, Inc.	13-May-25	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Lindab International AB	13-May-25	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Glyn F. Aeppel	Against
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Larry C. Glasscock	Against
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Gary M. Rodkin	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Simon Property Group, Inc.	14-May-25	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Peggy Fang Roe	Against
Simon Property Group, Inc.	14-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Simon Property Group, Inc.	14-May-25	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation [ ]	4. Change State of Incorporation from Delaware to Indiana	Against
Enphase Energy, Inc.	14-May-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
State Street Corporation	14-May-25	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
State Street Corporation	14-May-25	USA	E, S	Environmental - Climate	Report on "Just Transition"	5. Report on "Just Transition"	For
Rational AG	14-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Rational AG	14-May-25	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Management Board Remuneration Policy	Against
NV BEKAERT SA	14-May-25	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Henriette Fenger Ellekrog as Independent Director	Against
NV BEKAERT SA	14-May-25	Belgium	G	Director Election - Director Election	Elect Director	7.3. Elect Nicolas D'heygere as Director	Against
Power Corporation of Canada	14-May-25	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andre Desmarais	Against
Power Corporation of Canada	14-May-25	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	14-May-25	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7. SP 3: Advisory Vote on Environmental Policies	For
Skyworks Solutions, Inc.	14-May-25	USA	E	Environmental - Climate	GHG Emissions	5. Disclose All Material Scope 3 GHG Emissions	For
Avolta AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.6. Reelect Joaquin Cabrera as Director	Against
Avolta AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Joaquin Cabrera as Member of the Compensation Committee	Against
Avolta AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Tencent Holdings Limited	14-May-25	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
Valiant Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Christoph Buehler as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valiant Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Banque Saudi Fransi	14-May-25	Saudi Arabia	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors of SAR 16,040,000 for FY 2024	Against
CVS Health Corporation	15-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CVS Health Corporation	15-May-25	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
Morgan Stanley	15-May-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Morgan Stanley	15-May-25	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	5. Report Annually on Energy Supply Ratio	For
Bunge Global SA	15-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Carol Browner	Against
Bunge Global SA	15-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	A. Other Business	Against
Amkor Technology, Inc.	15-May-25	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
LCI Industries	15-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Next Plc	15-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Michael Roney as Director	Against
Next Plc	15-May-25	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	26. Approve ShareAction Requisitioned Resolution	For
Texas Roadhouse, Inc.	15-May-25	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Adopt a Policy to Disclose EEO-1 Report	For
Greencoat Renewables PLC	15-May-25	Ireland	G	Director Election - Director Election	Elect Director	2.(c). Re-elect Marco Graziano as Director	Against
E.ON SE	15-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.a. Elect Deborah Wilkens to the Supervisory Board	Against
E.ON SE	15-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.b. Elect Rolf Schmitz to the Supervisory Board	Against
E.ON SE	15-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2027	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nexans SA	15-May-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Francisco Perez Mackenna as Director	Against
Costain Group Plc	15-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Kate Rock as Director	Against
Lassonde Industries Inc.	16-May-25	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Denis Boudreault	Against
Lassonde Industries Inc.	16-May-25	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Nathalie Lassonde	Against
Lassonde Industries Inc.	16-May-25	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pierre-Paul Lassonde	Against
Haidilao International Holding Ltd.	19-May-25	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
Haidilao International Holding Ltd.	19-May-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Lite-On Technology Corp.	20-May-25	Taiwan	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Against
Lite-On Technology Corp.	20-May-25	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.7. Elect MIKE YANG, with Shareholder No. B120069XXX, as Independent Director	Against
Peugeot Invest SA	20-May-25	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
Peugeot Invest SA	20-May-25	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Etablissements Peugeot Frères Re: Brand License	Against
Peugeot Invest SA	20-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bertrand Finet, CEO from January 1, 2024 until July 31, 2024	Against
Peugeot Invest SA	20-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Jean-Charles Douin, CEO	Against
Array Technologies, Inc.	20-May-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jayanthi (Jay) Iyengar	Withhold
