



Ausübung des Stimmrechts

Bericht 2023

01.01.2023 – 31.12.2023

Asset Management

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Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/23 to 12/31/23

Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 743 | |
| Number of meetings voted | 637 | 85.73% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 616 | 82.91% |

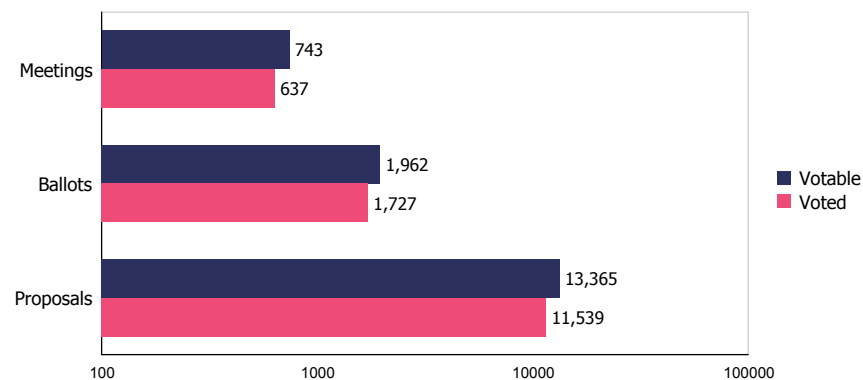
Ballot Overview

| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 1,962 | |
| Number of ballots voted | 1,727 | 88.02% |

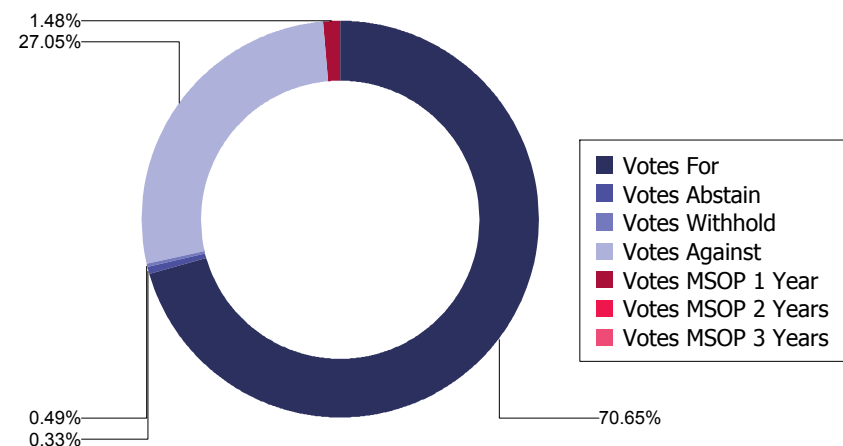
Proposal Overview

| Category | Number | Percentage |
|---|--------|------------|
| Number of votable items | 13,365 | |
| Number of items voted | 11,539 | 86.34% |
| Number of votes FOR | 8,153 | 70.66% |
| Number of votes AGAINST | 3,122 | 27.06% |
| Number of votes ABSTAIN | 38 | 0.33% |
| Number of votes WITHHOLD | 56 | 0.49% |
| Number of votes on MSOP Frequency 1 Year | 171 | 1.48% |
| 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 | 0 | 0.00% |
| Number of votes Against Policy | 0 | 0.00% |
| Number of votes With Mgmt | 8,117 | 70.34% |
| Number of votes Against Mgmt | 3,423 | 29.66% |
| Number of votes on MSOP (exclude frequency) | 851 | 7.37% |
| Number of votes on Shareholder Proposals | 449 | 3.89% |

Voting Statistics



Vote Cast Statistics

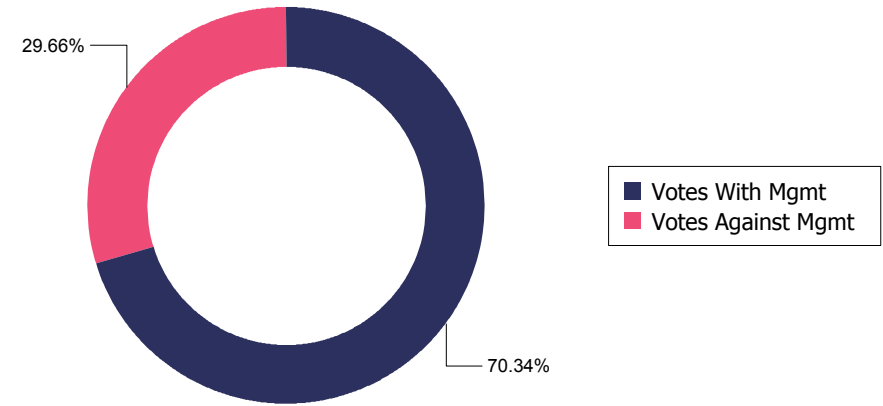


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.
For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

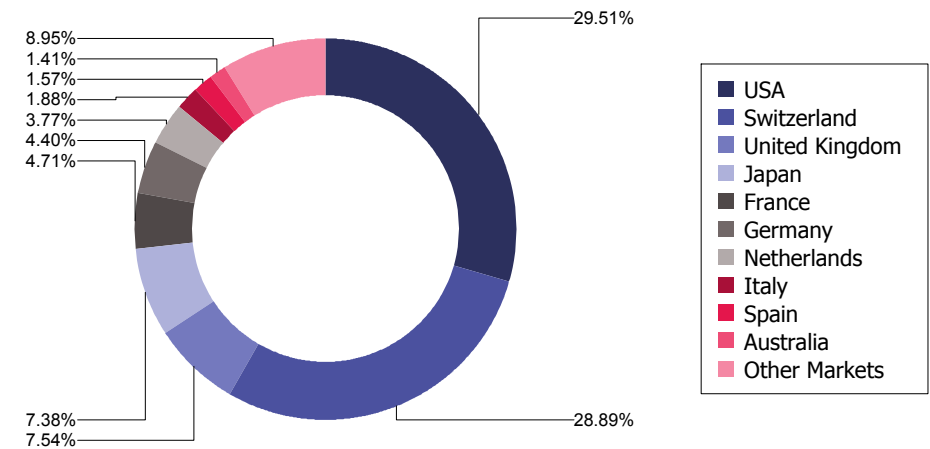
Vote Alignment with Management



Market Breakdown

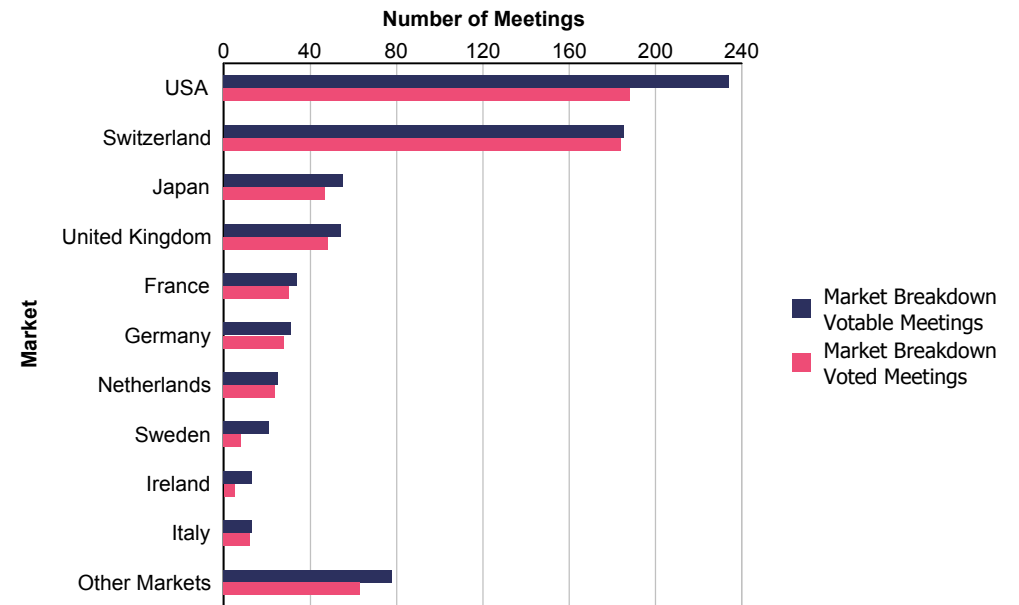
| Market | Votable Meetings | Voted Meetings | Percentage |
|----------------|------------------|----------------|------------|
| USA | 234 | 188 | 80.34% |
| Switzerland | 185 | 184 | 99.46% |
| Japan | 55 | 47 | 85.45% |
| United Kingdom | 54 | 48 | 88.89% |
| France | 34 | 30 | 88.24% |
| Germany | 31 | 28 | 90.32% |
| Netherlands | 25 | 24 | 96.00% |
| Sweden | 21 | 8 | 38.10% |
| Ireland | 13 | 5 | 38.46% |
| Italy | 13 | 12 | 92.31% |
| Denmark | 12 | 9 | 75.00% |
| Spain | 11 | 10 | 90.91% |
| Australia | 9 | 9 | 100.00% |
| Finland | 7 | 5 | 71.43% |
| Belgium | 6 | 6 | 100.00% |
| Hong Kong | 5 | 4 | 80.00% |
| Jersey | 5 | 3 | 60.00% |
| Canada | 4 | 3 | 75.00% |
| Luxembourg | 4 | 2 | 50.00% |
| Austria | 3 | 3 | 100.00% |