Array Technologies, Inc.	20-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equinix, Inc.	21-May-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Equinix, Inc.	21-May-25	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 to 10%	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PAX Global Technology Limited	21-May-25	Bermuda	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
PAX Global Technology Limited	21-May-25	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
VH Global Energy Infrastructure Plc	21-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Bernard Bulkin as Director	Against
Ipsen SA	21-May-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Antoine Flochel as Director	Against
Ipsen SA	21-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against
Ipsen SA	21-May-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Against
Ipsen SA	21-May-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	Against
Ipsen SA	21-May-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	Against
Ipsen SA	21-May-25	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Meritage Homes Corporation	22-May-25	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
NextEra Energy, Inc.	22-May-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Amy B. Lane	Against
Brenntag SE	22-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Stefanie Berlinger to the Supervisory Board	Against
Brenntag SE	22-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2027	Against
Deutsche Bank AG	22-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	13.1. Elect Sigmar Gabriel to the Supervisory Board	Against
Deutsche Bank AG	22-May-25	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	13.2. Elect Frank Witter to the Supervisory Board	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	22-May-25	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	4. Report on Climate Lobbying	For
Verizon Communications Inc.	22-May-25	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	5. Report on Potential Hazards of Lead Cables and Potential Remediation Costs	For
WESCO International, Inc.	22-May-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Dassault Systemes SE	22-May-25	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-25	France	G	Director Election - Director Election	Elect Director	10. Elect Marie-Hélène Habert-Dassault as Director	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Elis SA	22-May-25	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mary Harris as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Thomas Johnson as Director	Against
Coca-Cola Europacific Partners plc	22-May-25	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
LyondellBasell Industries N.V.	23-May-25	Netherlands	G	Director Election - Director Election	Elect Director	1g. Elect Director Rita Griffin	Against
Coca-Cola HBC AG	23-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.e. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Director	6. Reelect Lise Croteau as Director	Against
TotalEnergies SE	23-May-25	France	G	Director Election - Director Election	Elect Director	8. Elect Laurent Mignon as Director	Against
Kerry Properties Limited	23-May-25	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Kerry Properties Limited	23-May-25	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6C. Authorize Reissuance of Repurchased Shares	Against
Merck & Co., Inc.	27-May-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on a Human Rights Impact Assessment	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Merck & Co., Inc.	27-May-25	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Publish Tax Transparency Report	For
Daimler Truck Holding AG	27-May-25	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2030	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") and Ernst & Young ("EY Hong Kong") as Domestic and International Financial Reporting Auditors, Respectively, and Authorize Board to Fix Their Remuneration	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8. Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") as Internal Control Auditor and Authorize Board to Fix Their Remuneration	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Financial Services Agreement and Connected Transactions with CTG Finance Company Limited	Against
China Tourism Group Duty Free Corporation Limited	27-May-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Amend Articles of Association	Against
California Water Service Group	28-May-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Carrefour SA	28-May-25	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
Carrefour SA	28-May-25	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Against
Carrefour SA	28-May-25	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Against
Carrefour SA	28-May-25	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 17	Against
STMicroelectronics NV	28-May-25	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	13.. Reelect Helene Vletter van Dort to Supervisory Board	Against
Bruker Corporation	29-May-25	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard A. Packer	Withhold
Bruker Corporation	29-May-25	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Communications Services Corporation Limited	29-May-25	China	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 for Domestic Shares and H Shares	Against
China Communications Services Corporation Limited	29-May-25	China	G	Capitalization - Capital Increase	Increase Authorized Common Stock	6. Approve Increase in Registered Capital and Amend Articles of Association	Against
Kingsoft Corporation Limited	29-May-25	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	29-May-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Kingsoft Corporation Limited	29-May-25	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	8. Adopt BKOS 2025 Share Incentive Scheme	Against