Meetings Voted by Market



Market Voting Statistics

| Market | Votable Meetings | Voted Meetings | Percentage |
|---------------|------------------|----------------|------------|
| Norway | 3 | 2 | 66.67% |
| Portugal | 3 | 2 | 66.67% |
| Bermuda | 2 | 1 | 50.00% |
| Liechtenstein | 2 | 2 | 100.00% |
| Isle of Man | 1 | 1 | 100.00% |
| Israel | 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 |
|-----------------------|--------------|-------------|------------|---|--|--|-----------|
| Novartis AG | 07-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 6.1. Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.3. Amend Articles of Association | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7.3. Approve Remuneration Report | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Orsted A/S | 07-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.2. Reelect Thomas Thune Andersen (Chair) as Director | Abstain |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Hanspeter Faessler as Director | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2. Approve Remuneration of Executive Committee in the Amount of CHF 7.9 Million | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3. Approve Virtual-Only Shareholder Meetings | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Silvan Meier as Director | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Heinz Roth as Director | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7. Reelect Silvan Meier as Board Chair | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Silvan Meier as Member of the Compensation Committee | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.2. Reappoint Heinz Roth as Member of the Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|---|---|-----------|
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Remuneration Report | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Routine Business - Routine Business | Approve Financial Statements, Allocation of Income, and Discharge Directors | 2. Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board | Against |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5.A. Amend Remuneration Policy | Against |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.a. Reelect Henrik Poulsen as New Director | Abstain |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.d. Reelect Magdi Batato as Director | Abstain |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.f. Reelect Richard Burrows as Director | Abstain |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 3.1. Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022 | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 3.2. Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022 | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.12. Reappoint Andre Hoffmann as Member of the Compensation Committee | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.13. Reappoint Richard Lifton as Member of the Compensation Committee | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.14. Reappoint Bernard Poussot as Member of the Compensation Committee | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles Re: General Meeting | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.3. Amend Articles of Association | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Remuneration of Directors in the Amount of CHF 10 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9. Approve Remuneration of Executive Committee in the Amount of CHF 38 Million | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024 | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.3. Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023 | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.4. Approve Remuneration Report (Non-Binding) | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Peter Schaub as Director | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Tim Talaat as Director | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Peter Schaub as Board Chair | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.2. Reappoint Peter Schaub as Member of the Personnel and Compensation Committee | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.3. Reappoint Tim Talaat as Member of the Personnel and Compensation Committee | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.1. Amend Articles of Association | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.2. Approve Virtual-Only Shareholder Meetings | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.5. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|--|-----------|
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.6. Reelect Annette Koehler as Director | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4. Approve Discharge of Board and Senior Management | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 900,000 | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Peter Athanas as Director | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.3. Reelect Frank Tanski as Director | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.6. Reelect Gustavo Moeller-Hergt as Director | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7.2. Reelect Gustavo Moeller-Hergt as Board Chair | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3.1. Reappoint Peter Athanas as Member of the Compensation and Nomination Committee | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3.2. Reappoint Walter Droege as Member of the Compensation and Nomination Committee | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3.3. Reappoint Frank Tanski as Member of the Compensation and Nomination Committee | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.2. Reelect Gerhard Hanhart as Director | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.7. Reelect Therese Suter 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 |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7.3. Reelect Gerhard Hanhart as Board Chair | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.4.2. Reappoint Therese Suter as Member of the Compensation and Nomination Committee | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7.6. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 1.1. Amend Articles Re: Shares and Share Register | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 1.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Dividends of CHF 0.35 per Share | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Michael Suess as Director and Board Chair | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Elect Inka Koljonen as Director | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Appoint Inka Koljonen as Member of the Human Resources Committee | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors in the Amount of CHF 4.5 Million | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.3 Million | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report (Non-Binding) | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.5. Ratify PricewaterhouseCoopers AG as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Fixed Remuneration of Directors in the Amount of CHF 880,000 | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Variable Remuneration of Directors in the Amount of CHF 181,226 | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 7.2. Amend Articles Re: Remuneration of Board and Senior Management | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.3. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Abstain |
| Swiss Prime Site AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| Swiss Prime Site AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 800,000 | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 9.1. Amend Articles Re: Annulment of Opting Out Clause | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.2. Approve Virtual-Only Shareholder Meetings | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles of Association | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Abstain |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 17. Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 18.1. Reelect Jon Fredrik Baksaas as Director | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 18.5. Reelect Par Boman 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 |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 18.7. Reelect Fredrik Lundberg as Director | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 19. Reelect Par Boman as Board Chairman | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Miscellaneous - Miscellaneous | Company-Specific -- Shareholder Miscellaneous | 22. Amend Bank's Mainframe Computers Software | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Miscellaneous - Miscellaneous | Company-Specific -- Shareholder Miscellaneous | 23. Approve Formation of Integration Institute | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1. Reelect Gunnar Brock as Director | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Beth Ford | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Mellody Hobson | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Starbucks Corporation | 23-Mar-23 | USA | E | Environmental - Other | Community -Environment Impact | 5. Report on Plant-Based Milk Pricing | Against |
| Starbucks Corporation | 23-Mar-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Report on Operations in Communist China | Against |
| Starbucks Corporation | 23-Mar-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Establish Committee on Corporate Sustainability | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------|--------------|-------------|------------|---|--|---|-----------|
| Givaudan SA | 23-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 5.3. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.6. Reelect Tom Knutzen as Director | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Elect Roberto Guidetti as Director | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2.2. Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Nordea Bank Abp | 23-Mar-23 | Finland | G | Director Election - Director Election | Elect Director | 13.i. Elect Risto Murto as Director | Against |
| Nordea Bank Abp | 23-Mar-23 | Finland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 16. Amend Articles Re: General Meeting Participation; General Meeting | Against |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote) | Against |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5.3. Amendment to Remuneration Policy for Board of Directors and Executive Management | Against |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6.2. Reelect Henrik Poulsen as Vice Chairman | Abstain |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.3c. Reelect Sylvie Gregoire as Director | Abstain |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.3f. Reelect Martin Mackay as Director | Abstain |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Miscellaneous - Miscellaneous | Company-Specific -- Shareholder Miscellaneous | 8.4. Product Pricing Proposal | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Clive Meanwell as Director | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6. Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|--|-----------|
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.3. Approve Virtual-Only Shareholder Meetings | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Zehnder Group AG | 23-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 1.7 Million | Against |
| Zehnder Group AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zehnder Group AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.6. Reelect Ferdinand Stutz as Director | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Ferdinand Stutz as Member of the Compensation Committee | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify KPMG AG as Auditors | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 12.3. Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Shiseido Co., Ltd. | 24-Mar-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Uotani, Masahiko | Against |
| Shiseido Co., Ltd. | 24-Mar-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Charles D. Lake II | Against |
| Shiseido Co., Ltd. | 24-Mar-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Performance Share Plan | Against |
| BELIMO Holding AG | 27-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 13 Million | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.1. Approve Virtual-Only Shareholder Meetings | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.3. Amend Articles of Association | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|--|-----------|
| Implenia AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Neste Corp. | 28-Mar-23 | Finland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 18. Amend Articles Re: Book-Entry System | Against |
| Randstad NV | 28-Mar-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5a. Elect Cees 't Hart to Supervisory Board | Against |
| Randstad NV | 28-Mar-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5c. Elect Jeroen Drost to Supervisory Board | Against |
| Swisscom AG | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles Re: General Meeting | Against |
| Swisscom AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| SGS SA | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.4. Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings | Against |
| SGS SA | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6.6. Amend Articles Re: Rules on Remuneration | Against |
| SGS SA | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Variable Remuneration of Directors in the Amount of CHF 5.2 Million | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.2 Million | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Silvio Napoli as Director and Board Chair | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.c. Reelect Erich Ammann as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.d. Reelect Luc Bonnard as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.f. Reelect Adam Keswick as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.g. Reelect Guenter Schaeuble as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.h. Reelect Tobias Staehelin as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.j. Reelect Petra Winkler 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 |
|-------------------------|--------------|-------------|------------|---|---|---|-----------|
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.4.2. Reappoint Adam Keswick as Member of the Compensation Committee | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Director Related - Discharge | Approve Discharge of Management and Supervisory Board (Bundled) | 4. Approve Discharge of Management and Board | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report (Advisory Vote) | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Share Repurchase Program | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 8.3. Reelect Arne Karlsson as Director | Abstain |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10.2. Amend Remuneration Policy | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Miscellaneous - Miscellaneous | Company-Specific -- Miscellaneous | 10.8. Approve Introduction of a Solidarity Contribution | Against |
| Sika AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Lucrece Foufopoulos-De Ridder as Director | Against |
| Sika AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.4. Approve Virtual-Only Shareholder Meetings | Against |
| Sika AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Hans Meister as Director | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.1. Approve Virtual-Only Shareholder Meetings | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.5. Amend Articles of Association | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Omission of Dividends | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote) | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 5.f. Reelect Anders Gersel Pedersen 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 |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Genmab A/S | 29-Mar-23 | Denmark | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify PricewaterhouseCoopers as Auditors | Abstain |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.b. Amend Remuneration Policy | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7.d. Authorize Share Repurchase Program | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 11.10. Elect Christy Wyatt as New Director | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 16.1. Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023) | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 16.2. Approve Equity Plan Financing LTV I 2023 | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Alternative Equity Plan Financing | 16.3. Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17.1. Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023) | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 17.2. Approve Equity Plan Financing of LTV II 2023 | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Alternative Equity Plan Financing | 17.3. Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 21. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against |
| HUBER+SUHNER AG | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.3. Approve Virtual-Only Shareholder Meetings | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| HUBER+SUHNER AG | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Beat Siegrist as Director | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.5. Elect Lukas Winkler as Director | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3. Appoint Lukas Winkler as Member of the Compensation and HR Committee | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11.4. Approve Virtual-Only Shareholder Meetings | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Director Related - Board Related | Fix Number of Directors and/or Auditors | 3.A. Fix Number of Directors at 15 | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Director Election - Director Election | Elect Director | 3.E. Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 5.A. Approve Reduction in Share Capital via Amortization of Treasury Shares | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 5.B. Approve Reduction in Share Capital via Amortization of Treasury Shares | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6.A. Approve Remuneration Policy | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.B. Approve Remuneration of Directors | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Fix Maximum Variable Compensation Ratio | 6.C. Fix Maximum Variable Compensation Ratio | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Cash/Equity Bonus | Approve/Amend Deferred Share Bonus Plan | 6.D. Approve Deferred Multiyear Objectives Variable Remuneration Plan | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Miscellaneous - Compensation | Company-Specific Compensation-Related | 6.E. Approve Buy-out Policy | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.F. Advisory Vote on Remuneration Report | Against |
| Chugai Pharmaceutical Co., Ltd. | 30-Mar-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Tateishi, Fumio | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------|--------------|-------------|------------|---|--|--|-----------|
| Leonteq AG | 30-Mar-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 3.1. Approve Creation of Capital Band within the Upper Limit of CHF 20.8 Million and the Lower Limit of CHF 9.5 Million with or without Exclusion of Preemptive Rights | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 3.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.5. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.2 Million | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| CaixaBank SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Amend Remuneration Policy | Against |
| CaixaBank SA | 30-Mar-23 | Spain | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Remuneration of Directors | Against |
| CaixaBank SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Fix Maximum Variable Compensation Ratio | 10. Fix Maximum Variable Compensation Ratio | Against |
| Telefonica SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy | Against |
| Telefonica SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Advisory Vote on Remuneration Report | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 4. Authorize Repurchase of up to Ten Percent of Issued Share Capital | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|---|--|-----------|
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 3.6 Million | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.4. Approve Remuneration Report | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 3.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 5. Transact Other Business (Voting) | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 4. Authorize Share Repurchase Program | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Second Section of the Remuneration Report | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 3. Authorize Cancellation of Treasury Shares without Reduction of Share Capital | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| The Walt Disney Company | 03-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Walt Disney Company | 03-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Walt Disney Company | 03-Apr-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 5. Report on Risks Related to Operations in China | Against |
| The Walt Disney Company | 03-Apr-23 | USA | S | Social - Charitable Spending | Charitable Contributions | 6. Report on Charitable Contributions | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| Broadcom Inc. | 03-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend Omnibus Stock Plan | Against |
| Broadcom Inc. | 03-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Aaron W. Regent | Withhold |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Withhold |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote on Executive Compensation Approach | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 4.4. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.b. Reelect Guenter von Au as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.e. Reelect Geoffery Merszei as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.h. Reelect Peter Steiner as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.j. Reelect Susanne Wamsler as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Guenter von Au as Board Chair | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.2. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Martin Byland 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 |
|------------------------|--------------|-------------|------------|---|--|---|-----------|
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.4. Reelect Dominik Weber as Director | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Martin Byland as Member of the Nomination and Compensation Committee | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.2. Reappoint Dominik Weber as Member of the Nomination and Compensation Committee | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report (Non-Binding) | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.1. Approve Virtual-Only Shareholder Meetings | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10.1. Additional Voting Instructions - New/Amended Proposals (Voting) | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10.2. Additional Voting Instructions - Counter-Proposals (Voting) | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Dividends of CHF 0.05 per Share from Capital Contribution Reserves | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 5.5. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | E | Environmental - Climate | Management Climate-Related Proposal | 6. Approve Climate Strategy Report | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.c. Reelect Iris Bohnet as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.e. Reelect Christian Gellerstad as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.f. Reelect Keyu Jin as Director | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|---|-----------|
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.g. Reelect Shan Li as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.h. Reelect Seraina Macia as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.i. Reelect Blythe Masters as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.j. Reelect Richard Meddings as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.l. Reelect Ana Pessoa as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.1. Reappoint Iris Bohnet as Member of the Compensation Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.2. Reappoint Christian Gellerstad as Member of the Compensation Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.3. Reappoint Shan Li as Member of the Compensation Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8.1. Approve Remuneration of Directors in the Amount of CHF 13 Million | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2.1. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2.2. Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10.1. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10.2. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.3. Reelect Jacques Sanche as Director | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.1. Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|--|-----------|
| Nokia Oyj | 04-Apr-23 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report (Advisory Vote) | Against |
| Nokia Oyj | 04-Apr-23 | Finland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11. Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Abstain |
| Nokia Oyj | 04-Apr-23 | Finland | G | Director Election - Director Election | Elect Director | 13.10. Elect Elizabeth Crain as Director | Abstain |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.3. Amend Articles Re: Shareholder Rights; General Meetings (incl. Hybrid and Virtual Meetings); Publication and Notices | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect William Burns as Director | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Reelect Sandip Kapadia as Director | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.8. Reelect Patrick Amstutz as Director | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6.2. Reelect William Burns as Board Chair | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.1. Reappoint William Burns as Member of the Nomination and Compensation Committee | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Bruno Basler as Director | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Bruno Basler as Member of the Nomination and Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|---|-----------|
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Appoint Andreas Utermann as Member of the Nomination and Compensation Committee | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify Ernst & Young AG as Auditors | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9.1. Approve Remuneration Report (Non-binding) | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.2. Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022 | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| SF Urban Properties AG | 05-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| SF Urban Properties AG | 05-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 10.3. Amend Articles Re: Board Meeting Resolutions; Board Quorum | Against |
| SF Urban Properties AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4. Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Marco Gadola as Director | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Appoint Marco Gadola as Member of the Human Resources and Compensation Committee | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Abstain |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|---|-----------|
| Fundamenta Real Estate AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.2. Approve Virtual-Only Shareholder Meetings | Against |
| Fundamenta Real Estate AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Deutsche Telekom AG | 05-Apr-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| Deutsche Telekom AG | 05-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Deutsche Telekom AG | 05-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 3. Approve Sustainability Report | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.2. Approve Virtual-Only Shareholder Meetings | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 13 Million | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 10.2. Ratify Ernst & Young AG as Auditors | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorize Repurchase of up to USD 6 Billion in Issued Share Capital | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 14. Transact Other Business (Voting) | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Elect Markus Bernhard 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 |
|------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Raymond J. Lane | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Gary M. Reiner | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend Omnibus Stock Plan | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| PSP Swiss Property AG | 05-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 12.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| PSP Swiss Property AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| PSP Swiss Property AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13.2. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 5.1. Approve Discharge of Board of Directors | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Francois Frote as Director | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Walter Fust as Director | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7. Reelect Francois Frote as Board Chair | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Francois Frote as Member of the Compensation Committee | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.3. Reappoint Walter Fust as Member of the Compensation Committee | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11.1. Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.2. Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report for UK Law Purposes | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report for Australian Law Purposes | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Megan Clark as Director | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 5.5. Amend Articles Re: External Mandates for Members of the Board of Directors | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4.1. Appoint Annelies Buhofer as Member of the Nomination and Compensation Committee | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1i. Reelect Kishore Mahbubani as Director | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.5. Reappoint Kishore Mahbubani as Member of the Compensation Committee | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 83 Million | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.1. Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.4. Amend Articles of Association | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|---|-----------|
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Brian Fischer as Director | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Brian Fischer as Member of the Nomination and Compensation Committee | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.4. Amend Articles of Association | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Aart J. de Geus | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Bruce R. Chizen | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director John G. Schwarz | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Roy Vallee | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify KPMG LLP as Auditors | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Roland Iff as Director | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Albrecht Langhart as Director | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.2. Appoint Matthias Reinhart as Member of the Compensation Committee | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.3. Appoint Roland Iff as Member of the Compensation Committee | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.2. Approve Virtual-Only Shareholder Meetings | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|---|--|-----------|
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Routine Business - Routine Business | Approve Dividends | 2.2. Approve Dividends | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 4. Authorize Repurchase and Reissuance of Shares | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Capitalization - Debt Related | Authorize Repurchase of Debt Instruments and Reissuance of Repurchased Debt Instruments | 5. Authorize Repurchase and Reissuance of Repurchased Debt Instruments | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 5.3 Million | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 32 Million | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.6. Reelect David Prince as Director | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6. Transact Other Business (Voting) | Against |
| Ferrovial SA | 12-Apr-23 | Spain | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 9. Approve Restricted Stock Plan | Against |
| Ferrovial SA | 12-Apr-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10.2. Approve Remuneration Policy Applicable to Ferrovial International SE | Against |
| Ferrovial SA | 12-Apr-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Advisory Vote on Remuneration Report | Against |
| Ferrovial SA | 12-Apr-23 | Spain | E | Environmental - Climate | Reporting on Climate Transition Plan | 12. Reporting on Climate Transition Plan | Against |
| Koninklijke Ahold Delhaize NV | 12-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 9.2 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|---|-----------|
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million | Against |
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| UPM-Kymmene Oyj | 12-Apr-23 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report | Against |
| UPM-Kymmene Oyj | 12-Apr-23 | Finland | G | Audit Related - Auditor Related | Ratify Auditors | 15. Ratify PricewaterhouseCoopers as Auditor for FY 2023 | Against |
| UPM-Kymmene Oyj | 12-Apr-23 | Finland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 19. Allow Shareholder Meetings to be Held by Electronic Means Only | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.6. Reelect Roland Siegwart as Director | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Reappoint Roland Siegwart as Member of the Compensation Committee | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6.2. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.4. Amend Articles of Association | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Peter Wilden as Director | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.2. Reelect Patrick Aebischer as Director | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Jane Salik 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 |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.6. Reelect Philippe Weber as Director | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.3. Reelect Peter Wilden as Board Chair | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.4.1. Reappoint Philippe Weber as Member of the Compensation and Nomination Committee | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.4.2. Reappoint Peter Wilden as Member of the Compensation and Nomination Committee | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 1.6 Million | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Remuneration of Directors in the Amount of CHF 200,000 for Consulting Services to the Company | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Remuneration of Executive Committee in the Amount of CHF 7 Million | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Vestas Wind Systems A/S | 12-Apr-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote) | Against |
| Vestas Wind Systems A/S | 12-Apr-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.c. Reelect Eva Merete Sofelde Berneke as Director | Abstain |
| Vestas Wind Systems A/S | 12-Apr-23 | Denmark | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers as Auditor | Abstain |
| Dow Inc. | 13-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jim Fitterling | Against |
| Dow Inc. | 13-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dow Inc. | 13-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Deloitte & Touche LLP as Auditors | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2.2. Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify KPMG AG as Auditors | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.4. Approve Virtual-Only Shareholder Meetings | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| VINCI SA | 13-Apr-23 | France | G | Director Election - Director Election | Elect Representative of Employee Shareholders to the Board | 9. Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 13. Approve Compensation Report | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Xavier Huillard, Chairman and CEO | Against |
| VINCI SA | 13-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million | Against |
| VINCI SA | 13-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19 | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 24. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report Excluding Pre-Merger Legacy Matters | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.d. Approve Remuneration Report on the Pre-Merger Legacy Matters | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2g. Approve Discharge of Directors | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3. Elect Benoit Ribadeau-Dumas as Non-Executive Director | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|-------------|------------|---|--|---|-----------|
| Stellantis NV | 13-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Amend Remuneration Policy | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Daniel Julien, Chairman and CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Olivier Rigaudy, Vice-CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Chairman and CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Vice-CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Director Election - Director Election | Elect Director | 13. Reelect Jean Guez as Director | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Director Election - Director Election | Elect Director | 15. Elect Bhupender Singh as Director | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 17. Renew Appointment of Deloitte & Associes SA as Auditor | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Christina Johansson as Director | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.3. Appoint Urs Riedener as Member of the Personnel and Compensation Committee | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.2. Approve Virtual-Only Shareholder Meetings, if Item 8.1 is Accepted | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.a. Reelect John Elkann 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 |
|-------------------|--------------|-------------|------------|---|--|--|-----------|
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.e. Reelect Francesca Bellettini as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.g. Reelect Sergio Duca as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.h. Reelect John Galantic as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.j. Reelect Adam Keswick as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.k. Elect Michelangelo Volpi as Non-Executive Director | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify Ernst & Young AG as Auditors | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022 | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.6. Amend Articles Re: Compensation of Board and Senior Management | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3.a. Approve Remuneration Report | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 3.b. Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.a. Reelect Suzanne Heywood as Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.e. Reelect Alessandro Nasi as Non-Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.f. Reelect Vagn Sorensen as Non-Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.h. Elect Elizabeth Bastoni as Non-Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income and Dividends of CHF 4.50 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 |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Pietro Supino as Director and Board Chair | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Martin Kall as Director | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Martin Kall as Member of the Compensation Committee | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Pascale Bruderer as Member of the Compensation Committee | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Appoint Claudia Coninx-Kaczynski as Member of the Compensation Committee | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 2.4 Million | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 293,163 | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6. Transact Other Business (Voting) | Abstain |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.1. Reelect David Dean as Director Representing Holders of Category A Registered Shares | Against |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.2.2. Reelect Martin Kuehn as Director | Against |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6. Transact Other Business (Voting) | Against |
| Luzerner Kantonalbank AG | 17-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 2.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million | Against |
| Luzerner Kantonalbank AG | 17-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Samuel R. Allen | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|--------|------------|---|---|--|-----------|
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Marc R. Bitzer | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Harish Manwani | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Michael D. White | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Bank of Montreal | 18-Apr-23 | Canada | G | Director Election - Director Election | Elect Director | 1.4. Elect Director George A. Cope | Withhold |
| Bank of Montreal | 18-Apr-23 | Canada | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Madhu Ranganathan | Withhold |
| Bank of Montreal | 18-Apr-23 | Canada | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Withhold |
| Bank of Montreal | 18-Apr-23 | Canada | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote on Executive Compensation Approach | Against |
| Bank of Montreal | 18-Apr-23 | Canada | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | B. SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector | Against |
| Moody's Corporation | 18-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Moody's Corporation | 18-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 2.2.1. Elect Ulrich Kostlin as Board Chair | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Director Election - Director Election | Elect Director | 2.2.2. Elect Stefan Weber as Director | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Director Election - Director Election | Elect Director | 2.2.3. Elect Patrick Langlois as Director | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 2.3. Approve Remuneration of Directors | Against |
| U.S. Bancorp | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Andrew Cecere | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| U.S. Bancorp | 18-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| U.S. Bancorp | 18-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Moncler SpA | 18-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Second Section of the Remuneration Report | Against |
| Moncler SpA | 18-Apr-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7.1. Approve Creation of Capital Band within the Upper Limit of CHF 19.8 Million and the Lower Limit of CHF 16.2 Million with or without Exclusion of Preemptive Rights | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2.3. Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000 | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5. Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Equity-Related | 9. Amend Articles Re: Exclusion of Preemptive Rights up to 20 Percent | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11. Approve Virtual-Only Shareholder Meetings | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 12.2. Reelect Konstantin Ryzhkov as Director | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 13.2. Reappoint Konstantin Ryzhkov as Member of the Compensation Committee | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 16. Transact Other Business (Voting) | Against |
| Tecan Group AG | 18-Apr-23 | 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 | 18-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.3. Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million | Against |
| Tecan Group AG | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Philipp Dautzenberg as Director | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Werner Marti as Director | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Joos Sutter as Director | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.7. Reelect Joos Sutter as Board Chair | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Prysmian SpA | 19-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy | Against |
| Prysmian SpA | 19-Apr-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Arthur F. Anton | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director John G. Morikis | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income and Dividends of CHF 3.50 per Share | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 3 Million | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million | 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 | 19-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Elect Suzanne Thoma as Director and Board Chair | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| ORIOR AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| British American Tobacco plc | 19-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| British American Tobacco plc | 19-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Holly Keller Koepfel as Director | Against |
| British American Tobacco plc | 19-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Airbus SE | 19-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.6. Approve Implementation of Remuneration Policy | Against |
| Airbus SE | 19-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.7. Reelect Ralph D. Crosby, Jr. as Non-Executive Director | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 2.1.1. Elect Felix Sulzberger as Director and Board Chair | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 2.2.1. Appoint Felix Sulzberger as Member of the Compensation Committee | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify KPMG AG as Auditors | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.1. Approve Remuneration Report (Non-Binding) | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|--|-----------|
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Hugh F. Johnston | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Georg Fischer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3. Approve Virtual-Only Shareholder Meetings | Against |
| Georg Fischer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Bucher Industries AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.6. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Bucher Industries AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.5. Approve Virtual-Only Shareholder Meetings | Against |
| Bucher Industries AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.7. Reelect Jean-Philippe Rochat as Director | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.1. Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.4. Ratify Ernst & Young AG as Auditors | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3. Reappoint Alex Faessler as Member of the Compensation Committee | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 9.3. Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Coltene Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Appoint Allison Zwingenberger as Member of the Nomination and Compensation Committee | Against |
| Coltene Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.4. Appoint Juergen Rauch as Member of the Nomination and Compensation Committee | Against |
| Coltene Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| u-blox Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 4.2. Approve Creation of CHF 4.2 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Accepted; Approve Creation of CHF 4.9 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Rejected | Against |
| u-blox Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.2. Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million | Against |
| u-blox Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Michael D. Hsu | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Mae C. Jemison | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Christa S. Quarles | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|---|-----------|
| Adobe Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Laura Desmond | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Shantanu Narayen | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director John Warnock | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify KPMG LLP as Auditors | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Axel Dumas, General Manager | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Emile Hermes SAS, General Manager | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of General Managers | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 15. Reelect Renaud Mommeja as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 16. Reelect Eric de Seynes as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 18. Renew Appointment of Grant Thornton Audit as Auditor | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Miscellaneous - Miscellaneous | Company Specific Organization Related | 26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Frank A. D'Amelio | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director John W. Garratt | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Kurt J. Hilzinger | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William J. McDonald | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17. Approve Long-Term Incentive Plan | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 18. Approve Executive Share Ownership Scheme | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 25. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Chocoladefabriken Lindt & Sprüngli AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. 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 |
|--|--------------|-------------|------------|---|--|--|-----------|
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect Ernst Tanner as Director and Board Chair | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.2. Reelect Dieter Weisskopf as Director | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 3.2 Million | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 20 Million | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.1. Amend Articles of Association | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 1.9 Million | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3.3. Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023 | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 7.3. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Delphine Arnault as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Antonio Belloni 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 |
|-------------------------------------|--------------|--------|------------|---|--|---|-----------|
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Marie-Josée Kravis as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 10. Elect Laurent Mignon as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 11. Renew Appointment of Lord Powell of Bayswater as Censor | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 12. Appoint Diego Della Valle as Censor | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 13. Approve Compensation Report of Corporate Officers | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Bernard Arnault, Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Antonio Belloni, Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 17. Approve Remuneration Policy of Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy of Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers | Against |

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 | 20-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers | Against |
| Aena S.M.E. SA | 20-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 8.3. Elect Maria Carmen Corral Escribano as Director | Against |
| Aena S.M.E. SA | 20-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 8.5. Reelect Juan Ignacio Diaz Bidart as Director | Against |
| Aena S.M.E. SA | 20-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 8.6. Reelect Pilar Arranz Notario as Director | Against |
| Jeronimo Martins SGPS SA | 20-Apr-23 | Portugal | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 6. Re-elect Sue Clayton as Director | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Andy Gulliford as Director | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BVZ Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Heineken NV | 20-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.b. Approve Remuneration Report | Against |
| Heineken NV | 20-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 3.a. Reelect M.R. de Carvalho to Supervisory Board | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4. Approve Discharge of Board and Senior Management | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.2. Reelect Svein Brandtzaeg as Director | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Barend Fruithof as Director | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.8. Reelect Emese Weissenbacher 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 |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.1. Reappoint Jens Alder as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.2. Reappoint Svein Brandtzaeg as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.3. Reappoint Oliver Streuli as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.4. Reappoint Michael Schwarzkopf as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 2.5 Million | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.b. Reelect Ulf Schneider as Director | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 72 Million | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.1. Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles of Association | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 4. Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Remuneration of Executive Committee in the Amount of CHF 18 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|--|-----------|
| SIG Group AG | 20-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7. Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.2. Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026 | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Kardex Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Kardex Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Rieter Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.8. Elect Thomas Oetterli as Director | Against |
| Rieter Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4. Approve Fixed Remuneration of Directors in the Amount of CHF 2 Million | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.1. Approve Creation of Capital Band within the Upper Limit of CHF 3.6 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.4. Approve Virtual-Only Shareholder Meetings | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 6.5. Amend Articles Re: Duties of the Board of Directors; Board Resolutions; Size of Nomination and Compensation Committee | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1. Reelect Marco Gadola as Director and Board Chair | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.5. Reelect Damien Tappy 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 |
|---------------------|--------------|-------------|------------|---|---|---|-----------|
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Damien Tappy as Member of the Nomination and Compensation Committee | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Fabienne Dulac as Director | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Jean-Paul Agon, Chairman of the Board | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Nicolas Hieronimus, CEO | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Chairman of the Board | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of CEO | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Director Related - Discharge | Approve Discharge of Management Board (Bundled) | 3. Approve Discharge of Management Board for Fiscal Year 2022 | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Director Election - Director Election | Elect Supervisory Board Member | 10. Elect Friedrich Roithner as Supervisory Board Member | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 11. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 12. Approve Creation of EUR 4.4 Million Pool of Capital to Guarantee Conversion Rights | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 13.1. Authorize Share Repurchase Program and Cancellation 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 |
|---------------|--------------|-------------|------------|---|--|--|-----------|
| Akzo Nobel NV | 21-Apr-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Akzo Nobel NV | 21-Apr-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 8. Authorize Cancellation of Repurchased Shares | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 3.2. Approve Dividends of CHF 0.15 per Share from Capital Contribution Reserves | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.1.2. Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 262.8 Million with or without Exclusion of Preemptive Rights, if Item 5.1.1 is Accepted | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 5.3. Approve Creation of CHF 8.8 Million Pool of Conditional Capital for Employee Equity Participation | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.5. Approve Virtual-Only Shareholder Meetings | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.7. Amend Articles of Association | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 5.8. Amend Articles Re: Threshold to Submit Items to the Agenda | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.1. Approve Remuneration Report (Non-Binding) | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Remuneration of Directors in the Amount of CHF 2.2 Million | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Cembra Money Bank AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Fixed Remuneration of Board of Directors in the Amount of CHF 4.6 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.5 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.a. Reelect Emmanuel Bussetil as Director | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.g. Reelect Pericles Petalas as Director | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1.1. Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 11.1. Approve Creation of Capital Band within the Upper Limit of CHF 199.2 Million and the Lower Limit of CHF 106.3 Million with or without Exclusion of Preemptive Rights | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 11.6. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 5. Approve Discharge of Board and Senior Management | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Horst Mahmoudi as Director and Board Chair | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2.1. Reelect Fulvio Micheletti as Director | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2.3. Reelect Jose Lopez as Director | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Fulvio Micheletti as Member of the Nomination and Compensation Committee | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3. Reappoint Jose Lopez as Member of the Nomination and Compensation Committee | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Allreal Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee | Against |
| Allreal Holding AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Allreal Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board of Directors | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Elect Walter Fust as Director | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Elect Michael Hauser as Director | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Elect Michael Hauser as Board Chair | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.1. Appoint Walter Fust as Member of the Compensation Committee | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 11. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Vivendi SE | 24-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board | Against |
| Vivendi SE | 24-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board | Against |
| Vivendi SE | 24-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy of Chairman of the Management Board | Against |
| Vivendi SE | 24-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 24. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Vivendi SE | 24-Apr-23 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 25. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |
| Vivendi SE | 24-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 26. Authorize Specific Buyback Program and Cancellation of Repurchased Share | Against |
| HP Inc. | 24-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Charles "Chip" V. Bergh | Against |
| HP Inc. | 24-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| HP Inc. | 24-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Management Board (Bundled) | 4A. Approve Discharge of Executive Board | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4B. Approve Discharge of 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 |
|------------------------------|--------------|-------------|------------|---|--|---|-----------|
| ING Groep NV | 24-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 7C. Reelect Herna Verhagen to Supervisory Board | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8A. Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 10. Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9 | Against |
| Flughafen Zuerich AG | 24-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.2. Amend Articles Re: General Meetings | Against |
| Flughafen Zuerich AG | 24-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.3. Approve Virtual-Only Shareholder Meetings | Against |
| Flughafen Zuerich AG | 24-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1. Reelect Rudolf Hadorn as Director and Board Chair | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.3. Reappoint Rudolf Hadorn as Member of the Nomination and Compensation Committee | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - June 30, 2024 | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director W. Lance Conn | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory B. Maffei | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director John D. Markley, Jr. | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director David C. Merritt | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Steven A. Miron | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Balan Nair | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Thomas M. Rutledge | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Eric L. Zinterhofer | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Barry Diller | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Alexis M. Herman | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Maria Elena Lagomasino | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 8. Require Independent Board Chair | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Manuel Leuthold as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.2. Reelect Jaume Sabater as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Patrick Richard as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Taner Alicehic as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Manuel Leuthold as Board Chair | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| American Electric Power Company, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Linda A. Goodspeed | Against |
| American Electric Power Company, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Sandra Beach Lin | Against |
| American Electric Power Company, Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Citigroup Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Renee J. James | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Gary M. Reiner | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Anthony Anderson | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Charisse Lillie | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Frank P. Bramble, Sr. | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Monica C. Lozano | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Brian T. Moynihan | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Entain Plc | 25-Apr-23 | Isle of Man | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Entain Plc | 25-Apr-23 | Isle of Man | G | Director Election - Director Election | Elect Director | 9. Re-elect Robert Hoskin as Director | Against |
| Entain Plc | 25-Apr-23 | Isle of Man | G | Compensation - Equity Compensation Plan | Amend Restricted Stock Plan | 15. Amend Long Term Incentive Plan | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|-------------|------------|---|--|---|-----------|
| Entain Plc | 25-Apr-23 | Isle of Man | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 20. Adopt New Articles of Association | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Alexander von Witzleben as Director | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Alexander von Witzleben as Board Chair | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.1. Reappoint Alexander von Witzleben as Member of the Nomination and Compensation Committee | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Amend Corporate Purpose | 6.2. Amend Corporate Purpose | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.5. Amend Articles of Association | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Abstain |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Thomas Buberl | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Arvind Krishna | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Andrew N. Liveris | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Report on Risks Related to Operations in China | Against |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Richard B. Payne, Jr. | Against |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|---|--|-----------|
| V-ZUG Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| V-ZUG Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 5. Approve NOK 96.9 Million Reduction in Share Capital via Share Cancellation | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 6.a. Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Routine Business - Routine Business | Discuss/Approve Company's Corporate Governance Structure/Statement | 11. Approve Company's Corporate Governance Statement | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Audit Related - Auditor Related | Authorize Board to Fix Remuneration of External Auditor(s) | 14. Approve Remuneration of Auditors | Against |
| Bystronic AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings | Against |
| Bystronic AG | 25-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.5. Amend Articles of Association | Against |
| Bystronic AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Newmont Corporation | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Rene Medori | Against |
| Newmont Corporation | 26-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Lakshmi Mittal | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Adebayo Ogunesi | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director David Solomon | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Publish Third-Party Review on Chinese Congruency of Certain ETFs | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|---------|------------|---|---|--|-----------|
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Director Related - Statutory Auditor | Authorize Board to Fix Remuneration of Internal Statutory Auditor(s) | 3b. Approve Internal Auditors' Remuneration | Against |
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4a. Approve Remuneration Policy | Against |
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4b. Approve Second Section of the Remuneration Report | Against |
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1a. Elect Director Craig Arnold | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory R. Page | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1e. Elect Director Sandra Pianalto | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1h. Elect Director Gerald B. Smith | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 2. Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Share Repurchase of Issued Share Capital | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director David M. Cordani | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Kathleen M. Mazzarella | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Eric C. Wiseman | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Donna F. Zarcone | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|--|-----------|
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10.2. Approve Creation of Capital Band within the Upper Limit of CHF 454,523.36 and the Lower Limit of CHF 371,882.72 with or without Exclusion of Preemptive Rights | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 10.5. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Ian Ashby as Director | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Remuneration Report | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Anheuser-Busch InBev SA/NV | 26-Apr-23 | Belgium | G | Director Election - Director Election | Elect Director | B.8.e. Reelect Claudio Garcia as Director | Against |
| Anheuser-Busch InBev SA/NV | 26-Apr-23 | Belgium | G | Director Election - Director Election | Elect Director | B.8.i. Elect Salvatore Mancuso as Restricted Share Director | Against |
| Anheuser-Busch InBev SA/NV | 26-Apr-23 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | B.9. Approve Remuneration Report | Against |
| Bunzl Plc | 26-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Elect Pam Kirby as Director | Against |
| Bunzl Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. 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 |
|--------------------------|--------------|----------------|------------|---|--|--|-----------|
| Bunzl Plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Croda International Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Croda International Plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Croda International Plc | 26-Apr-23 | United Kingdom | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 23. Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors | Against |
| Smith & Nephew plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Smith & Nephew plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Smith & Nephew plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| ASML Holding NV | 26-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3a. Approve Remuneration Report | Against |
| ASML Holding NV | 26-Apr-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Number of Shares for Management Board | Against |
| ASML Holding NV | 26-Apr-23 | Netherlands | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6a. Amend Remuneration Policy for the Supervisory Board | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Board of Directors in the Amount of CHF 1.4 Million | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.3. Approve Remuneration Report (Non-Binding) | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 10. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|--|-----------|
| ENGIE SA | 26-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 9.c. Approve Discharge of Board and President | Against |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertansson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director | Against |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Director Related - Committee Election | Elect Member of Nominating Committee | 14. Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee | Against |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Remuneration Report | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Paul Zumbuehl as Board Chair | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Urs Kaufmann as Director | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.4. Reelect Thomas Oetterli as Director and Board Chair | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3. Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify PricewaterhouseCoopers AG as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| SFS Group AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Carrie S. Cox | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Pamela H. Patsley | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Richard K. Templeton | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young LLP as Auditors | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Maria Siccardi Tonolli as Director | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1.2. Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000 | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2.2. Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 10.4. Amend Articles Re: Compensation of Board and Senior Management; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Albert Bourla | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Joseph J. Echevarria | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Scott Gottlieb | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Helen H. Hobbs | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Dan R. Littman | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Suzanne Nora Johnson | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| BASF SE | 27-Apr-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 3. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| BASF SE | 27-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| BASF SE | 27-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| BASF SE | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 9. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify KPMG AG as Auditors for Fiscal Year 2023 | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 8.1. Amend Articles Re: Supervisory Board Term of Office | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 10.2. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 10.3. Amend Articles Re: General Meeting Chair and Procedure | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Jvo Grundler 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 |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 4 Million | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.3. Approve Remuneration Report | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy (Non-Binding) | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify Ernst & Young AG as Auditors | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Mary C. Beckerle | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Jennifer A. Doudna | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Joaquin Duato | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Paula A. Johnson | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Hubert Joly | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Mark B. McClellan | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Anne M. Mulcahy | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|--|-----------|
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 24. Authorise Market Purchase of Ordinary Shares | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 25. Authorise Off-Market Purchase of Shares from Consortium Shareholders | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 26. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| FincoBank SpA | 27-Apr-23 | Italy | G | Audit Related - Auditor Related | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 9. Slate 1 Submitted by Institutional Investors (Assogestioni) | Against |
| FincoBank SpA | 27-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy | Against |
| FincoBank SpA | 27-Apr-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Matthew T. Farrell | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Bradley C. Irwin | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Penry W. Price | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Ravichandra K. Saligram | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Arthur B. Winkleblack | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 4. Re-elect Helge Lund 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 |
|-----------------|--------------|----------------|------------|---|--|---|-----------|
| BP Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5. Re-elect Bernard Looney as Director | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 8. Re-elect Melody Meyer as Director | Against |
| BP Plc | 27-Apr-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 19. Authorise UK Political Donations and Expenditure | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 24. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Kerry Group Plc | 27-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 4b. Re-elect Hugh Brady as Director | Against |
| Kerry Group Plc | 27-Apr-23 | Ireland | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 6. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Kerry Group Plc | 27-Apr-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| AXA SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022 | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 2. Approve Dividends | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5l. Re-elect Marcus Wallenberg as Director | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 7. Authorise UK Political Donations and Expenditure | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 11. Authorise Market Purchase of Ordinary Shares | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 12. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 13. Adopt New Articles of Association | Against |
| Danone SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Antoine de Saint-Affrique, CEO | Against |
| Danone SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|---|-----------|
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Alan J. Levy | Against |
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Mark J. Rubash | Against |
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Kering SA | 27-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 4. Approve Compensation Report of Corporate Officers | Against |
| Kering SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO | Against |
| Kering SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Jean-Francois Palus, Vice-CEO | Against |
| Kering SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of Executive Corporate Officers | Against |
| Kering SA | 27-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 9. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Kering SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14 | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Maryse Aulagnon as Director | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Director Election - Director Election | Elect Director | 7. Elect Olivier Andries as Director | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 10. Renew Appointment of Ernst & Young et Autres as Auditor | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022 | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Routine Business - Routine Business | Amend Corporate Purpose | 22. Amend Article 15 of Bylaws Re: Corporate Purpose | Against |
| Bouygues SA | 27-Apr-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|--------|------------|---|---|---|-----------|
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of CEO and Vice-CEOs | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Olivier Roussat, CEO | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Pascal Grange, Vice-CEO | Against |
| Bouygues SA | 27-Apr-23 | France | G | Director Election - Director Election | Elect Director | 14. Reelect Alexandre de Rothschild as Director | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure Related | Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights | 21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|---|---|-----------|
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities | 25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 26. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 28. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 29. Authorize up to 0.125 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Retirement | Against |
| Bouygues SA | 27-Apr-23 | France | G | Takeover Related - Takeover - Restricting | Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill) | 30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Dividends of CHF 11.00 per Share | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Elect David Bourg as Director | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Markus Scheidegger as Director | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Markus Scheidegger as Member of the Compensation Committee | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Remuneration of Directors in the Amount of CHF 850,000 | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Abstain |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Claire Babineaux-Fontenot | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Robert B. Ford | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Nancy McKinstry | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director John G. Stratton | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|----------------|------------|---|---|---|-----------|
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy | Against |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Remuneration Report | Against |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Bayer AG | 28-Apr-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 4.1. Elect Norbert Winkeljohann to the Supervisory Board | Against |
| Bayer AG | 28-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Bayer AG | 28-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Bayer AG | 28-Apr-23 | Germany | G | Routine Business - Routine Business | Other Business | 9. 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 |
| Helvetia Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Helvetia Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Intesa Sanpaolo SpA | 28-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2a. Approve Remuneration Policy | Against |
| Intesa Sanpaolo SpA | 28-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2b. Approve Second Section of the Remuneration Report | Against |
| Intesa Sanpaolo SpA | 28-Apr-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Merck KGaA | 28-Apr-23 | Germany | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Merck KGaA | 28-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 8.2. Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission | Against |
| RELIEF THERAPEUTICS Holding AG | 28-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 1.3. Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights | Against |
| RELIEF THERAPEUTICS Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Abstain |
| Schweizerische Nationalbank | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income and Dividends of CHF 0.50 per Share | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Elect Robert ten Hoedt as Director and Board Chair | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.1. Reelect Marco Musetti as Director | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1.2. Reappoint Rob ten Hoedt as Member of the Nomination and Compensation Committee | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Baloise Holding AG | 28-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4.2. Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights | Against |
| Baloise Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.1. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| Baloise Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.2. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| Iberdrola SA | 28-Apr-23 | Spain | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 3. Approve Non-Financial Information Statement | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Advisory Vote on Remuneration Report | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 14. Approve Restricted Stock Plan | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 15. Reelect Maria Helena Antolin Raybaud as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 18. Reelect Sara de la Rica Goiricelaya as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 19. Reelect Xabier Sagredo Ormaza as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 20. Reelect Jose Ignacio Sanchez Galan as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Related - Board Related | Fix Number of Directors and/or Auditors | 21. Fix Number of Directors at 14 | Against |
| Walliser Kantonalbank | 28-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Walliser Kantonalbank | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.8. Reelect Henry Peter as Director | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.10. Reelect Franziska Sauber as Director | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.15. Reappoint Franziska Sauber as Member of the Compensation Committee | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Metall Zug AG | 28-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Metall Zug AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Glarner Kantonalbank AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|-------------|------------|---|--|--|-----------|
| Glarner Kantonalbank AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.4. Reelect Rudolf Staeger as Director | Against |
| Glarner Kantonalbank AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 3. Advisory Vote on Say on Pay Frequency | Abstain |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| Public Storage | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Ronald L. Havner, Jr. | Against |
| Public Storage | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Ronald P. Spogli | Against |
| Public Storage | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Public Storage | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory J. Hayes | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Dinesh C. Paliwal | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Robert O. Work | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 5. Eliminate Supermajority Vote Requirement | Against |
| American Express Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Thomas J. Baltimore | Against |
| American Express Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Peter Chernin | Against |
| American Express Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Stephen J. Squeri | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|--|-----------|
| American Express Company | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Jose (Joe) E. Almeida | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Cathy R. Smith | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1C. Elect Director Giovanni Caforio | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 6. Commission a Civil Rights and Non-Discrimination Audit | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 7. Amend Right to Call Special Meeting | Against |
| argenx SE | 02-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| argenx SE | 02-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4.e. Approve Discharge of Directors | Against |
| argenx SE | 02-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 5. Reelect Don deBethizy as Non-Executive Director | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | I. Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Routine Business - Routine Business | Approve Dividends | III. Approve Dividends | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | V. 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 |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | VI. Approve Remuneration of the Directors, Lead Independent Directors, Members and Chairs of the Audit and Risk Committee, Members and Chairs of the Other Committee, Members and Chairs of the Special Committee and Chief Executive Officer | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Director Election - Director Election | Elect Director | VIII. Reelect Lakshmi Niwas Mittal as Director | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | XIII. Approve Share Repurchase | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | XV. Approve Grants of Share-Based Incentives and Performance Unit Plan 2023-2033 for the Executive Chairman and the Chief Executive Officer | Against |
| Banque Cantonale de Geneve | 02-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Deloitte SA as Auditors | Against |
| Banque Cantonale de Geneve | 02-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Banque Cantonale de Geneve | 02-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6.2. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| Moderna, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Sandra Horning | Withhold |
| Moderna, Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Moderna, Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| S&P Global Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| S&P Global Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Franklin W. Hobbs | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Kim S. Fennebresque | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Deloitte & Touche LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|--------|------------|---|--|--|-----------|
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Cesar Conde | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Ian Cook | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Dina Dublon | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Ramon L. Laguarta | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Robert C. Pohlrad | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Daniel Vasella | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1n. Elect Director Darren Walker | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | Against |
| PepsiCo, Inc. | 03-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 8. Publish Annual Congruency Report on Net-Zero Emissions Policy | Against |
| Philip Morris International Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| General Electric Company | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director H. Lawrence Culp, Jr. | Against |
| General Electric Company | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Paula Rosput Reynolds | Against |