CMOC Group Limited	30-May-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Purchase of Structured Deposit with Internal Idle Fund	Against
CMOC Group Limited	30-May-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Forecast of the Amount of External Guarantee	Against
CMOC Group Limited	30-May-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	10. Authorize Board to Decide on Issuance of Debt Financing Instruments	Against
CMOC Group Limited	30-May-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Henderson Land Development Company Limited	03-Jun-25	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Kwong Che Keung, Gordon as Director	Against
Henderson Land Development Company Limited	03-Jun-25	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	03-Jun-25	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Beijing Enterprises Water Group Limited	03-Jun-25	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	03-Jun-25	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Mowi ASA	04-Jun-25	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
Mowi ASA	04-Jun-25	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Clear Secure, Inc.	05-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffery H. Boyd	Withhold
PetroChina Company Limited	05-Jun-25	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Report of the Board of Directors	Against
PetroChina Company Limited	05-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6. Approve Guarantee Scheme	Against
PetroChina Company Limited	05-Jun-25	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	Against
Compagnie de Saint-Gobain SA	05-Jun-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Benoit Bazin as Director	Against
BYD Electronic (International) Company Limited	06-Jun-25	Hong Kong	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
BYD Electronic (International) Company Limited	06-Jun-25	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
BYD Company Limited	06-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	06-Jun-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Grant of General Mandate to the Board to Issue Additional H Shares and Related Transactions	Against
BYD Company Limited	06-Jun-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve General and Unconditional Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	Against
BYD Company Limited	06-Jun-25	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	13. Authorize Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.1.1. Elect Ivo Sarjanovic as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.2.1. Elect Daniel Gonzalez as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.2.2. Elect Christian De Prati as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.3.1. Elect Manuela Artigas as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.3.2. Elect Juan Jose Sartori Pineyro as Director	Against
Adecoagro SA	06-Jun-25	Luxembourg	G	Director Election - Director Election	Elect Director	7.3.3. Elect Mariano Bosch as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Adecoagro SA	06-Jun-25	Luxembourg	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9.. Approve Share Repurchase	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Terashi, Shigeki	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ito, Koichi	Against
Toyota Industries Corp.	10-Jun-25	Japan	G	Compensation - Compensation	Performance-Based and/or Time-Based Equity Awards	6. Approve Restricted Stock Plan	For
HCI Group, Inc.	10-Jun-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caterpillar, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James C. Fish, Jr.	Against
Caterpillar, Inc.	11-Jun-25	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	4. Report on a Civil Rights Audit	For
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William J. Colombo	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert W. Eddy	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anne Fink	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Larry Fitzgerald, Jr.	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lawrence J. Schorr	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Larry D. Stone	Withhold
Dick's Sporting Goods, Inc.	11-Jun-25	USA	G	Capitalization - Capital Increase	Increase Authorized Common Stock	4. Increase Authorized Common Stock	Against
Sunrun Inc.	11-Jun-25	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
InterDigital, Inc.	11-Jun-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John D. Markley, Jr.	Against
Accton Technology Corp.	12-Jun-25	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.1. Elect a Representative of Golden Tengis Co., Ltd, with Shareholder No. 192057, as Non-independent Director	Against
Sinopharm Group Co. Ltd.	12-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Delegation of Power of Provision of Guarantees for Subsidiaries	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.	12-Jun-25	China	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 for Domestic Shares and/or H Shares	Against
Monolithic Power Systems, Inc.	12-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Tesco Plc	12-Jun-25	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Gerry Murphy as Director	Against
Best Buy Co., Inc.	13-Jun-25	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on LGBTQIA+ Inclusion Efforts	For
Best Buy Co., Inc.	13-Jun-25	USA	E	Environmental - Climate	GHG Emissions	8. Publish Climate Transition Plan	For
Simplex Holdings, Inc.	14-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director and Audit Committee Member Hirota, Naoto	Against
Argan, Inc.	17-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cynthia A. Flanders	Withhold
Guangdong Investment Limited	17-Jun-25	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