| General Electric Company | 03-May-23 | USA | G | Non-Routine Business - Non-Routine Business | Employ Financial Advisor to Explore Alternatives to Maximize Value | 6. Hire Investment Bank to Explore Sale of Company | Against |
| General Electric Company | 03-May-23 | USA | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | 7. Issue Audited Report on Fiduciary Relevance of Decarbonization Goal | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Sandra J. Horning | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Harish Manwani | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|----------------|------------|---|--|---|-----------|
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Daniel P. O'Day | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Related - Board Related | Require More Director Nominations Than Open Seats | 6. Require More Director Nominations Than Open Seats | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 7. Amend Right to Call Special Meeting | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 6. Elect Stefan Pierer to the Supervisory Board | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7. Approve Remuneration of Supervisory Board | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Approve Remuneration Policy | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Mary Francis as Director | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 15. Re-elect Coimbatore Venkatakrishnan as Director | Against |
| Barclays PLC | 03-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 19. Authorise UK Political Donations and Expenditure | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|----------------|------------|---|--|--|-----------|
| Barclays PLC | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 23. Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 25. Authorise Market Purchase of Ordinary Shares | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 26. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Hannover Rueck SE | 03-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Hannover Rueck SE | 03-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 9. Amend Articles Re: General Meeting Chair and Procedure | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect David Conner as Director | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 27. Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 28. Authorise Market Purchase of Ordinary Shares | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 30. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 31. Adopt New Articles of Association | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Fixed Remuneration of Directors in the Amount of USD 2.3 Million | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of USD 30 Million | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.2. Reelect Ian Cookson 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 |
|-----------------------------|--------------|----------------|------------|---|--|--|-----------|
| Temenos AG | 03-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Peter Spenser as Member of the Compensation Committee | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Maurizio Carli as Member of the Compensation Committee | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify PricewaterhouseCoopers SA as Auditors | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Unilever Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Unilever Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Strive Masiyiwa as Director | Against |
| Unilever Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 14. Elect Nelson Peltz as Director | Against |
| Unilever Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 3. Approve Final Dividend | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 23. Authorise Market Purchase of Ordinary Shares | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 24. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| GSK Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| GSK Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Urs Rohner as Director | Against |
| GSK Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Air Liquide SA | 03-May-23 | France | G | Director Election - Director Election | Elect Director | 9. Ratify Appointment of Monica de Virgiliis as Director | Against |
| Air Liquide SA | 03-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022 | Against |
| Galenica AG | 03-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6.4. Amend Articles Re: Compensation of Board and Senior Management | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|--|-----------|
| Galenica AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Stephane Bonvin as Director | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 700,000 | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Investor AB | 03-May-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.A. Approve Discharge of Gunnar Brock | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 10.B. Approve Discharge of Johan Forssell | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.C. Approve Discharge of Magdalena Gerger | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.D. Approve Discharge of Tom Johnstone | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.E. Approve Discharge of Isabelle Kocher | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|--------|------------|---------------------------------------|--|--|-----------|
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.F. Approve Discharge of Sven Nyman | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.G. Approve Discharge of Grace Reksten Skaugen | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.H. Approve Discharge of Hans Straberg | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.I. Approve Discharge of Jacob Wallenberg | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.J. Approve Discharge of Marcus Wallenberg | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.K. Approve Discharge of Sara Ohrvall | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.A. Reelect Gunnar Brock as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.D. Reelect Tom Johnstone as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.G. Reelect Grace Reksten Skaugen as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.H. Reelect Hans Straberg as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.I. Reelect Jacob Wallenberg as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.J. Reelect Marcus Wallenberg as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 15. Reelect Jacob Wallenberg as Board Chair | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Investor AB | 03-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17.A. Approve Performance Share Matching Plan (LTVR) for Employees within Investor | Against |
| Investor AB | 03-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17.B. Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Gert Thoenen as Director and Board Chair | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Thomas Huber as Director | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1.2. Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7. Approve Remuneration of Directors in the Amount of CHF 575,000 | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8. Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| St. Galler Kantonalbank AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.7. Elect Rolf Birrer as Director from July 1, 2023 | Against |
| St. Galler Kantonalbank AG | 03-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| St. Galler Kantonalbank AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Yoshiaki Fujimori | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Michael F. Mahoney | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Mettler-Toledo International Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Thomas P. Salice | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Mettler-Toledo International Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael Burns | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 10. Oversee and Report a Civil Rights Audit | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1D. Elect Director Reuben S. Leibowitz | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1E. Elect Director Randall J. Lewis | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1F. Elect Director Gary M. Rodkin | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Jean-Paul Clozel as Director | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 17.2 Million | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 8.2. Approve Creation of CHF 1.3 Million Pool of Conditional Capital for Employee Equity Participation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------|--------------|-------------|------------|---|--|--|-----------|
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.3. Approve Creation of Capital Band within the Upper Limit of CHF 14.1 Million and the Lower Limit of CHF 4.7 Million with or without Exclusion of Preemptive Rights | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.5. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.6. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Christophe Beck | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director John J. Zillmer | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 3. Approve Omnibus Stock Plan | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Allianz SE | 04-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Allianz SE | 04-May-23 | Germany | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7. Approve Remuneration of Supervisory Board | Against |
| Allianz SE | 04-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Terrence A. Duffy | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Charles P. Carey | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Martin J. Gepsman | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Larry G. Gerdes | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------|--------------|-------------|------------|---|---|--|-----------|
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Daniel R. Glickman | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Phyllis M. Lockett | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Terry L. Savage | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1o. Elect Director William R. Shepard | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1p. Elect Director Howard J. Siegel | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1q. Elect Director Dennis A. Suskind | Against |
| CME Group Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| CME Group Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Deutsche Post AG | 04-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report | Against |
| Deutsche Post AG | 04-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.2. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 36 Million | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 2.2. Approve Issuance of Shares with Preemptive Rights | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 9.2. Reelect Alain Bostoen 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 |
|----------------------------|--------------|----------------|------------|---|---|---|-----------|
| KBC Group SA/NV | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 9.3. Reelect Franky Depickere as Director | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 9.4. Reelect Frank Donck as Director | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Urs Schenker as Director | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Urs Schenker as Member of the Nomination and Compensation Committee | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 955,000 | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 8. Approve Creation of CHF 29.5 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| SNAM SpA | 04-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.2. Approve Second Section of the Remuneration Report | Against |
| SNAM SpA | 04-May-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 4. Approve Final Dividend | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 23. Authorise Issue of Equity in Relation to Any Issuance of SII Instruments | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Aviva Plc | 04-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 25. Authorise Market Purchase of Ordinary Shares | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 28. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Mondi Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Mondi Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Mondi Plc | 04-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 6. Re-elect Thomas Arseneault as Director | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 21. Approve Long-Term Incentive Plan | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 25. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Ita Brennan | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director James D. Plummer | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Alberto Sangiovanni-Vincentelli | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director John B. Shoven | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|---------|------------|---|---|---|-----------|
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 6. Remove One-Year Holding Period Requirement to Call Special Meeting | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Annette K. Clayton | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Theodore F. Craver, Jr. | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lynn J. Good | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Vote Requirements to Amend Articles/Bylaws/Charter | 6. Adopt Simple Majority Vote | Against |
| Duke Energy Corporation | 04-May-23 | USA | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | 7. Create a Committee to Evaluate Decarbonization Risk | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Hamid R. Moghadam | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director George L. Fotiadis | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Lydia H. Kennard | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Irving F. Lyons, III | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Jeffrey L. Skelton | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Carl B. Webb | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| Groupe Bruxelles Lambert SA | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 5.4.1. Reelect Paul Desmarais, Jr. 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 |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Groupe Bruxelles Lambert SA | 04-May-23 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Groupe Bruxelles Lambert SA | 04-May-23 | Belgium | G | Miscellaneous - Compensation | Company-Specific Compensation-Related | 7.2. Approve Guarantee to Acquire Shares under Long Term Incentive Plan | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023 | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023 | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Directors | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 12. Reelect Leo Apotheker as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 14. Reelect Lip-Bu Tan as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 15. Elect Abhay Parasnis as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 16. Elect Giulia Chierchia as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Schneider Electric SE | 04-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21 | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Remuneration of Executive Committee in the Amount of CHF 16.7 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|---|---|-----------|
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.4. Amend Articles of Association | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 2a. Elect Kathleen C H Gan as Director | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 2d. Elect Kenneth S Y Ng as Director | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 2e. Elect Say Pin Saw as Director | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6. Adopt New Articles of Association | Against |
| Banque Cantonale Vaudoise | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.2. Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings) | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.2. Approve CHF 20.2 Million Reduction in the Capital Band Lower Limit, if Item 5.1 is Approved | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.3. Approve Extension of Capital Band until Sep. 30, 2027, if Item 5.1 is Approved | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 6. Approve Creation of CHF 12 Million Pool of Conditional Capital for Employee Equity Participation | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 7. Approve Creation of CHF 118.1 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9. Amend Articles Re: Long-Term Incentive Plan | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 14. Ratify Ernst & Young AG as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|---|-----------|
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15.1. Approve Remuneration Report | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 15.2. Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2024 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 15.3. Approve Short-Term and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 15.4. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2023 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 15.5. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2024 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 16. Transact Other Business (Voting) | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Susan Crown | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director E. Scott Santi | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| AbbVie Inc. | 05-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.1. Approve Remuneration Report (Non-Binding) | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.3. Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect David Endicott as Director | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| Lonza Group AG | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.2. Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.3. Amend Articles Re: Voting on the Executive Committee Compensation | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.2. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023 | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.4. Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024 | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024 | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7.2. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 3c. Elect Kalpana Morparia as Director | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 6. Authorise UK Political Donations and Expenditure | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|--|-----------|
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 11. Authorise Market Purchase of Ordinary Shares | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 13. Authorise Issue of Equity in Relation to Contingent Convertible Securities | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 14. Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 15. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | S, G | Compensation - Compensation | Company-Specific--Compensation-Related | 16. Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net" | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Miscellaneous - Miscellaneous | Company-Specific -- Miscellaneous | 17. Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | S, G | Compensation - Compensation | Company-Specific--Compensation-Related | 18. Devise and Implement a Long-Term and Stable Dividend Policy | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5b. Elect Byron Grote as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5c. Elect Deanna Oppenheimer as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5i. Re-elect Jo Harlow as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5j. Re-elect Elie Maalouf as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 9. Approve Deferred Award Plan | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 14. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Warren E. Buffett | Withhold |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Charles T. Munger | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Susan L. Decker | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Charlotte Guyman | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.13. Elect Director Ronald L. Olson | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 8. Require Independent Board Chair | Against |
| Berkshire Hathaway Inc. | 06-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Encourage Senior Management Commitment to Avoid Political Speech | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Linda M. Griego | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Robert N. Klieger | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Judith A. McHale | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Charles E. Phillips, Jr. | Against |
| Paramount Global | 08-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Paramount Global | 08-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Joost de Bruijn as Director | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 500,000 | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Grant of up to 1.3 Million Share Options To Executives | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 9.2. Approve Creation of CHF 410,682.40 Pool of Conditional Capital for Employee Equity Plans | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 9.5. Amend Articles Re: Board Meetings; Powers of the Board of Directors | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Uber Technologies, Inc. | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Ronald Sugar | Against |
| Uber Technologies, Inc. | 08-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.5. Amend Articles of Association | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.6. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Juan Carretero as Director and Board Chair | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.d. Reelect Enrico Laghi as Director | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Elect Sami Kahale as Director | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Enrico Laghi as Member of the Compensation Committee | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 11 Million | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Remuneration of Executive Committee in the Amount of CHF 49.5 Million for Fiscal Year 2023 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Remuneration of Executive Committee in the Amount of CHF 36 Million for Fiscal Year 2024 | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Vaudoise Assurances Holding SA | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.1. Approve Virtual-Only Shareholder Meetings | Against |
| Vaudoise Assurances Holding SA | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.5. Reelect Peter Kofmel as Director | Against |
| Vaudoise Assurances Holding SA | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 15. Transact Other Business (Voting) | Against |
| T. Rowe Price Group, Inc. | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| T. Rowe Price Group, Inc. | 09-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify KPMG LLP as Auditors | Against |
| 3M Company | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael L. Eskew | Against |
| 3M Company | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Michael F. Roman | Against |
| 3M Company | 09-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| 3M Company | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Accelleron Industries AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Karl Gernandt as Director | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Klaus-Michael Kuehne as Director | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.6. Reelect Hauke Stars as Director | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.3. Reappoint Hauke Stars as Member of the Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|---|---|-----------|
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 5.5 Million | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022 | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| TERNA Rete Elettrica Nazionale SpA | 09-May-23 | Italy | G | Director Related - Board Related | Change Size of Board of Directors | 3. Fix Number of Directors | Against |
| TERNA Rete Elettrica Nazionale SpA | 09-May-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Kathleen M. Mazzarella | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director John C. Pope | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 3.1. Approve Dividends of CHF 0.45 per Share | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 3.2. Approve Extraordinary Dividends of CHF 0.30 per Share | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4. Approve Discharge of Board and Senior Management | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Raymond Loretan 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 |
|------------------------|--------------|-------------|------------|---|---|--|-----------|
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Reelect Antoine Hubert as Director | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect Antoine Kohler as Director | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Cedric George as Director | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Cedric George as Member of the Nomination and Compensation Committee | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Antoine Kohler as Member of the Nomination and Compensation Committee | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.4. Approve Creation of Capital Band within the Upper Limit of CHF 126.8 Million and the Lower Limit of CHF 42.3 Million with or without Exclusion of Preemptive Rights | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 9.5. Approve Creation of CHF 39 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors in the Amount of CHF 1.3 Million | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11. Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Management Board (Bundled) | 2.e. Approve Discharge of Management Board | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 2.f. Approve Discharge of Supervisory Board | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 8. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 9. Approve Cancellation of Repurchased Shares | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Linda Filler | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Walter G. Lohr, Jr. | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director John T. Schwieters | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Alan G. Spoon | Against |
| Danaher Corporation | 09-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Danaher Corporation | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.1. Approve Creation of Capital Band within the Upper Limit of CHF 448.7 Million and the Lower Limit of CHF 149.6 Million with or without Exclusion of Preemptive Rights | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 7 Million | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Naguib Sawiris as Director and Board Chair | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.1. Reappoint Naguib Sawiris as Member of the Nomination and Compensation Committee | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.2. Reappoint Juergen Fischer as Member of the Nomination and Compensation Committee | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.3. Reappoint Eskandar Tooma as Member of the Nomination and Compensation Committee | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Elevance Health, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Elevance Health, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Juniper Networks, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Scott Kriens | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William Stensrud | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Stryker Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Kevin A. Lobo | Against |
| Stryker Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Rajeev Suri | Against |
| Stryker Corporation | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Stryker Corporation | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1B. Elect Director Robert M. Blue | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1E. Elect Director Mark J. Kington | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1I. Elect Director Robert H. Spilman, Jr. | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Takeover Related - Takeover - Other | Require Advance Notice for Shareholder Proposals/Nominations | 6. Amend Advance Notice Provisions for Director Nominations | Against |
| American Water Works Company, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Martha Clark Goss | Against |
| American Water Works Company, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| American Water Works Company, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|---|--|-----------|
| CSX Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Donna M. Alvarado | Against |
| CSX Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Steven T. Halverson | Against |
| CSX Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director John J. Zillmer | Against |
| CSX Corporation | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| CSX Corporation | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Centene Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Frederick H. Eppinger | Against |
| Centene Corporation | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Eni SpA | 10-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy | Against |
| Eni SpA | 10-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Second Section of the Remuneration Report | Against |
| Eni SpA | 10-May-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Against |
| Eni SpA | 10-May-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 17. Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1 | Against |
| Eni SpA | 10-May-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 18. Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5 | Against |
| Eni SpA | 10-May-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Martin Folini as Director and Board Chair | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Martin Folini as Member of the Compensation Committee | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.3. Ratify PricewaterhouseCoopers AG as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|---|-----------|
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 700,000 | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Symrise AG | 10-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1.2. Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Nayla Hayek as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Ernst Tanner as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Georges Hayek as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect Claude Nicollier as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Jean-Pierre Roth as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.7. Reelect Nayla Hayek as Board Chair | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Nayla Hayek as Member of the Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|---|---|-----------|
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Ernst Tanner as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Georges Hayek as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.5. Reappoint Claude Nicollier as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Wolters Kluwer NV | 10-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report | Against |
| Wolters Kluwer NV | 10-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Wolters Kluwer NV | 10-May-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 8. Approve Cancellation of Shares | Against |
| Swissquote Group Holding Ltd. | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Markus Dennler as Director and Board Chair | Against |
| Swissquote Group Holding Ltd. | 10-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.3. Ratify PricewaterhouseCoopers Ltd as Auditors | Against |
| Swissquote Group Holding Ltd. | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director W. Don Cornwell | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Peter Zaffino | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Enel SpA | 10-May-23 | Italy | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income | Against |
| Enel SpA | 10-May-23 | Italy | G | Director Election - Director Election | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | 7.1. Elect Paolo Scaroni as Board Chair | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|----------------|------------|---|---|--|-----------|
| Enel SpA | 10-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10.1. Approve Remuneration Policy | Against |
| Enel SpA | 10-May-23 | Italy | G | Director Related - Discharge | Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors | A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Jamie Pike as Director | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 18. Approve Performance Share Plan | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Equinor ASA | 10-May-23 | Norway | E | Environmental - Miscellaneous | Miscellaneous Proposal - Environmental | 8. Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Such as Thorium | Against |
| Equinor ASA | 10-May-23 | Norway | G | Routine Business - Routine Business | Discuss/Approve Company's Corporate Governance Structure/Statement | 15. Approve Company's Corporate Governance Statement | Against |
| Equinor ASA | 10-May-23 | Norway | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 16.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against |
| Equinor ASA | 10-May-23 | Norway | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16.2. Approve Remuneration Statement | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 3. Approve Restricted Share Plan | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 23. Adopt New Articles of Association | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Warteck Invest AG | 10-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4. Approve Creation of Capital Band within the Upper Limit of CHF 3.1 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.6. Reappoint Marcel Rohner as Member of the Compensation Committee | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.7. Reappoint Stephan Mueller as Member of the Compensation Committee | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.1. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 400,000 | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director James S. Putnam | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Richard P. Schifter | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Kimberly A. Casiano | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Alexandra Ford English | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director William Clay Ford, Jr. | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director William W. Helman, IV | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director John L. Thornton | Against |
| Ford Motor Company | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Ford Motor Company | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Ford Motor Company | 11-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Ford Motor Company | 11-May-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 7. Report on Reliance on Child Labor in Supply Chain | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Steven F. Leer | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Michael D. Lockhart | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Amy E. Miles | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Alan H. Shaw | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Clarence Otis, Jr. | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.11. Elect Director Hans Vestberg | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Verizon Communications Inc. | 11-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 5. Report on Government Requests to Remove Content | Against |
| Adyen NV | 11-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Jeffrey S. Aronin | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Mary K. Bush | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Gregory C. Case | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Jennifer L. Wong | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|---------|------------|---|--|---|-----------|
| Discover Financial Services | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Discover Financial Services | 11-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 4. Approve Omnibus Stock Plan | Against |
| Intel Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Alyssa H. Henry | Against |
| Intel Corporation | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Intel Corporation | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intel Corporation | 11-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Intel Corporation | 11-May-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Publish Third Party Review of Intel's China Business ESG Congruence | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Kerri B. Anderson | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Jean-Luc Belingard | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richelle P. Parham | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Adam H. Schechter | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director R. Sanders Williams | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bayerische Motoren Werke AG | 11-May-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.1. Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022 | Against |
| Bayerische Motoren Werke AG | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Bayerische Motoren Werke AG | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|---------|------------|---|--|---|-----------|
| Edenred SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy of Chairman and CEO | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Bertrand Dumazy, Chairman and CEO | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 11. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Martha H. Marsh | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Michael A. Mussallem | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | Against |
| MTU Aero Engines AG | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| MTU Aero Engines AG | 11-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| SAP SE | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| SAP SE | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy for the Management Board | Against |
| SAP SE | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Supervisory Board Remuneration Policy | 10. Approve Remuneration Policy for the Supervisory Board | Against |
| SAP SE | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|----------------|------------|---|---|---|-----------|
| adidas AG | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| adidas AG | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| adidas AG | 11-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Rolls-Royce Holdings Plc | 11-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Rolls-Royce Holdings Plc | 11-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Dame Angela Strank as Director | Against |
| Rolls-Royce Holdings Plc | 11-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Xylem Inc. | 11-May-23 | USA | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 6.b. Approve Discharge of Non-Executive Directors | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 7.a. Reelect Lucian Grainge as Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.b. Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.a. Reelect Sherry Lansing as Non-Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.b. Reelect Anna Jones as Non-Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.c. Reelect Luc van Os as Non-Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.d. Elect Haim Saban as Non-Executive Director | Against |
| Renault SA | 11-May-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 5. Approve Auditors' Special Report on Related-Party Transactions and Mentioning the Absence of New Transactions | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Renault SA | 11-May-23 | France | G | Director Election - Director Election | Elect Director | 8. Elect Luca de Meo as Director | Against |
| Renault SA | 11-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 9. Approve Compensation Report of Corporate Officers | Against |
| Renault SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Luca de Meo, CEO | Against |
| Renault SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of CEO | Against |
| Renault SA | 11-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 370,000 | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect Rene Rothen as Director | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.2. Reelect Hans Dreier as Director | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.3. Reelect Juerg Schori as Director | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6.2. Reelect Rene Rothen as Board Chair | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.1. Reappoint Juerg Schori as Member of the Nomination and Compensation Committee | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Debra L. Lee | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| Marriott International, Inc. | 12-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Marriott International, Inc. | 12-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 6. Publish a Congruency Report of Partnerships with Globalist Organizations | Against |
| Compagnie Generale des Etablissements Michelin SCA | 12-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Compagnie Generale des Etablissements Michelin SCA | 12-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 14. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Amundi SA | 12-May-23 | France | G | Director Election - Director Election | Elect Director | 15. Ratify Appointment of Nathalie Wright as Director | Against |
| Amundi SA | 12-May-23 | France | G | Director Election - Director Election | Elect Director | 19. Reelect Christian Rouchon as Director | Against |
| Amundi SA | 12-May-23 | France | E | Environmental - Climate | Reporting on Climate Transition Plan | 20. Approve Report on Progress of Company's Climate Transition Plan (Advisory) | Against |
| Amundi SA | 12-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Amundi SA | 12-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director John T. Cahill | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lorrie M. Norrington | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Michael B. Polk | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Stephen I. Sadove | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Noel R. Wallace | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Colgate-Palmolive Company | 12-May-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 6. Adopt Share Retention Policy For Senior Executives | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 6.1. Elect John Rittenhouse to the Supervisory Board | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 6.5. Elect Derek Zissman to the Supervisory Board | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 8. Amend Articles Re: Supervisory Board Term of Office | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Charles A. Davis | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Lawton W. Fitt | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 4. Approve Sustainability Report | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.4. Approve Virtual-Only Shareholder Meetings | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.3. Reelect Ingo Specht as Director | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Hans-Peter Schwald as Director | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.7. Reelect Kurt Rueegg 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 |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| Stadler Rail AG | 12-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Hans-Peter Schwald as Member of the Compensation Committee | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Zuger Kantonalbank AG | 13-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| ASM International NV | 15-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Adopt Remuneration Policy for Management Board | Against |
| BKW AG | 15-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.3. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| BKW AG | 15-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million | Against |
| BKW AG | 15-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.3. Approve Remuneration Report | Against |
| BKW AG | 15-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.5. Ratify Ernst & Young AG as Auditors | Against |
| BKW AG | 15-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Jungfraubahn Holding AG | 15-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Jungfraubahn Holding AG | 15-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.6. Reelect Franz Studer as Director | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Felix Mayer as Member of the Nomination and Compensation Committee | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 950,000 | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|---|---|-----------|
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7. Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.4 Million with or without Exclusion of Preemptive Rights | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Principal Financial Group, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Jocelyn Carter-Miller | Against |
| Principal Financial Group, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Principal Financial Group, Inc. | 16-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Gregory Q. Brown | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Egon P. Durban | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Judy C. Lewent | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Joseph M. Tucci | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| BNP Paribas SA | 16-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| BNP Paribas SA | 16-May-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Jean Lemierre as Director | Against |
| BNP Paribas SA | 16-May-23 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Jacques Aschenbroich as Director | Against |
| BNP Paribas SA | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Chairman of the Board | Against |
| BNP Paribas SA | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Jean Lemierre, Chairman of the Board | Against |
| BNP Paribas SA | 16-May-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 19. Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|---------|------------|---|--|---|-----------|
| BNP Paribas SA | 16-May-23 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 21. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |
| BNP Paribas SA | 16-May-23 | France | G | Company Articles - Article Amendments | Amend Articles Board-Related | 22. Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board | Against |
| Deutsche Boerse AG | 16-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Deutsche Boerse AG | 16-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 5.2. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Deutsche Boerse AG | 16-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| Fresenius Medical Care AG & Co. KGaA | 16-May-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| Fresenius Medical Care AG & Co. KGaA | 16-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Fresenius Medical Care AG & Co. KGaA | 16-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Stephen B. Burke | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director James S. Crown | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director James Dimon | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 10. Report on Risks Related to Discrimination Against Individuals Including Political Views | Against |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Pamela M. Arway | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Michele G. Buck | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director James C. Katzman | Withhold |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|--|-----------|
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Anthony J. Palmer | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Marco Syfrig as Director | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Reelect Willy Hueppi as Director | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Willy Hueppi as Member of the Compensation Committee | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify KPMG AG as Auditors | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 981,000 | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.1. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Aiman Ezzat, CEO | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of CEO | Against |
| Capgemini SE | 16-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 14. Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers | Against |
| Tesla, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Robyn Denholm | Against |
| Tesla, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director JB Straubel | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Tesla, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| VAT Group AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.5. Approve Virtual-Only Shareholder Meetings | Against |
| VAT Group AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 4. Approve Sustainability Report (Non-Binding) | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.2. Reappoint Antoinette Hunziker-Ebneter as Member of the Compensation Committee | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 1.6 Million | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Abstain |
| NIBE Industrier AB | 16-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 9.c. Approve Discharge of Board and President | Against |
| NIBE Industrier AB | 16-May-23 | Sweden | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors | Against |
| NIBE Industrier AB | 16-May-23 | Sweden | G | Audit Related - Auditor Related | Ratify Auditors | 14. Ratify KPMG as Auditors | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.4. Reelect Alphonse-Marie Veuthey as Director | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.1. Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.3. Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------------|--------------|--------|------------|---|--|--|-----------|
| Crown Castle Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Cindy Christy | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Ari Q. Fitzgerald | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director W. Benjamin Moreland | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lewis W.K. Booth | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Dirk Van de Put | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | Against |
| Vertex Pharmaceuticals Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Bruce Sachs | Against |
| Vertex Pharmaceuticals Incorporated | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Vertex Pharmaceuticals Incorporated | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 9. Reelect Marie-Claire Daveu as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 11. Reelect Hugues Brasseur as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 12. Reelect Pascal Lheureux as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 13. Reelect Eric Vial as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 27. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|-------------|------------|---|--|--|-----------|
| Credit Agricole SA | 17-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 30. Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Re-elect Zoran Bogdanovic as Director | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.9. Re-elect Alexandra Papalexopoulou as Director | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2.1. Elect George Leventis as Director | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.1. Reappoint PricewaterhouseCoopers AG as Auditors | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.2. Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve UK Remuneration Report | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Approve Remuneration Policy | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Swiss Remuneration Report | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.2. Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 9.4. Elect Norbert Winkeljohann to the Supervisory Board | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|---------|------------|---|--|--|-----------|
| Deutsche Bank AG | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 10.3. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Supervisory Board Remuneration Policy | 11. Approve Remuneration Policy for the Supervisory Board | Against |
| E.ON SE | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| E.ON SE | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 8.4. Elect Ulrich Grillo to the Supervisory Board | Against |
| E.ON SE | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 8.7. Elect Klaus Froehlich to the Supervisory Board | Against |
| E.ON SE | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Director Election - Director Election | Elect Director | 1.3. Elect Director William F. Galtney, Jr. | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Roger M. Singer | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Joseph V. Taranto | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Fiserv, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Frank J. Bisignano | Withhold |
| Fiserv, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Doyle R. Simons | Withhold |
| Fiserv, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Fiserv, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|---------|------------|---|---|--|-----------|
| Fresenius SE & Co. KGaA | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Fresenius SE & Co. KGaA | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy | Against |
| Fresenius SE & Co. KGaA | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| IDEXX Laboratories, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| IDEXX Laboratories, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Vonovia SE | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Vonovia SE | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 9.2. Elect Vitus Eckert to the Supervisory Board | Against |
| Vonovia SE | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Treatment of Losses and Dividends of EUR 3.23 per Share | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 5. Approve Auditors' Special Report on Related-Party Transactions | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 6. Approve Compensation Report of Corporate Officers | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022 | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Paul du Saillant, Vice-CEO | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Chairman and CEO | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Vice-CEO | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|--|-----------|
| EssilorLuxottica SA | 17-May-23 | France | G | 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 4 Million | Against |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Gary A. Lyons | Withhold |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young LLP as Auditors | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director James E. Davis | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Gary M. Pfeiffer | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Timothy M. Ring | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Gail R. Wilensky | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| CBRE Group, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| CBRE Group, Inc. | 17-May-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 5. Adopt Share Retention Policy For Senior Executives | Against |
| Molson Coors Beverage Company | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Charles M. Herington | Withhold |
| Molson Coors Beverage Company | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| WPP Plc | 17-May-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Compensation Committee Report | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|--|-----------|
| WPP Plc | 17-May-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Directors' Compensation Policy | Against |
| WPP Plc | 17-May-23 | Jersey | G | Audit Related - Auditor Related | Ratify Auditors | 16. Reappoint Deloitte LLP as Auditors | Against |
| WPP Plc | 17-May-23 | Jersey | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Sampo Oyj | 17-May-23 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report (Advisory Vote) | Against |
| Sampo Oyj | 17-May-23 | Finland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 18. Allow Shareholder Meetings to be Held by Electronic Means Only | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.1. Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.2. Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Elect Director Evan G. Greenberg | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Elect Director Michael G. Atieh | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.13. Elect Director Frances F. Townsend | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6. Elect Evan G. Greenberg as Board Chairman | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3. Elect Frances F. Townsend as Member of the Compensation Committee | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 9.2. Amend Articles to Advance Notice Period | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.2. Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024 | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11.3. Approve Remuneration Report | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Benedikt Goldkamp as Director and Board Chair | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Florian Ernst as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Martin Furrer as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Ulrich Hocker as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.5. Reelect Beat Siegrist as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Martin Furrer as Member of the Compensation Committee | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Ulrich Hocker as Member of the Compensation Committee | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Reappoint Beat Siegrist as Member of the Compensation Committee | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 2.5 Million | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Valiant Holding AG | 17-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Valiant Holding AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director C. David Brown, II | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Jean-Pierre Millon | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Director Related - Board Related | Company-Specific Board-Related | 9. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|---|-----------|
| NextEra Energy, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Sherry S. Barrat | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director James L. Camaren | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director John W. Ketchum | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche as Auditors | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Lance M. Fritz | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Michael R. McCarthy | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | Against |
| Xylem Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Victoria D. Harker | Against |
| Xylem Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Lila Tretikov | Against |
| Xylem Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Xylem Inc. | 18-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 4. Require Independent Board Chair | Against |
| Zoetis Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Lisa T. Su | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Abhi Y. Talwalkar | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 2. Approve Omnibus Stock Plan | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director George Munoz | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Nabil Y. Sakkab | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dropbox, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Andrew W. Houston | Withhold |
| Dropbox, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Jonathan D. Gray | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Raymond E. Mabus, Jr. | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Judith A. McHale | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Larry O'Reilly | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Greg Henslee | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Jay D. Burchfield | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director John R. Murphy | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Ari Bousbib | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory D. Brenneman | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Edward P. Decker | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Manuel Kadre | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Corporate Governance - Shareholder Rights | Provide Right to Act by Written Consent | 5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | Against |
| The Home Depot, Inc. | 18-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 8. Rescind 2022 Racial Equity Audit Proposal | Against |
| The Home Depot, Inc. | 18-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Encourage Senior Management Commitment to Avoid Political Speech | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Thomas C. Nelson | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 7. Report on Civil Rights and Non-Discrimination Audit | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Next Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5. Elect Jeremy Stakol as Director | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Richard Papp as Director | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Jane Shields as Director | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 22. Authorise Off-Market Purchase of Ordinary Shares | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Oscar Fanjul | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Steven A. Mills | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Morton O. Schapiro | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Janet K. Cooper | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director John W. Norris, III | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3. Elect Edmund Sze-Wing Tse as Director | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 4. Elect Jack Chak-Kwong So as Director | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| AIA Group Limited | 18-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 5. Elect Lawrence Juen-Yee Lau as Director | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7B. Authorize Repurchase of Issued Share Capital | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Increase in Rate of Directors' Fees | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Equity Compensation Plan | Amend Executive Share Option Plan | 9. Amend Share Option Scheme | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Equity Compensation Plan | Amend Restricted Stock Plan | 10. Amend Restricted Share Unit Scheme | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 11. Amend Employee Share Purchase Plan | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 12. Amend Agency Share Purchase Plan | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Edward G. Jepsen | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Martin H. Loeffler | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 20. Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 22. Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 23. Authorise UK Political Donations and Expenditure | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 26. Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 27. Authorise Market Purchase of Ordinary Shares | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 28. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Alan Dickinson as Director | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Harmeen Mehta as Director | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Remuneration Report | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 18. Approve Long-Term Incentive Plan | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 19. Authorise UK Political Donations and Expenditure | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 21. Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 25. Authorise Market Purchase of Ordinary Shares | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 27. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Synchrony Financial | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Frank C. Herringer | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Todd M. Ricketts | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| The Charles Schwab Corporation | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 6. Report on Risks Related to Discrimination Against Individuals Including Political Views | Against |
| AT&T Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| AT&T Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| AT&T Inc. | 18-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jeffrey C. Sprecher | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Judith A. Sprieser | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Amend Right to Call Special Meeting | Against |
| Morgan Stanley | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director James P. Gorman | Against |
| Morgan Stanley | 19-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Morgan Stanley | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Honeywell International Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1A. Elect Director Darius Adamczyk | Against |
| Honeywell International Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1D. Elect Director Kevin Burke | Against |
| Honeywell International Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1E. Elect Director D. Scott Davis | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|---|-----------|
| Honeywell International Inc. | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Robert A. Bradway | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Michael V. Drake | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Ronald D. Sugar | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director R. Sanders Williams | Against |
| Amgen Inc. | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amgen Inc. | 19-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Insulet Corporation | 23-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Robert M. Davis | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Thomas H. Glocer | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Patricia F. Russo | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Peter C. Wendell | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Merck & Co., Inc. | 23-May-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 5. Report on Risks Related to Operations in China | Against |
| Merck & Co., Inc. | 23-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Publish a Congruency Report of Partnerships with Globalist Organizations | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|---|---|-----------|
| bioMerieux SA | 23-May-23 | 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 up to Aggregate Nominal Amount of EUR 4,210,280 | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year | Against |
| bioMerieux SA | 23-May-23 | 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 4,210,280 | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Structure Related | Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights | 21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20 | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities | 25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280 | Against |
| bioMerieux SA | 23-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 2.8 Million | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of EUR 10.5 Million | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect Michael Tojner as Director and Board Co-Chair | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|----------------|------------|---|--|---|-----------|
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.3. Reelect Christian Hosp as Director | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Elect Silvia Buchinger as Director | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.6. Elect Helmut Wieser as Director | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.1. Reappoint Michael Tojner as Member of the Nomination and Compensation Committee | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.2. Reappoint Thomas Williams as Member of the Nomination and Compensation Committee | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.3. Appoint Christian Hosp as Member of the Nomination and Compensation Committee | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7.2. Approve Creation of Capital Band within the Upper Limit of CHF 74.4 Million and the Lower Limit of CHF 55.8 Million with or without Exclusion of Preemptive Rights | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 7.7. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 21. Authorise Off-Market Purchase of Ordinary Shares | Against |
| Shell Plc | 23-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 22. Authorise UK Political Donations and Expenditure | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 24. Approve Share Plan | Against |
| Shell Plc | 23-May-23 | United Kingdom | E | Environmental - Climate | Reporting on Climate Transition Plan | 25. Approve the Shell Energy Transition Progress | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|--------|------------|---|--|---|-----------|
| Orange SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Anne-Gabrielle Heilbronner as Director | Against |
| Orange SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Alexandre Bompard as Director | Against |
| Orange SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022 | Against |
| Orange SA | 23-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Orange SA | 23-May-23 | 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 20-22 | Against |
| Societe Generale SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy of Chairman of the Board | Against |
| Societe Generale SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy of CEO and Vice-CEOs | Against |
| Societe Generale SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board | Against |
| Societe Generale SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 14. Elect Slawomir Krupa as Director | Against |
| Societe Generale SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 15. Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova | Against |
| Societe Generale SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 17. Elect Benoit de Ruffray as Director | Against |
| Societe Generale SA | 23-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b1. Approve Discharge of Anthea Bath | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b2. Approve Discharge of Lennart Evrell | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|--------|------------|------------------------------|--|---|-----------|
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b3. Approve Discharge of Johan Forssell | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b4. Approve Discharge of Helena Hedblom (as Board Member) | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b5. Approve Discharge of Jeane Hull | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b6. Approve Discharge of Ronnie Leten | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b7. Approve Discharge of Ulla Litzen | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b8. Approve Discharge of Sigurd Mareels | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b9. Approve Discharge of Astrid Skarheim Onsum | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b10. Approve Discharge of Anders Ullberg | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b11. Approve Discharge of Kristina Kanestad | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|--------|------------|---|--|--|-----------|
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b12. Approve Discharge of Daniel Rundgren | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 8.b13. Approve Discharge of CEO Helena Hedblom | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.d. Approve Remuneration Report | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 12. Approve Stock Option Plan 2023 for Key Employees | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 13.a. Approve Equity Plan Financing Through Repurchase of Class A Shares | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 13.c. Approve Equity Plan Financing Through Transfer of Class A Shares to Participants | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Laurence D. Fink | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Murry S. Gerber | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Robert S. Kapito | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Marco Antonio Slim Domit | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| BlackRock, Inc. | 24-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 5. Report on Third-Party Civil Rights Audit | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director John J. Donahoe | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Gail J. McGovern | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend Omnibus Stock Plan | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 8. Report on Ensuring Respect for Civil Liberties | Against |
| NXP Semiconductors N.V. | 24-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3b. Reelect Annette Clayton as Non-Executive Director | Against |
| NXP Semiconductors N.V. | 24-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 6. Authorize Share Repurchase Program | Against |
| NXP Semiconductors N.V. | 24-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Patricia Q. Stonesifer | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ratification of Ernst & Young LLP as Auditors | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Amazon.com, Inc. | 24-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Report on Government Take Down Requests | Against |
| Amazon.com, Inc. | 24-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Martin Ohneberg as Director and Board Chair | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Luis Buehler as Director | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Christian Hosp as Director | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Christian Hosp as Member of the Nomination and Compensation Committee | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|-------------|------------|---|--|--|-----------|
| Aluflexpack AG | 24-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10.2. Approve Creation of Capital Band within the Upper Limit of CHF 26 Million and the Lower Limit of CHF 15.6 Million with or without Exclusion of Preemptive Rights | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 10.6. Amend Articles Re: Editorial Changes | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lee Adrean | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Mark D. Benjamin | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Kenneth T. Lamneck | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Donald M. James | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Dale E. Klein | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Ernest J. Moniz | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director William G. Smith, Jr. | Against |
| The Southern Company | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Southern Company | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| The Southern Company | 24-May-23 | USA | G | Corporate Governance - Shareholder Rights | Reduce Supermajority Vote Requirement | 6. Adopt Simple Majority Vote | Against |
| The Southern Company | 24-May-23 | USA | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | 8. Report on Feasibility of Net-Zero GHG Emissions | Against |
| Zalando SE | 24-May-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Zalando SE | 24-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5.1. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 | Against |
| Zalando SE | 24-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Zalando SE | 24-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 7.2. Elect Jennifer Hyman to the Supervisory Board | Against |
| Zalando SE | 24-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 7.3. Elect Niklas Oestberg to the Supervisory Board | Against |
| Zalando SE | 24-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9. Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Raymond P. Dolan | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Robert D. Hormats | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director JoAnn A. Reed | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Pamela D. A. Reeve | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Samme L. Thompson | Against |