Comcast Corporation	18-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	18-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	18-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Comcast Corporation	18-Jun-25	USA	G	Director Related - Board Related	Require Independent Board Chair	6. Require Independent Board Chair	For
Mitsui & Co., Ltd.	18-Jun-25	Japan	G	Director Related - Board Related	Company-Specific Board-Related	4. Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Statutory Auditor Board	For
Mitsui & Co., Ltd.	18-Jun-25	Japan	E	Environmental - Climate	Report on Climate Change	5. Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	For
Nippon Yusen KK	18-Jun-25	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	4. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d.. Approve Remuneration Report	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.e.. Approve Discharge of Marina Berlusconi 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
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.j.. Approve Discharge of Marco Giordani as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.k.. Approve Discharge of Gina Nieri as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.l.. Approve Discharge of Danilo Pellegrino as Non-Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.n.. Approve Discharge of Niccolo Querci as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.o.. Approve Discharge of Stefano Sala as Executive Director	Against
MFE-MEDIAFOREUROPE NV	18-Jun-25	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5.. Authorize Repurchase of Shares	Against
Sinolink Securities Co., Ltd.	18-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	12. Approve Financial Assistance Provision	Against
Bureau Veritas SA	19-Jun-25	France	G	Director Election - Director Election	Elect Director	5. Reelect Laurent Mignon as Director	Against
Bureau Veritas SA	19-Jun-25	France	G	Director Election - Director Election	Elect Director	8. Reelect Jérôme Michiels as Director	Against
Hogy Medical Co., Ltd.	20-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kawakubo, Hideki	Against
Sumitomo Mitsui Trust Group, Inc.	20-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Group, Inc.	20-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director Okubo, Tetsuo	Against
Zhongsheng Group Holdings Limited	20-Jun-25	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
Zhongsheng Group Holdings Limited	20-Jun-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	12. Authorize Reissuance of Repurchased Shares	Against
Huatai Securities Co., Ltd.	20-Jun-25	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	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PT Indofood Sukses Makmur Tbk	20-Jun-25	Indonesia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve Auditors and Authorize Board to Fix Their Remuneration	Against
MS&AD Insurance Group Holdings, Inc.	23-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Hara, Noriyuki	Against
MS&AD Insurance Group Holdings, Inc.	23-Jun-25	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director Funabiki, Shinichiro	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Okumura, Mikio	Against
Sompo Holdings, Inc.	23-Jun-25	Japan	G	Director Related - Board Related	Require Independent Board Chair	8. Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair	For
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8. Approve Remuneration of Executive Board Members	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Compensation	Approve/Amend Profit Sharing Plan	9. Approve Profit Distribution to Company Executives	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Hellenic Telecommunications Organization SA	23-Jun-25	Greece	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Bonus/Share Matching Plan	11. Approve Incentive Bonus Plan	Against
Core & Main, Inc.	24-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dennis G. Gipson	Withhold
Hirogin Holdings, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ikeda, Koji	Against
Hirogin Holdings, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Heya, Toshio	Against
Hirogin Holdings, Inc.	24-Jun-25	Japan	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	3. Approve Donation of Treasury Shares to Hiroshima Museum of Art	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Uchida, Takakazu	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kihara, Masahiro	Against
Mizuho Financial Group, Inc.	24-Jun-25	Japan	G	Director Related - Board Related	Company-Specific Board-Related	2. Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mizuho Financial Group, Inc.	24-Jun-25	Japan	E	Environmental - Climate	Report on Climate Change	3. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For
Ricoh Co., Ltd.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamashita, Yoshinori	Against
Ricoh Co., Ltd.	24-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oyama, Akira	Against
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Non-Routine Business - Non-Routine Business	Restore/Strengthen Shareholder Authority to Vote on Income Allocation	4. Amend Articles to Mandate Shareholder Approval for Income Allocation and Share Buybacks	For
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Non-Routine Business - Non-Routine Business	Approve Additional Income Allocation/Distribution	5. Approve Additional Dividend so that Annual Dividend Equals to 6 Percent of Equity	For
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Capitalization - Capital Structure Related	Request Cancellation of Treasury Shares	9. Amend Articles to Allow Shareholder Meeting Resolutions on Cancellation of Treasury Shares	For
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Capitalization - Capital Structure Related	Request Cancellation of Treasury Shares	10. Cancel the Company's Treasury Shares	For
Yodogawa Steel Works, Ltd.	24-Jun-25	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	11. Amend Articles to Prohibit Appointment of Advisors	For