| American Tower Corporation | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| American Tower Corporation | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Routine Business - Routine Business | Approve Dividends | 5. Approve Dividends | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 8. Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 11. Reelect Frederic Sanchez to Supervisory Board | Against |
| Repsol SA | 24-May-23 | Spain | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 3. Approve Non-Financial Information Statement | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Repsol SA | 24-May-23 | Spain | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 7. Approve Reduction in Share Capital via Amortization of Treasury Shares | Against |
| Repsol SA | 24-May-23 | Spain | G | Director Election - Director Election | Elect Director | 10. Reelect Antonio Brufau Niubo as Director | Against |
| Repsol SA | 24-May-23 | Spain | G | Director Election - Director Election | Elect Director | 14. Reelect Henri Philippe Reichstul as Director | Against |
| Repsol SA | 24-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 18. Advisory Vote on Remuneration Report | Against |
| Repsol SA | 24-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Marc N. Casper | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Tyler Jacks | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director James C. Mullen | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lars R. Sorensen | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Scott M. Sperling | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.2. Approve Creation of Capital Band within the Upper Limit of CHF 872.2 Million and the Lower Limit of CHF 589.2 Million with or without Exclusion of Preemptive Rights | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.3. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| Peach Property Group AG | 24-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 5.5. Amend Articles Re: Compensation of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Reto Garzetti as Director | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.2. Reelect Peter Bodmer as Director | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.3. Reelect Christian De Prati as Director | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7.2. Reelect Reto Garzetti as Board Chair | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Christian De Prati as Member of the Compensation Committee | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.2. Reappoint Kurt Hardt as Member of the Compensation Committee | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11.1. Approve Remuneration of Directors in the Amount of CHF 850,000 | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Abstain |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy of Corporate Officers | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023 | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023 | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 9. Approve Compensation Report of Corporate Officers | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 15. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Dassault Systemes SA | 24-May-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 16. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16 | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 20. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 21. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 6. Elect Nancy Quan as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Manolo Arroyo as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 9. Re-elect Jose Ignacio Comenge as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Nathalie Gaveau as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 12. Re-elect Alvaro Gomez-Trenor Aguilar as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Thomas Johnson as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 15. Re-elect Alfonso Libano Daurella as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 17. Re-elect Mario Rotlant Sola as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 19. Re-elect Garry Watts as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 22. Authorise UK Political Donations and Expenditure | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Strategic Transactions - Corporate Transactions/Reorganizations | Waive Requirement for Mandatory Offer to All Shareholders | 24. Approve Waiver of Rule 9 of the Takeover Code | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 25. Approve Long Term Incentive Plan | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 28. Authorise Market Purchase of Ordinary Shares | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 29. Authorise Off-Market Purchase of Ordinary Shares | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 30. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.3. Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.5. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Steffen Meister as Director and Board Chair | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Albert S. Baldocchi | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Brian Niccol | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Enrique Hernandez, Jr. | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richard Lenny | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Paul Walsh | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| McDonald's Corporation | 25-May-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Report on Risks Related to Operations in China | Against |
| McDonald's Corporation | 25-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 8. Report on Civil Rights and Non-Discrimination Audit | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gary Hromadko | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Christopher Paisley | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jeetu Patel | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Fidelma Russo | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Peter Van Camp | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------|--------------|----------------|------------|---|--|---|-----------|
| GAM Holding AG | 25-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4.4. Approve Creation of Capital Band within the Upper Limit of CHF 8.8 Million and the Lower Limit of CHF 7.2 Million with or without Exclusion of Preemptive Rights | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 19. Approve Long Term Incentive Plan | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 22. Approve Agency Long Term Incentive Plan | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Approve the Agency LTIP Service Provider Submit | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 28. Authorise Market Purchase of Ordinary Shares | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 30. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Safran SA | 25-May-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party | 4. Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State | Against |
| Safran SA | 25-May-23 | France | G | Director Election - Director Election | Elect Director | 6. Ratify Appointment of Robert Peugeot as Director | Against |
| Safran SA | 25-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Olivier Andries, CEO | Against |
| Safran SA | 25-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 14. Approve Compensation Report of Corporate Officers | Against |
| Safran SA | 25-May-23 | 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 19-22 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Sanofi | 25-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Sanofi | 25-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Paul Hudson, CEO | Against |
| Sanofi | 25-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Chairman of the Board | Against |
| Sanofi | 25-May-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 12. Renew Appointment of PricewaterhouseCoopers Audit as Auditor | Against |
| Sanofi | 25-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 4. Approve Creation of CHF 847,207.50 Pool of Conditional Capital for Employee Equity Participation | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report (Non-Binding) | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6. Approve Remuneration of Directors in the Amount of CHF 310,000 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7. Approve Additional Remuneration of Executive Committee in the Amount of CHF 22 Million for Fiscal Year 2022 and CHF 25 Million for Fiscal Year 2023 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8. Approve Remuneration of Executive Committee in the Amount of CHF 25 Million for Fiscal Year 2024 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.1. Reelect Patrick Combes as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.2. Elect Christian Baillet as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.3. Reelect Alain Blanc-Brude as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.4. Reelect Jean-Marie Descarpentries as Director | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.5. Reelect Christian Goecking as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.7. Reelect Robert Pennone as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.8. Reelect Eric Solvet as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 10. Reelect Patrick Combes as Board Chair | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 11.1. Reappoint Robert Pennone as Member of the Compensation Committee | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 11.2. Reappoint Christian Goecking as Member of the Compensation Committee | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 12. Reappoint Robert Pennone as Chair of the Compensation Committee | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 15. Transact Other Business (Voting) | Abstain |
| Dottikon ES Holding AG | 25-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Dottikon ES Holding AG | 25-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Against |
| Carrefour SA | 26-May-23 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Alexandre Bompard as Director | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 8. Approve Compensation Report of Corporate Officers | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Alexandre Bompard, Chairman and CEO | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Chairman and CEO | Against |
| Carrefour SA | 26-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Carrefour SA | 26-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16 | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|---|---|-----------|
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Marvin R. Ellison | Withhold |
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| TotalEnergies SE | 26-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 4. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| TotalEnergies SE | 26-May-23 | France | G | Director Election - Director Election | Elect Director | 9. Elect Anelise Lara as Director | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 10. Approve Compensation Report of Corporate Officers | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Compensation of Patrick Pouyanne, Chairman and CEO | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of Chairman and CEO | Against |
| TotalEnergies SE | 26-May-23 | France | E | Environmental - Climate | Management Climate-Related Proposal | 14. Approve the Company's Sustainable Development and Energy Transition Plan | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 15. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Stock Option Plan Grants | 7. Approve Grant Options to Subscribe for Ordinary Shares and/or Rights to Acquire Ordinary Shares to the Board of Directors | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.1. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.2. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for the Employee Stock Ownership Plan | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Takeover Related - Takeover - Restricting | Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer | 8.3. Grant Board Authority to Issue Preference Shares and/or Grant Right to Subscribe for Preferred Shares | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Structure Related | Eliminate Preemptive Rights | 9. Authorize Board to Exclude Preemptive Rights from Share Issuances Under the Authorizations Mentioned in Proposal 8 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|---|--|-----------|
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 12. Reelect Alessandro Della Cha as Executive Director | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 13. Elect Mauro Severino Ajani, Dieter A. Enkelmann, Maria Grazia Roncarolo, Kevin Donovan and David W. Maris as Non-Executive Directors | Against |
| Chevron Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Enrique Hernandez, Jr. | Against |
| Chevron Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Michael K. (Mike) Wirth | Against |
| Chevron Corporation | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Chevron Corporation | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Chevron Corporation | 31-May-23 | USA | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | 5. Rescind Scope 3 GHG Reduction Proposal | Against |
| Chevron Corporation | 31-May-23 | USA | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | 8. Establish Board Committee on Decarbonization Risk | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Warren F. Bryant | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Michael M. Calbert | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Todd J. Vasos | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 6. Amend Right to Call Special Meeting | Against |
| SEI Investments Company | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Ryan P. Hicke | Against |
| SEI Investments Company | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Kathryn M. McCarthy | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| SEI Investments Company | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Susan K. Avery | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Darren W. Woods | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Climate | Restrict Spending on Climate Change-Related Analysis or Actions | 5. Establish Board Committee on Decarbonization Risk | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 6. Reduce Executive Stock Holding Period | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 7. Report on Carbon Capture and Storage | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Silvio Denz as Director and Board Chair | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Roland Weber as Director | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Roger von der Weid as Director | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Silvio Denz as Member of the Compensation Committee | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Roland Weber as Member of the Compensation Committee | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10.1. Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.3 Million with or without Exclusion of Preemptive Rights | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Abstain |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Peggy Alford | Withhold |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|--------|------------|---|--|---|-----------|
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Marc L. Andreessen | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Andrew W. Houston | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Robert M. Kimmitt | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Sheryl K. Sandberg | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Tracey T. Travis | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Tony Xu | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Mark Zuckerberg | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Meta Platforms, Inc. | 31-May-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 3. Report on Government Take Down Requests | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Cesar Conde | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Sarah J. Friar | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Carla A. Harris | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Thomas W. Horton | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director C. Douglas McMillon | Against |
| Walmart Inc. | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Walmart Inc. | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Walmart Inc. | 31-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Labor Issues - Discrimination and Miscellaneous | 8. Report on Racial and Gender Layoff Diversity | Against |
| Walmart Inc. | 31-May-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 11. Report on Risks Related to Operations in China | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|---|---|-----------|
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Vincent Lawton as Director and Board Chair | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Raymond Hill as Director | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Reelect Timothy Dyer as Director | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Roger Mills as Director | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Vincent Lawton as Member of the Compensation Committee | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Raymond Hill as Member of the Compensation Committee | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.1. Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.2 Million with or without Exclusion of Preemptive Rights | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 9.2. Approve Creation of CHF 16.7 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.3. Amend Articles Re: Loans to Members of the Board of Directors and the Executive Committee | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.1a. Approve Remuneration of Directors in the Amount of CHF 183,206 for the Period from 2022 AGM to the 2023 AGM | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.1b. Approve Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM to the 2024 AGM | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.2a. Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2022 | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.2b. Approve Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Routine Business - Routine Business | Approve Dividends | 5. Approve Dividends Charged Against Reserves | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Annual Maximum Remuneration | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.2. Amend Remuneration Policy | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Director Related - Board Related | Fix Number of Directors and/or Auditors | 8.1. Fix Number of Directors at 13 | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Director Election - Director Election | Elect Director | 8.7. Elect Oscar Fanjul Martin as Director | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 11. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Advisory Vote on Remuneration Report | Against |
| SolarEdge Technologies, Inc. | 01-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| SolarEdge Technologies, Inc. | 01-Jun-23 | USA | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 6. Eliminate Supermajority Vote Requirement | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director William R. McDermott | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jeffrey A. Miller | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1b. Elect Director Ann C. Berzin | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|---------|------------|---|--|--|-----------|
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gary D. Forsee | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1i. Elect Director David S. Regnery | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Authorize Issue of Equity without Pre-emptive Rights | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Reed Hastings | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Jay C. Hoag | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Ted Sarandos | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Related - Board Related | Company-Specific Board-Related | 6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Sundar Pichai | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director John L. Hennessy | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director R. Martin "Marty" Chavez | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director L. John Doerr | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Ann Mather | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director K. Ram Shriram | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. 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 |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Alphabet Inc. | 02-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Alphabet Inc. | 02-Jun-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties | Against |
| Alphabet Inc. | 02-Jun-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 14. Report on Content Governance and Censorship | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 17. Adopt Share Retention Policy For Senior Executives | Against |
| NN Group NV | 02-Jun-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 10. Approve Reduction in Share Capital through Cancellation of Shares | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Stephen Hemsley | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Michele Hooper | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.1.1. Reelect Hans Baumgartner as Director and Board Chair | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.1.3. Reelect Petra Salesny as Director | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 3.2.2. Reappoint Petra Salesny as Member of the Compensation Committee | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 4. Approve Allocation of Income and Dividends of CHF 1.00 per Share | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| HubSpot, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Claire Hughes Johnson | Against |
| HubSpot, Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Jose B. Alvarez | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Alan M. Bennett | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director David T. Ching | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Ernie Herrman | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Amy B. Lane | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Carol Meyrowitz | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Archana Deskus | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Leo S. Mackay, Jr. | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 4. Approve Omnibus Stock Plan | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Booking Holdings Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Booking Holdings Inc. | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Deloitte & Touche LLP as Auditors | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Richard C. Adkerson | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Dustan E. McCoy | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Frances Fragos Townsend | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|---|-----------|
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| GoDaddy Inc. | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| lululemon athletica inc. | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Michael Casey | Against |
| lululemon athletica inc. | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| lululemon athletica inc. | 07-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kenneth J. Bacon | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Thomas J. Baltimore, Jr. | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Jeffrey A. Honickman | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Brian L. Roberts | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Comcast Corporation | 07-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 3. Approve Omnibus Stock Plan | Against |
| Comcast Corporation | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Comcast Corporation | 07-Jun-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 11. Report on Risks Related to Operations in China | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1A. Elect Director Joshua Bekenstein | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1B. Elect Director Gregory David | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1D. Elect Director Stephen Gunn | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1F. Elect Director Nicholas Nomicos | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote on Executive Compensation Approach | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| MarketAxess Holdings Inc. | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Stephen P. Casper | Against |
| MarketAxess Holdings Inc. | 07-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| MarketAxess Holdings Inc. | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Thomas J. Kuhn | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Michael G. Morris | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Marc Benioff | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Craig Conway | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Neelie Kroes | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Maynard Webb | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Related - Board Related | Company-Specific Board-Related | 7. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Joseph L. Goldstein | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Christine A. Poon | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Craig B. Thompson | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5a. Elect Director Jonathan C. Burrell | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5e. Elect Director Charles W. Pepper | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5f. Elect Director Clifton A. Pemble | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7a. Appoint Jonathan C. Burrell as Member of the Compensation Committee | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7d. Appoint Charles W. Pepper as Member of the Compensation Committee | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Advisory Vote on the Swiss Statutory Compensation Report | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 13. Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Equity Compensation Plan - Non-Employee Director | Amend Non-Employee Director Omnibus Stock Plan | 17. Amend Non-Employee Director Omnibus Stock Plan | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter to Reflect Changes in Capital | 20. Amend Articles to Reflect Changes in Capital | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Robert Spoerry as Director and Board Chair | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|---|-----------|
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.2. Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.5. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Robert D. Johnson | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Richard F. Wallman | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Christopher Wright | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kelly A. Ayotte | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Daniel M. Dickinson | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director David W. MacLennan | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director D. James Umpleby, III | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | 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. | 14-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Report on Civil Rights and Non-Discrimination Audit | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|---------|------------|---|--|---|-----------|
| Target Corporation | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Brian C. Cornell | Against |
| Target Corporation | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Derica W. Rice | Against |
| Target Corporation | 14-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Target Corporation | 14-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Nakata, Yu | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Yamaguchi, Akiji | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Yamamoto, Hiroaki | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Nakano, Tetsuya | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Yamamoto, Akinori | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.9. Elect Director Yoshioka, Michifumi | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|----------------|------------|---|---|--|-----------|
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 12. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 13. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 14. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Structure Related | Authorize Use of Financial Derivatives | 15. Authorize Use of Financial Derivatives when Repurchasing Shares | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Compensation - Equity Compensation Plan | Amend Executive Share Option Plan | 18. Amend 2019 and 2021 Stock Option Plans | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Toyoda, Akio | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Hayakawa, Shigeru | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Miyazaki, Yoichi | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 1. Elect Director Miranda Curtis | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 2. Elect Director J David Wargo | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|----------------|------------|---|--|---|-----------|
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify KPMG LLP (U.K.) as Auditors | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9. Authorise Issue of Equity | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 11. Authorise UK Political Donations and Expenditure | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorise Market Purchase of Ordinary Shares | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 13. Approve Omnibus Stock Plan | Against |
| Brenntag SE | 15-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy for the Management Board | Against |
| Brenntag SE | 15-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Supervisory Board Remuneration Policy | 7. Approve Remuneration Policy for the Supervisory Board | Against |
| Brenntag SE | 15-Jun-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Andre Almeida | Withhold |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.11. Elect Director G. Michael Sievert | Withhold |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.13. Elect Director Kelvin R. Westbrook | Withhold |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Lester B. Knight | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Gregory C. Case | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Jeffrey C. Campbell | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Fulvio Conti | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Adriana Karaboutis | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|---|---|-----------|
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Richard C. Notebaert | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Gloria Santona | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Carolyn Y. Woo | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young Chartered Accountants as Statutory Auditor | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 7. Amend Omnibus Plan | Against |
| Evolution AB | 16-Jun-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 7. Approve Performance Share Plan for Key Employees | Against |
| Daiichi Sankyo Co., Ltd. | 19-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Manabe, Sunao | Against |
| Daiichi Sankyo Co., Ltd. | 19-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Kama, Kazuaki | Against |
| Daiichi Sankyo Co., Ltd. | 19-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Trust-Type Equity Compensation Plan | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4. Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 5. Approve Creation of CHF 26 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments; Approve Creation of CHF 2 Million Pool of Conditional Capital for Employee Incentive Plans | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 1 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|--|-----------|
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7.3. Approve Remuneration Report | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1.1. Reelect Raghuram Selvaraju as Director | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1.4. Reelect Paolo Galfetti as Director | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 8.2. Reelect Raghuram Selvaraju as Board Chair | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.3.1. Appoint Raghuram Selvaraju as Member of the Nomination and Compensation Committee | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.3.2. Appoint Thomas Plitz as Member of the Nomination and Compensation Committee | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Arima, Koji | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Hayashi, Shinnosuke | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Matsui, Yasushi | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ito, Kenichiro | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Toyoda, Akio | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Mitsuya, Yuko | Against |
| NIDEC Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Nagamori, Shigenobu | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Company Articles - Article Amendments | Amend Articles to: (Japan) | 1. Amend Articles to Create Bond-type Class Shares | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Miyauchi, Ken | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Miyakawa, Junichi | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|--|-----------|
| SoftBank Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.7. Elect Director Horiba, Atsushi | Against |
| Sony Group Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yoshida, Kenichiro | Against |
| Sony Group Corp. | 20-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 2. Approve Stock Option Plan | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Nunokawa, Yoshikazu | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Sasaki, Michio | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Compensation - Director/Statutory Auditor Bonus | Approve Annual Bonus Payment for Directors and Statutory Auditors | 3. Approve Annual Bonus | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Deep Discount Stock Option Plan | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 5. Approve Deep Discount Stock Option Plan | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Oliver Baumann as Director | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.6. Reelect David Deck as Director | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6. Elect David Deck as Board Chair | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Mark Mueller as Member of the Compensation Committee | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.1. Approve Remuneration of Directors in the Amount of CHF 900,000 | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.2. Approve Remuneration of Executive Committee in the Amount of CHF 1.9 Million | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.3. Approve Remuneration of Board Member David Deck in the Amount of CHF 300,000 for the Period from 2022 AGM until 2023 AGM | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 11.2. Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 5.3 Million with or without Exclusion of Preemptive Rights | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| General Motors Company | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Mary T. Barra | Against |
| General Motors Company | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Patricia F. Russo | Against |
| General Motors Company | 20-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| General Motors Company | 20-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| General Motors Company | 20-Jun-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 5. Report on Risks Related to Operations in China | Against |
| General Motors Company | 20-Jun-23 | USA | G | Corporate Governance - Shareholder Rights | Provide Right to Act by Written Consent | 6. Provide Right to Act by Written Consent | Against |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Michael S. Dell | Withhold |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Egon Durban | Withhold |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Cheryl W. Grise | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director R. Glenn Hubbard | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|---------|------------|---|--|--|-----------|
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.1. Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.3. Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.7. Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5.1. Ratify KPMG AG as Auditors for Fiscal Year 2023 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5.2. Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Hitachi Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Kojima, Keiji | Against |
| Hitachi Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Higashihara, Toshiaki | Against |
| Honda Motor Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kuraishi, Seiji | Against |
| Honda Motor Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Aoyama, Shinji | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Masuda, Hiroya | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Ikeda, Norito | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Okamoto, Tsuyoshi | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|--------|------------|--|--|---|-----------|
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.15. Elect Director Shindo, Kosei | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Tanaka, Takashi | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.2. Elect Director Takahashi, Makoto | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.3. Elect Director Amamiya, Toshitake | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.4. Elect Director Yoshimura, Kazuyuki | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.5. Elect Director Kuwahara, Yasuaki | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.6. Elect Director Matsuda, Hiromichi | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.9. Elect Director Goto, Shigeki | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.10. Elect Director Tannowa, Tsutomu | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.12. Elect Director Okumiya, Kyoko | Against |
| Komatsu Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Arthur M. Mitchell | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Takemasu, Yoshiaki | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Shigeta, Tetsuya | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.11. Elect Director Uchiyamada, Takeshi | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.13. Elect Director Ishiguro, Fujiyo | Against |
| Shionogi & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Teshirogi, Isao | Against |
| Shionogi & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Fujiwara, Takaoki | Against |
| Shionogi & Co., Ltd. | 21-Jun-23 | Japan | G | Director Related - Statutory Auditor | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.2. Appoint Statutory Auditor Fujinuma, Tsuguoki | Against |
| SoftBank Group Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Son, Masayoshi | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|---|-----------|
| SoftBank Group Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Miyauchi, Ken | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lorrie M. Norrington | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Stacy J. Smith | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Tomita, Tetsuro | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.7. Elect Director Suzuki, Hitoshi | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 4.2. Elect Director and Audit Committee Member Ogata, Masaki | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 4.4. Elect Director and Audit Committee Member Koike, Hiroshi | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Morita, Takayuki | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Obata, Shinobu | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Mochizuki, Harufumi | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.11. Elect Director Okada, Joji | Against |
| ORIX Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Inoue, Makoto | Against |
| ORIX Corp. | 22-Jun-23 | Japan | G | Director Election - Proxy Contest | Removal of Existing Board Directors | 2. Remove Incumbent Director Irie, Shuji | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5.a. Reelect Metin Colpan to Supervisory Board | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5.h. Reelect Elizabeth E. Tallett to Supervisory Board | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|--|-----------|
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.a. Grant Supervisory Board Authority to Issue Shares | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 9. Authorize Repurchase of Shares | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 12. Approve QIAGEN N.V. 2023 Stock Plan | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Tench Coxe | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Harvey C. Jones | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Mark L. Perry | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director A. Brooke Seawell | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Mark A. Stevens | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director W. Rodney McMullen | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Clyde R. Moore | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Ronald L. Sargent | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Kroger Co. | 22-Jun-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 9. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.1. Approve Remuneration Report | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|--|-----------|
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.2.2. Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.3.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Routine Business - Routine Business | Change Date/Location of Annual Meeting | 6.3.2. Amend Article Re: Location of General Meeting | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.2. Additional Voting Instructions - Shareholder Proposals (Voting) | Against |
| SHL Telemedicine Ltd. | 22-Jun-23 | Israel | G | No Research - No Recommendations Provided | Indicate Personal Interest in Proposed Agenda Item | 3. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager | Against |
| HOYA Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Ikeda, Eiichiro | Against |
| ITOCHU Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Okafuji, Masahiro | Against |
| ITOCHU Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Ishii, Keita | Against |
| ITOCHU Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Kobayashi, Fumihiko | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Kakinoki, Masumi | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Terakawa, Akira | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Takahashi, Kyohei | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve/Amend Bundled Remuneration Plans | 4. Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Two Types of Restricted Stock Plans | Against |
| Mitsubishi Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Nakanishi, Katsuya | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|---------|------------|---|---|---|-----------|
| Mitsubishi Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.7. Elect Director Miyanaga, Shunichi | Against |
| Mitsubishi Corp. | 23-Jun-23 | Japan | G | Compensation - Cash/Equity Bonus | Approve/Amend Executive Incentive Bonus Plan | 4. Approve Performance-Based Cash Compensation Ceiling for Directors | Against |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kobayashi, Yoshimitsu | Against |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Sato, Ryoji | Against |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ono, Kotaro | Against |
| Nintendo Co., Ltd. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Furukawa, Shuntaro | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 12. Approve Virtual-Only Shareholder Meetings Until 2026 | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Tsuga, Kazuhiro | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Kusumi, Yuki | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Noji, Kunio | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Tsutsui, Yoshinobu | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Idekoba, Hisayuki | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Senaha, Ayano | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Izumiya, Naoki | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 3. Approve Compensation Ceiling for Directors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Tokio Marine Holdings, Inc. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.12. Elect Director Shindo, Kosei | Against |
| Tokio Marine Holdings, Inc. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.13. Elect Director Robert Alan Feldman | Against |
| Tokio Marine Holdings, Inc. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.14. Elect Director Yamamoto, Kichiichiro | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Alexander Rhea Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Marc Lepiece as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Christophe Manset as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Bernard Pons as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.5. Reelect Ali Sherwani as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 4.2. Reelect Alexander Rhea as Board Chair | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.1. Appoint Alexander Rhea as Member of the Nomination and Compensation Committee | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.2. Reappoint Christophe Manset as Member of the Nomination and Compensation Committee | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.3. Reappoint Marc Lepiece as Member of the Nomination and Compensation Committee | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 600,000 | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 2.4 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Leclanche SA | 26-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8.2.2. Approve CHF 9.7 Million Ordinary Share Capital Increase without Preemptive Rights via Conversion of Other Debt | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.1. Approve Creation of Capital Band within the Upper Limit of CHF 87.9 Million and the Lower Limit of CHF 29.3 Million with or without Exclusion of Preemptive Rights | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Routine Business - Routine Business | Change Date/Location of Annual Meeting | 9.5. Amend Article Re: Location of General Meeting | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Julius Genachowski | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 6. Report on Overseeing Risks Related to Discrimination | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts | Against |
| Advantest Corp. | 27-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yoshida, Yoshiaki | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1. Reelect Hari Kumar as Director and Board Chair | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.4. Reelect Alexander Bausch as Director | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Hari Kumar as Member of the Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 10. Approve Creation of CHF 5.7 Million Pool of Conditional Capital to Cover Exercise of Conversion Rights | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Takeda Pharmaceutical Co., Ltd. | 28-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Andrew Plump | Against |
| Takeda Pharmaceutical Co., Ltd. | 28-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Iijima, Masami | Against |
| Takeda Pharmaceutical Co., Ltd. | 28-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Steven Gillis | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.3. Approve Variable Remuneration of Directors in the Amount of CHF 166,026 | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.4. Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000 | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.4. Reelect Betuel Unaran as Director | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Reelect Simon Michel as Director | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Abstain |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Inoue, Noriyuki | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.2. Elect Director Togawa, Masanori | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.3. Elect Director Kawada, Tatsuo | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.4. Elect Director Makino, Akiji | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.5. Elect Director Torii, Shingo | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.7. Elect Director Tayano, Ken | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Yoshii, Keiichi | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Kosokabe, Takeshi | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Murata, Yoshiyuki | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Shimonishi, Keisuke | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Otomo, Hirotsugu | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Dekura, Kazuhito | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.7. Elect Director Ariyoshi, Yoshinori | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Nagase, Toshiya | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Kuwano, Yukinori | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Related - Statutory Auditor | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Maruyama, Takashi | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Compensation - Director/Statutory Auditor Bonus | Approve Annual Bonus Payment for Directors and Statutory Auditors | 4. Approve Annual Bonus | Against |
| FANUC Corp. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Inaba, Yoshiharu | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Nomoto, Hirofumi | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Shinke, Ryoichi | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.12. Elect Director Kamezawa, Hironori | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Routine Business - Routine Business | Amend Ordinary Business Items | 4. Amend Articles to Prohibit Transactions with Defamatory Companies | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Routine Business - Routine Business | Amend Ordinary Business Items | 5. Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Company Articles - Article Amendments | Amend Articles to: (Japan) | 2. Amend Articles to Clarify Director Authority on Board Meetings | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|--------|------------|---|-------------------------------------|--|-----------|
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Kagami, Toshio | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.2. Elect Director Yoshida, Kenji | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.3. Elect Director Takano, Yumiko | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.4. Elect Director Katayama, Yuichi | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.5. Elect Director Takahashi, Wataru | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.6. Elect Director Kaneki, Yuichi | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.7. Elect Director Kambara, Rika | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.8. Elect Director Hanada, Tsutomu | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.9. Elect Director Mogi, Yuzaburo | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.10. Elect Director Tajiri, Kunio | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.11. Elect Director Kikuchi, Misao | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Akiya, Fumio | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Ueno, Susumu | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Fukui, Toshihiko | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Komiyama, Hiroshi | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Michael H. McGarry | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.9. Elect Director Hasegawa, Mariko | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 4. Approve Stock Option Plan | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Kunibe, Takeshi | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Ota, Jun | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Isshiki, Toshihiro | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.9. Elect Director Matsumoto, Masayuki | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Yamazaki, Shozo | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.11. Elect Director Tsutsui, Yoshinobu | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.14. Elect Director Charles D. Lake II | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 4. Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 8. Re-elect Jasi Halai as Director | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect David Hutchison as Director | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4. Approve Remuneration of Directors in the Amount of CHF 1.4 Million | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Ilan Cohen as Director | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.4. Reelect Ulrich Looser as Director | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|--|-----------|
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Burckhardt Compression Holding AG | 01-Jul-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.2. Approve Virtual-Only Shareholder Meetings | Against |
| Burckhardt Compression Holding AG | 01-Jul-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 3. Approve Final Dividend | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 15. Authorise UK Political Donations and Expenditure | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Markus Blocher as Director and Board Chair | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Markus Blocher as Member of the Compensation Committee | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 17. Approve Remuneration Report | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 18. Authorise UK Political Donations and Expenditure | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 22. Authorise Market Purchase of Ordinary Shares | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Industria de Diseno Textil SA | 11-Jul-23 | Spain | G | Director Election - Director Election | Elect Director | 5.b. Reelect Amancio Ortega Gaona as Director | Against |
| Industria de Diseno Textil SA | 11-Jul-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy | Against |
| Industria de Diseno Textil SA | 11-Jul-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Advisory Vote on Remuneration Report | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Ron Frasch as Director | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Antoine de Saint-Affrique as Director | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 9. Re-elect Isabel Hudson as Director | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Allison Kirkby as Director | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Elect Ruth Cairnie as Director | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Scheme of Arrangement | 1. Approve Scheme of Arrangement | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Scheme of Arrangement | 1. Approve Scheme of Arrangement | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Scheme of Arrangement | 1. Approve Scheme of Arrangement | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 2. Approve Capital Reduction by Cancellation and Extinguishment of the Scheme Shares | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 3. Issue Shares in Connection with Acquisition | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 4. Amend Articles of Association | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 5. Adjourn Meeting | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 1. Eliminate Supermajority Vote Requirement to Amend Bylaws | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 2. Eliminate Supermajority Vote Requirement for Certain Business Combination | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 3. Adjourn Meeting | Against |
| Fresenius Medical Care AG & Co. KGaA | 14-Jul-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 2.1. Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted | Against |
| Extra Space Storage Inc. | 18-Jul-23 | USA | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Susan Somersille Johnson | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Experian Plc | 19-Jul-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Experian Plc | 19-Jul-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Experian Plc | 19-Jul-23 | Jersey | G | Director Election - Director Election | Elect Director | 4. Elect Craig Boundy as Director | Against |
| Experian Plc | 19-Jul-23 | Jersey | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Jennifer Ward as Director | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 12. Re-elect Tony Rice as Director | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Roy Twite as Director | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 12. Re-elect Martin Pibworth as Director | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| United Utilities Group Plc | 21-Jul-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 2. Approve Final Dividend | Against |
| United Utilities Group Plc | 21-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorise Market Purchase of Ordinary Shares | Against |
| United Utilities Group Plc | 21-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Remuneration Report | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|--|-----------|
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Approve Global Incentive Plan | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Federico Foglia as Director | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Elect Vittorio Rossi as Director | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.2. Reappoint Federico Foglia as Member of the Compensation Committee | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 1.3 Million | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 782,000 | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.5. Approve Virtual-Only Shareholder Meetings | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| VF Corporation | 25-Jul-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Richard T. Carucci | Withhold |
| VF Corporation | 25-Jul-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Clarence Otis, Jr. | Withhold |
| VF Corporation | 25-Jul-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| VF Corporation | 25-Jul-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Macquarie Group Limited | 27-Jul-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Adopt Remuneration Report | Against |
| Macquarie Group Limited | 27-Jul-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan | Against |
| EMS-Chemie Holding AG | 12-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.2. Elect Magdalena Martullo 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 |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| EMS-Chemie Holding AG | 12-Aug-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| EMS-Chemie Holding AG | 12-Aug-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Matthew W. Chapman | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Wade F. Meyercord | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ganesh Moorthy | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Steve Sanghi | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5. Approve Remuneration of Executive Committee in the Amount of EUR 4.5 Million | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report (Non-Binding) | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Joerg Wolle as Director | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.4. Reelect Hans-Martin Schneeberger as Director | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.2. Elect Jan Klingelberg as Director | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 8. Reelect Joerg Wolle as Board Chair | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 9.1.1. Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 9.1.3. Reappoint Hans-Martin Schneeberger as Member of the Nomination and Compensation Committee | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 12.1. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Josua Malherbe as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Clay Brendish as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect Jean-Blaise Eckert as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Burkhard Grund as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.7. Reelect Keyu Jin as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.8. Reelect Jerome Lambert as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.15. Reelect Patrick Thomas as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Clay Brendish as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Keyu Jin as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Maria Ramos as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers SA as Auditors | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 8.3 Million | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.3. Amend Articles Re: General Meeting | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Ashtead Group Plc | 06-Sep-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Ashtead Group Plc | 06-Sep-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 8. Re-elect Lucinda Riches as Director | Against |
| Ashtead Group Plc | 06-Sep-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| NIKE, Inc. | 12-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Alan B. Graf, Jr. | Withhold |
| NIKE, Inc. | 12-Sep-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| NIKE, Inc. | 12-Sep-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6B. Amend Articles Re: Compensation and Mandates | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000 | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | A. Authorize Independent Representative to Vote on Any New or Amended Resolutions | Against |
| Novartis AG | 15-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 3. Transact Other Business (Voting) | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Stephen E. Gorman | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Amy B. Lane | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director R. Brad Martin | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|----------------|------------|---|--|---|-----------|
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director David P. Steiner | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Rajesh Subramaniam | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Paul S. Walsh | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| GAM Holding AG | 27-Sep-23 | Switzerland | G | Director Related - Board Related | Company-Specific Board-Related | 2.3. Appoint Jeremy Smouha as Member of the Compensation Committee | Against |
| GAM Holding AG | 27-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 5. Transact Other Business (Voting) | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Long Term Incentive Plan | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.1. Approve Creation of Capital Band within the Upper Limit of CHF 462,002.60 and the Lower Limit of CHF 378,002.60 with or without Exclusion of Preemptive Rights | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.3. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-----------|------------|---|--|---|-----------|
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Angela F. Braly | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Jon R. Moeller | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 5. Report on Third-Party Civil Rights Audit of Reverse Discrimination | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 6. Report on Risks Related to Operations in China | Against |
| Newmont Corporation | 11-Oct-23 | USA | G | Capitalization - Capital Increase | Increase Authorized Common Stock | 2. Increase Authorized Common Stock | Against |
| Newmont Corporation | 11-Oct-23 | USA | G | Takeover Related - Takeover - Other | Adjourn Meeting | 3. Adjourn Meeting | Against |
| CSL Limited | 11-Oct-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| CSL Limited | 11-Oct-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Grant of performance Share Units to Paul McKenzie | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director David J.S. Flaschen | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director B. Thomas Golisano | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Pamela A. Joseph | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Joseph M. Tucci | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Joseph M. Velli | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1b. Elect Director Scott C. Donnelly | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1c. Elect Director Lidia L. Fonseca | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|---|---|-----------|
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1h. Elect Director Geoffrey S. Martha | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1i. Elect Director Elizabeth G. Nabel | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1j. Elect Director Denise M. O'Leary | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1k. Elect Director Kendall J. Powell | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Overseas Market Purchases of Ordinary Shares | Against |
| Transurban Group | 19-Oct-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| ams-OSRAM AG | 20-Oct-23 | Austria | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 1. Approve Creation of EUR 800 Million Pool of Capital with Preemptive Rights | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lee C. Banks | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Linda A. Harty | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Joseph Scaminace | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director James L. Wainscott | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 4. Approve Omnibus Stock Plan | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Bruno Richle as Director | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Richard Dratva as Director | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 4.2. Reelect Bruno Richle as Board Chair | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.1. Reappoint Bruno Richle as Member of the Nomination and Compensation Committee | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 330,000 | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.1. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.2. Approve Creation of Capital Band within the Upper Limit of CHF 15.2 and the Lower Limit of CHF 5.6 with or without Exclusion of Preemptive Rights | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Wesfarmers Limited | 26-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 2a. Elect Michael Alfred Chaney as Director | Against |
| UniCredit SpA | 27-Oct-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 1. Authorize Share Repurchase Program | Against |
| UniCredit SpA | 27-Oct-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 1. Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Robert Calderoni | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Kevin Kennedy | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Marie Myers | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1a. Elect Wong Chik-wing, Mike as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1b. Elect Lui Ting, Victor as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1c. Elect Li Ka-cheung, Eric 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 |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1d. Elect Leung Ko May-yee, Margaret as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1f. Elect Fung Yuk-lun, Allen as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Capitalization - Capital Issuance | Authorize Reissuance of Repurchased Shares | 7. Authorize Reissuance of Repurchased Shares | Against |
| Dufry AG | 03-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Against |
| Varia US Properties AG | 03-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael R. Cannon | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Bethany J. Mayer | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Abhijit Y. Talwalkar | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director John P. Jones | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William J. Ready | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Evolution AB | 09-Nov-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 7. Approve Performance Share Plan for Key Employees | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2a. Elect Stephen Johns as Director of Goodman Limited | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2b. Elect Stephen Johns as Director of Goodman Logistics (HK) Limited | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|-----------|------------|---|--|---|-----------|
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 8. Approve Issuance of Performance Rights to Greg Goodman | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 9. Approve Issuance of Performance Rights to Danny Peeters | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 10. Approve Issuance of Performance Rights to Anthony Rozic | Against |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Jeffrey S. Berg | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Michael J. Boskin | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Safra A. Catz | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Bruce R. Chizen | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director George H. Conrades | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Lawrence J. Ellison | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Jeffrey O. Henley | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Renee J. James | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Leon E. Panetta | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.13. Elect Director William G. Parrett | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.14. Elect Director Naomi O. Seligman | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.15. Elect Director Vishal Sikka | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Oracle Corporation | 15-Nov-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Oracle Corporation | 15-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young LLP as Auditors | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael "Mick" Farrell | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Peter Farrell | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director John Hernandez | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richard "Rich" Sulpizio | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Ronald "Ron" Taylor | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Larry C. Glasscock | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Alison Kenney Paul | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Charlene Barshefsky | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Angela Wei Dong | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Fabrizio Freda | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ferguson Plc | 28-Nov-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ferguson Plc | 28-Nov-23 | Jersey | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 7. Approve Omnibus Stock Plan | Against |
| Campbell Soup Company | 29-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Campbell Soup Company | 29-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 3. Approve Creation of CHF 595,000 Pool of Conditional Capital for Employee Participation Plans Following the Merger Agreement with Tornos Holding AG, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 4.2. Amend Articles Re: Board Size Limit, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 4.3. Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Elect Francois Frote as Director, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Additional Remuneration of Directors in the Amount of CHF 420,000, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.6 Million, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yanai, Tadashi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Hattori, Nobumichi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ono, Naotake | Against |
| Tornos Holding AG | 30-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 3. Transact Other Business (Voting) | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Michael D. Capellas | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Charles H. Robbins | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.2. Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.4. Approve Virtual-Only Shareholder Meetings | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.02. Elect Director Hugh F. Johnston | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.06. Elect Director Satya Nadella | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte and & Touche as Auditors | Against |
| Microsoft Corporation | 07-Dec-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 5. Report on Gender-Based Compensation and Benefits Inequities | Against |
| Microsoft Corporation | 07-Dec-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | Against |
| Microsoft Corporation | 07-Dec-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 7. Report on Government Take Down Requests | Against |
| Microsoft Corporation | 07-Dec-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Coloplast A/S | 07-Dec-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| Coloplast A/S | 07-Dec-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6.3. Amend Remuneration Policy | Against |
| Coloplast A/S | 07-Dec-23 | Denmark | G | Director Election - Director Election | Elect Director | 7.1. Reelect Lars Soren Rasmussen as Director | Abstain |
| Coloplast A/S | 07-Dec-23 | Denmark | G | Director Election - Director Election | Elect Director | 7.6. Reelect Marianne Wiinholt as Director | Abstain |
| Palo Alto Networks, Inc. | 12-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Nikesh Arora | Against |
| Palo Alto Networks, Inc. | 12-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Palo Alto Networks, Inc. | 12-Dec-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| National Australia Bank Limited | 15-Dec-23 | Australia | G | Director Election - Director Election | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | 1f. Elect Stephen Mayne as Director | Against |
| National Australia Bank Limited | 15-Dec-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 3b. Approve Grant of Performance Rights to Ross McEwan | Against |
| Addex Therapeutics Ltd. | 19-Dec-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 1. Approve Increase in the Capital Band Upper Limit to CHF 2.7 Million | Against |
| Addex Therapeutics Ltd. | 19-Dec-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 2. Approve Creation of 891,172.48 Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans | Against |
| Addex Therapeutics Ltd. | 19-Dec-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 3. Transact Other Business (Voting) | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Earl G. Graves, Jr. | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director George R. Mrkoncic, Jr. | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-----------|------------|---|--|--|-----------|
| ANZ Group Holdings Limited | 21-Dec-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| ANZ Group Holdings Limited | 21-Dec-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 4. Approve Grant of Restricted Rights and Performance Rights to Shayne C Elliott | 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 |
|----------------------|--------------|-------------|------------|---|--|--|-----------|
| Novartis AG | 07-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 6.1. Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.3. Amend Articles of Association | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7.3. Approve Remuneration Report | Against |
| Novartis AG | 07-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Orsted A/S | 07-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.2. Reelect Thomas Thune Andersen (Chair) as Director | Abstain |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Hanspeter Faessler as Director | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2. Approve Remuneration of Executive Committee in the Amount of CHF 7.9 Million | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Daetwyler Holding AG | 07-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|---|---|-----------|
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3. Approve Virtual-Only Shareholder Meetings | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Silvan Meier as Director | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Heinz Roth as Director | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7. Reelect Silvan Meier as Board Chair | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Silvan Meier as Member of the Compensation Committee | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.2. Reappoint Heinz Roth as Member of the Compensation Committee | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Remuneration Report | Against |