eBay Inc.	25-Jun-25	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
eBay Inc.	25-Jun-25	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For
NVIDIA Corporation	25-Jun-25	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Enhance Workforce Data Reporting	For
BIPROGY Inc.	25-Jun-25	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Matsunaga, Satoshi	Against
BIPROGY Inc.	25-Jun-25	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Fuchizaki, Masahiro	Against
Japan Petroleum Exploration Co., Ltd.	25-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Fujita, Masahiro	Against
Japan Petroleum Exploration Co., Ltd.	25-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Yamashita, Michiro	Against
NetEase, Inc.	25-Jun-25	Cayman Islands	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Against
China Overseas Land & Investment Ltd.	25-Jun-25	Hong Kong	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 Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
F&G Annuities & Life, Inc.	25-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher O. Blunt	Withhold
F&G Annuities & Life, Inc.	25-Jun-25	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William P. Foley, II	Withhold
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Statute	Against
Powszechny Zaklad Ubezpieczen SA	25-Jun-25	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Remuneration Report	Against
The United Laboratories International Holdings Limited	25-Jun-25	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
The United Laboratories International Holdings Limited	25-Jun-25	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Eric Elzvik as Director	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Eric Elzvik as Member of the Compensation Committee	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds to Purchase Financial Products	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend the Company's Related Party Transaction Rules	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend the Company's External Investment Management System	Against
Focus Media Information Technology Co., Ltd.	25-Jun-25	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend the Company's Raised Funds Management System	Against
Kaga Electronics Co., Ltd.	26-Jun-25	Japan	G	Director Election - Director Election	Elect Director	4.3. Elect Director and Audit Committee Member Sato, Yoichi	Against
Kaga Electronics Co., Ltd.	26-Jun-25	Japan	G	Director Election - Director Election	Elect Director	4.4. Elect Director and Audit Committee Member Oyanagi, Kyoko	Against
The Kroger Co.	26-Jun-25	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ronald L. Sargent	Against
The Kroger Co.	26-Jun-25	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Implementing Worker-Driven Social Responsibility Principles	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Kroger Co.	26-Jun-25	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	For
Delek Group Ltd.	26-Jun-25	Israel	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Reappoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	Against
The People's Insurance Company (Group) of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association	Against
The People's Insurance Company (Group) of China Limited	27-Jun-25	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	10. Amend Procedural Rules for the Shareholders' General Meeting	Against
H World Group Limited	27-Jun-25	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Director Jie Zheng	Against
Nippon Television Holdings, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Sugiyama, Yoshikuni	Against
Nippon Television Holdings, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Fukuda, Hiroyuki	Against
SG Holdings Co., Ltd.	27-Jun-25	Japan	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	3. Approve Donation of Treasury Shares to SGH Disaster Prevention Support Foundation	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nakashima, Toru	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Teshirogi, Isao	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	G	Director Related - Board Related	Company-Specific Board-Related	3. Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	For
Sumitomo Mitsui Financial Group, Inc.	27-Jun-25	Japan	E	Environmental - Climate	Report on Climate Change	4. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For
Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association	Against
China Construction Bank Corporation	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
Agricultural Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	8. Amend Articles of Association	Against
Agricultural Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Amend Rules of Procedure of the Board of Directors	Against
Industrial and Commercial Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Approve Reviewing the Articles of Association and Matters Related to the Dissolution of the Board of Supervisors	Against
Industrial and Commercial Bank of China Limited	27-Jun-25	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	12. Approve Reviewing the Rules of Procedures for the Board of Directors	Against



**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Qifu Technology, Inc.	30-Jun-25	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Director Xiangge Liu	Against

**Unvoted Meetings**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Meeting Type</b>	<b>Market</b>	<b>Meeting ID</b>
Phoenix Financial Ltd.	21-Apr-25	Special	Israel	1939819
MOL Hungarian Oil & Gas Plc	24-Apr-25	Annual	Hungary	1944548
Banco do Brasil SA	30-Apr-25	Annual	Brazil	1949402
Banco do Brasil SA	30-Apr-25	Annual	Brazil	1949402
Banco do Brasil SA	30-Apr-25	Annual	Brazil	1949402
BNP Paribas Easy - Corp Bond SRI PAB	25-Apr-25	Annual	Luxembourg	1953187