| Meier Tobler Group AG | 13-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Routine Business - Routine Business | Approve Financial Statements, Allocation of Income, and Discharge Directors | 2. Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board | Against |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5.A. Amend Remuneration Policy | Against |
| Carlsberg A/S | 13-Mar-23 | Denmark | S | Social - Human Rights | Human Rights Risk Assessment | 5.D. Report on Efforts and Risks Related to Human Rights | For |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.a. Reelect Henrik Poulsen as New Director | Abstain |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.d. Reelect Magdi Batato as Director | Abstain |
| Carlsberg A/S | 13-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.f. Reelect Richard Burrows as Director | Abstain |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 3.1. Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022 | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 3.2. Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022 | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.12. Reappoint Andre Hoffmann as Member of the Compensation Committee | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.13. Reappoint Richard Lifton as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.14. Reappoint Bernard Poussot as Member of the Compensation Committee | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles Re: General Meeting | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.3. Amend Articles of Association | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Remuneration of Directors in the Amount of CHF 10 Million | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9. Approve Remuneration of Executive Committee in the Amount of CHF 38 Million | Against |
| Roche Holding AG | 14-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024 | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.3. Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023 | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.4. Approve Remuneration Report (Non-Binding) | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Peter Schaub as Director | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Tim Talaat as Director | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Peter Schaub as Board Chair | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.2. Reappoint Peter Schaub as Member of the Personnel and Compensation Committee | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.3. Reappoint Tim Talaat as Member of the Personnel and Compensation Committee | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.1. Amend Articles of Association | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|--|-----------|
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.2. Approve Virtual-Only Shareholder Meetings | Against |
| CPH Chemie + Papier Holding AG | 14-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.5. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.6. Reelect Annette Koehler as Director | Against |
| DKSH Holding AG | 16-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4. Approve Discharge of Board and Senior Management | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 900,000 | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Peter Athanas as Director | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.3. Reelect Frank Tanski as Director | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.6. Reelect Gustavo Moeller-Hergt as Director | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7.2. Reelect Gustavo Moeller-Hergt as Board Chair | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3.1. Reappoint Peter Athanas as Member of the Compensation and Nomination Committee | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3.2. Reappoint Walter Droege as Member of the Compensation and Nomination Committee | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3.3. Reappoint Frank Tanski as Member of the Compensation and Nomination Committee | Against |
| ALSO Holding AG | 17-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.2. Reelect Gerhard Hanhart as Director | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.7. Reelect Therese Suter as Director | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7.3. Reelect Gerhard Hanhart as Board Chair | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.4.2. Reappoint Therese Suter as Member of the Compensation and Nomination Committee | Against |
| Hypothekarbank Lenzburg AG | 18-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7.6. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 1.1. Amend Articles Re: Shares and Share Register | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 1.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Dividends of CHF 0.35 per Share | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Michael Suess as Director and Board Chair | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Elect Inka Koljonen as Director | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Appoint Inka Koljonen as Member of the Human Resources Committee | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors in the Amount of CHF 4.5 Million | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.3 Million | Against |
| OC Oerlikon Corp. AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report (Non-Binding) | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.5. Ratify PricewaterhouseCoopers AG as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Fixed Remuneration of Directors in the Amount of CHF 880,000 | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Variable Remuneration of Directors in the Amount of CHF 181,226 | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 7.2. Amend Articles Re: Remuneration of Board and Senior Management | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.3. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Bellevue Group AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Abstain |
| Swiss Prime Site AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| Swiss Prime Site AG | 21-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 800,000 | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 9.1. Amend Articles Re: Annulment of Opting Out Clause | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.2. Approve Virtual-Only Shareholder Meetings | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles of Association | Against |
| Novavest Real Estate AG | 22-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Abstain |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 17. Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 18.1. Reelect Jon Fredrik Baksaas as Director | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 18.5. Reelect Par Boman as Director | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 18.7. Reelect Fredrik Lundberg as Director | Against |
| Svenska Handelsbanken AB | 22-Mar-23 | Sweden | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 19. Reelect Par Boman as Board Chairman | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1. Reelect Gunnar Brock as Director | Against |
| ABB Ltd. | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Beth Ford | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Mellody Hobson | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Starbucks Corporation | 23-Mar-23 | USA | G | Compensation - Compensation | Adopt Policy on Succession Planning. | 6. Adopt Policy on Succession Planning | For |
| Starbucks Corporation | 23-Mar-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights | For |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 5.3. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.6. Reelect Tom Knutzen as Director | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Elect Roberto Guidetti as Director | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2.2. Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million | Against |
| Givaudan SA | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|---|-----------|
| Nordea Bank Abp | 23-Mar-23 | Finland | G | Director Election - Director Election | Elect Director | 13.i. Elect Risto Murto as Director | Against |
| Nordea Bank Abp | 23-Mar-23 | Finland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 16. Amend Articles Re: General Meeting Participation; General Meeting | Against |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote) | Against |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5.3. Amendment to Remuneration Policy for Board of Directors and Executive Management | Against |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6.2. Reelect Henrik Poulsen as Vice Chairman | Abstain |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.3c. Reelect Sylvie Gregoire as Director | Abstain |
| Novo Nordisk A/S | 23-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.3f. Reelect Martin Mackay as Director | Abstain |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Clive Meanwell as Director | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6. Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.3. Approve Virtual-Only Shareholder Meetings | Against |
| BB Biotech AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Zehnder Group AG | 23-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 1.7 Million | Against |
| Zehnder Group AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zehnder Group AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.6. Reelect Ferdinand Stutz as Director | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Ferdinand Stutz as Member of the Compensation Committee | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify KPMG AG as Auditors | Against |
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 12.3. Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|--|-----------|
| Autoneum Holding AG | 23-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Shiseido Co., Ltd. | 24-Mar-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Uotani, Masahiko | Against |
| Shiseido Co., Ltd. | 24-Mar-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Charles D. Lake II | Against |
| Shiseido Co., Ltd. | 24-Mar-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Performance Share Plan | Against |
| BELIMO Holding AG | 27-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 13 Million | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.1. Approve Virtual-Only Shareholder Meetings | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.3. Amend Articles of Association | Against |
| Implenia AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Neste Corp. | 28-Mar-23 | Finland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 18. Amend Articles Re: Book-Entry System | Against |
| Randstad NV | 28-Mar-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5a. Elect Cees 't Hart to Supervisory Board | Against |
| Randstad NV | 28-Mar-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5c. Elect Jeroen Drost to Supervisory Board | Against |
| Swisscom AG | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles Re: General Meeting | Against |
| Swisscom AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| SGS SA | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.4. Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings | Against |
| SGS SA | 28-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6.6. Amend Articles Re: Rules on Remuneration | Against |
| SGS SA | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Variable Remuneration of Directors in the Amount of CHF 5.2 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.2 Million | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Silvio Napoli as Director and Board Chair | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.c. Reelect Erich Ammann as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.d. Reelect Luc Bonnard as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.f. Reelect Adam Keswick as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.g. Reelect Guenter Schaeuble as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.h. Reelect Tobias Staehelin as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.j. Reelect Petra Winkler as Director | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.4.2. Reappoint Adam Keswick as Member of the Compensation Committee | Against |
| Schindler Holding AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Director Related - Discharge | Approve Discharge of Management and Supervisory Board (Bundled) | 4. Approve Discharge of Management and Board | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report (Advisory Vote) | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Share Repurchase Program | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 8.3. Reelect Arne Karlsson as Director | Abstain |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10.2. Amend Remuneration Policy | Against |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | S | Social - Human Rights | Human Rights Risk Assessment | 10.6. Report on Efforts and Risks Related to Human Rights | For |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | E, S, G | Miscellaneous - Miscellaneous | Company-Specific- Governance-Related | 10.7. Inclusion of the Shipping Companies to the OECD Agreement | For |
| A.P. Moller-Maersk A/S | 28-Mar-23 | Denmark | S | Social - Human Rights | Improve Human Rights Standards or Policies | 10.9. Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions | For |
| Sika AG | 28-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Lucrece Foufopoulos-De Ridder as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Sika AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.4. Approve Virtual-Only Shareholder Meetings | Against |
| Sika AG | 28-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Hans Meister as Director | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.1. Approve Virtual-Only Shareholder Meetings | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.5. Amend Articles of Association | Against |
| Ina Invest Holding Ltd. | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Omission of Dividends | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote) | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Director Election - Director Election | Elect Director | 5.f. Reelect Anders Gersel Pedersen as Director | Abstain |
| Genmab A/S | 29-Mar-23 | Denmark | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify PricewaterhouseCoopers as Auditors | Abstain |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.b. Amend Remuneration Policy | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management | Against |
| Genmab A/S | 29-Mar-23 | Denmark | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7.d. Authorize Share Repurchase Program | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Director Election - Director Election | Elect Director | 11.10. Elect Christy Wyatt as New Director | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 16.1. Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 16.2. Approve Equity Plan Financing LTV I 2023 | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Alternative Equity Plan Financing | 16.3. Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17.1. Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023) | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 17.2. Approve Equity Plan Financing of LTV II 2023 | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Alternative Equity Plan Financing | 17.3. Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved | Against |
| Telefonaktiebolaget LM Ericsson | 29-Mar-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 21. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against |
| HUBER+SUHNER AG | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.3. Approve Virtual-Only Shareholder Meetings | Against |
| HUBER+SUHNER AG | 29-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Beat Siegrist as Director | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.5. Elect Lukas Winkler as Director | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3. Appoint Lukas Winkler as Member of the Compensation and HR Committee | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11.4. Approve Virtual-Only Shareholder Meetings | Against |
| Inficon Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Director Related - Board Related | Fix Number of Directors and/or Auditors | 3.A. Fix Number of Directors at 15 | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Director Election - Director Election | Elect Director | 3.E. Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 5.A. Approve Reduction in Share Capital via Amortization of Treasury Shares | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 5.B. Approve Reduction in Share Capital via Amortization of Treasury Shares | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6.A. Approve Remuneration Policy | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.B. Approve Remuneration of Directors | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Fix Maximum Variable Compensation Ratio | 6.C. Fix Maximum Variable Compensation Ratio | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Cash/Equity Bonus | Approve/Amend Deferred Share Bonus Plan | 6.D. Approve Deferred Multiyear Objectives Variable Remuneration Plan | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Miscellaneous - Compensation | Company-Specific Compensation-Related | 6.E. Approve Buy-out Policy | Against |
| Banco Santander SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.F. Advisory Vote on Remuneration Report | Against |
| Chugai Pharmaceutical Co., Ltd. | 30-Mar-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Tateishi, Fumio | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 3.1. Approve Creation of Capital Band within the Upper Limit of CHF 20.8 Million and the Lower Limit of CHF 9.5 Million with or without Exclusion of Preemptive Rights | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 3.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.5. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.2 Million | Against |
| Leonteq AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| CaixaBank SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Amend Remuneration Policy | Against |
| CaixaBank SA | 30-Mar-23 | Spain | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Remuneration of Directors | Against |
| CaixaBank SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Fix Maximum Variable Compensation Ratio | 10. Fix Maximum Variable Compensation Ratio | Against |
| Telefonica SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| Telefonica SA | 30-Mar-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Advisory Vote on Remuneration Report | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 4. Authorize Repurchase of up to Ten Percent of Issued Share Capital | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 3.6 Million | Against |
| Forbo Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.4. Approve Remuneration Report | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 3.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Intershop Holding AG | 30-Mar-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 5. Transact Other Business (Voting) | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 4. Authorize Share Repurchase Program | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Second Section of the Remuneration Report | Against |
| UniCredit SpA | 31-Mar-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 3. Authorize Cancellation of Treasury Shares without Reduction of Share Capital | Against |
| The Walt Disney Company | 03-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Walt Disney Company | 03-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Walt Disney Company | 03-Apr-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 7. Report on Political Expenditures | For |
| Broadcom Inc. | 03-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend 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 |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| Broadcom Inc. | 03-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Aaron W. Regent | Withhold |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Withhold |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote on Executive Compensation Approach | Against |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | E | Environmental - Climate | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | 4. SP 1: Advisory Vote on Environmental Policies | For |
| The Bank of Nova Scotia | 04-Apr-23 | Canada | E | Environmental - Climate | GHG Emissions | 5. SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals | For |
| Clariant AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 4.4. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.b. Reelect Guenter von Au as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.e. Reelect Geoffery Merszei as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.h. Reelect Peter Steiner as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.j. Reelect Susanne Wamsler as Director | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Guenter von Au as Board Chair | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million | Against |
| Clariant AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Martin Byland as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|---|-----------|
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.4. Reelect Dominik Weber as Director | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Martin Byland as Member of the Nomination and Compensation Committee | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.2. Reappoint Dominik Weber as Member of the Nomination and Compensation Committee | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report (Non-Binding) | Against |
| PLAZZA AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.1. Approve Virtual-Only Shareholder Meetings | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Dividends of CHF 0.05 per Share from Capital Contribution Reserves | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 5.5. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | E | Environmental - Climate | Management Climate-Related Proposal | 6. Approve Climate Strategy Report | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.c. Reelect Iris Bohnet as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.e. Reelect Christian Gellerstad as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.f. Reelect Keyu Jin as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.g. Reelect Shan Li as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.h. Reelect Seraina Macia as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.i. Reelect Blythe Masters as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.j. Reelect Richard Meddings as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|--|-----------|
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.I. Reelect Ana Pessoa as Director | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.1. Reappoint Iris Bohnet as Member of the Compensation Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.2. Reappoint Christian Gellerstad as Member of the Compensation Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.3. Reappoint Shan Li as Member of the Compensation Committee | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8.1. Approve Remuneration of Directors in the Amount of CHF 13 Million | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2.1. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2.2. Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million | Against |
| Credit Suisse Group AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10.2. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.3. Reelect Jacques Sanche as Director | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.1. Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Schweiter Technologies AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| Nokia Oyj | 04-Apr-23 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report (Advisory Vote) | Against |
| Nokia Oyj | 04-Apr-23 | Finland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11. Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Abstain |
| Nokia Oyj | 04-Apr-23 | Finland | G | Director Election - Director Election | Elect Director | 13.10. Elect Elizabeth Crain as Director | Abstain |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.3. Amend Articles Re: Shareholder Rights; General Meetings (incl. Hybrid and Virtual Meetings); Publication and Notices | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect William Burns as Director | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Reelect Sandip Kapadia as Director | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.8. Reelect Patrick Amstutz as Director | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6.2. Reelect William Burns as Board Chair | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.1. Reappoint William Burns as Member of the Nomination and Compensation Committee | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Against |
| Molecular Partners AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Bruno Basler as Director | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Bruno Basler as Member of the Nomination and Compensation Committee | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Appoint Andreas Utermann as Member of the Nomination and Compensation Committee | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify Ernst & Young AG as Auditors | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9.1. Approve Remuneration Report (Non-binding) | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.2. Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022 | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Vontobel Holding AG | 04-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|--|-----------|
| SF Urban Properties AG | 05-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| SF Urban Properties AG | 05-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 10.3. Amend Articles Re: Board Meeting Resolutions; Board Quorum | Against |
| SF Urban Properties AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4. Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Marco Gadola as Director | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Appoint Marco Gadola as Member of the Human Resources and Compensation Committee | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Straumann Holding AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Abstain |
| Fundamenta Real Estate AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.2. Approve Virtual-Only Shareholder Meetings | Against |
| Fundamenta Real Estate AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Deutsche Telekom AG | 05-Apr-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| Deutsche Telekom AG | 05-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Deutsche Telekom AG | 05-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 3. Approve Sustainability Report | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.2. Approve Virtual-Only Shareholder Meetings | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 13 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 10.2. Ratify Ernst & Young AG as Auditors | Against |
| UBS Group AG | 05-Apr-23 | Switzerland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorize Repurchase of up to USD 6 Billion in Issued Share Capital | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Elect Markus Bernhard as Director | Against |
| mobilezone holding ag | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Raymond J. Lane | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Gary M. Reiner | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend Omnibus Stock Plan | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Hewlett Packard Enterprise Company | 05-Apr-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 5. Report on Lobbying Payments and Policy | For |
| PSP Swiss Property AG | 05-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 12.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| PSP Swiss Property AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 5.1. Approve Discharge of Board of Directors | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Francois Frote as Director | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Walter Fust as Director | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7. Reelect Francois Frote 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 |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Francois Frote as Member of the Compensation Committee | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.3. Reappoint Walter Fust as Member of the Compensation Committee | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11.1. Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.2. Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options | Against |
| Tornos Holding AG | 05-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report for UK Law Purposes | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report for Australian Law Purposes | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Megan Clark as Director | Against |
| Rio Tinto Plc | 06-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 5.5. Amend Articles Re: External Mandates for Members of the Board of Directors | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4.1. Appoint Annelies Buhofer as Member of the Nomination and Compensation Committee | Against |
| Zug Estates Holding AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1i. Reelect Kishore Mahbubani as Director | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.5. Reappoint Kishore Mahbubani as Member of the Compensation Committee | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 83 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|---|-----------|
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.1. Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.4. Amend Articles of Association | Against |
| Zurich Insurance Group AG | 06-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Brian Fischer as Director | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Brian Fischer as Member of the Nomination and Compensation Committee | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.4. Amend Articles of Association | Against |
| Mobimo Holding AG | 11-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Aart J. de Geus | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Bruce R. Chizen | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director John G. Schwarz | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Roy Vallee | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify KPMG LLP as Auditors | Against |
| Synopsys, Inc. | 12-Apr-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Roland Iff as Director | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Albrecht Langhart as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|---|--|-----------|
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.2. Appoint Matthias Reinhart as Member of the Compensation Committee | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.3. Appoint Roland Iff as Member of the Compensation Committee | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.2. Approve Virtual-Only Shareholder Meetings | Against |
| VZ Holding AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Routine Business - Routine Business | Approve Dividends | 2.2. Approve Dividends | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 4. Authorize Repurchase and Reissuance of Shares | Against |
| EDP-Energias de Portugal SA | 12-Apr-23 | Portugal | G | Capitalization - Debt Related | Authorize Repurchase of Debt Instruments and Reissuance of Repurchased Debt Instruments | 5. Authorize Repurchase and Reissuance of Repurchased Debt Instruments | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 5.3 Million | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 32 Million | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.6. Reelect David Prince as Director | Against |
| Adecco Group AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6. Transact Other Business (Voting) | Against |
| Ferrovial SA | 12-Apr-23 | Spain | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 9. Approve Restricted Stock Plan | Against |
| Ferrovial SA | 12-Apr-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10.2. Approve Remuneration Policy Applicable to Ferrovial International SE | Against |
| Ferrovial SA | 12-Apr-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Advisory Vote on Remuneration Report | Against |
| Ferrovial SA | 12-Apr-23 | Spain | E | Environmental - Climate | Reporting on Climate Transition Plan | 12. Reporting on Climate Transition Plan | Against |
| Koninklijke Ahold Delhaize NV | 12-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|---|-----------|
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 9.2 Million | Against |
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million | Against |
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Swiss Re AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| UPM-Kymmene Oyj | 12-Apr-23 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report | Against |
| UPM-Kymmene Oyj | 12-Apr-23 | Finland | G | Audit Related - Auditor Related | Ratify Auditors | 15. Ratify PricewaterhouseCoopers as Auditor for FY 2023 | Against |
| UPM-Kymmene Oyj | 12-Apr-23 | Finland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 19. Allow Shareholder Meetings to be Held by Electronic Means Only | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.6. Reelect Roland Siegwart as Director | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Reappoint Roland Siegwart as Member of the Compensation Committee | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6.2. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Komax Holding AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.4. Amend Articles of Association | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Peter Wilden as Director | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.2. Reelect Patrick Aebischer as Director | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Jane Salik as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.6. Reelect Philippe Weber as Director | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.3. Reelect Peter Wilden as Board Chair | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.4.1. Reappoint Philippe Weber as Member of the Compensation and Nomination Committee | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.4.2. Reappoint Peter Wilden as Member of the Compensation and Nomination Committee | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 1.6 Million | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Remuneration of Directors in the Amount of CHF 200,000 for Consulting Services to the Company | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Remuneration of Executive Committee in the Amount of CHF 7 Million | Against |
| PolyPeptide Group AG | 12-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Vestas Wind Systems A/S | 12-Apr-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote) | Against |
| Vestas Wind Systems A/S | 12-Apr-23 | Denmark | G | Director Election - Director Election | Elect Director | 6.c. Reelect Eva Merete Sofelde Berneke as Director | Abstain |
| Vestas Wind Systems A/S | 12-Apr-23 | Denmark | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers as Auditor | Abstain |
| Dow Inc. | 13-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jim Fitterling | Against |
| Dow Inc. | 13-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dow Inc. | 13-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Deloitte & Touche LLP as Auditors | Against |
| Dow Inc. | 13-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 4. Require Independent Board Chair | For |
| Dow Inc. | 13-Apr-23 | USA | E | Environmental - Pollution | Recycling | 5. Commission Audited Report on Reduced Plastics Demand | For |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2.2. Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023 | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify KPMG AG as Auditors | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.4. Approve Virtual-Only Shareholder Meetings | Against |
| Julius Baer Gruppe AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| VINCI SA | 13-Apr-23 | France | G | Director Election - Director Election | Elect Representative of Employee Shareholders to the Board | 9. Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 13. Approve Compensation Report | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Xavier Huillard, Chairman and CEO | Against |
| VINCI SA | 13-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million | Against |
| VINCI SA | 13-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19 | Against |
| VINCI SA | 13-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 24. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report Excluding Pre-Merger Legacy Matters | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.d. Approve Remuneration Report on the Pre-Merger Legacy Matters | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2g. Approve Discharge of Directors | Against |
| Stellantis NV | 13-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3. Elect Benoit Ribadeau-Dumas 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 |
|--------------------|--------------|-------------|------------|---|--|---|-----------|
| Stellantis NV | 13-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Amend Remuneration Policy | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Daniel Julien, Chairman and CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Olivier Rigaudy, Vice-CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Chairman and CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Vice-CEO | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Director Election - Director Election | Elect Director | 13. Reelect Jean Guez as Director | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Director Election - Director Election | Elect Director | 15. Elect Bhupender Singh as Director | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 17. Renew Appointment of Deloitte & Associes SA as Auditor | Against |
| Teleperformance SE | 13-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Christina Johansson as Director | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.3. Appoint Urs Riedener as Member of the Personnel and Compensation Committee | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.2. Approve Virtual-Only Shareholder Meetings, if Item 8.1 is Accepted | Against |
| Emmi AG | 13-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.a. Reelect John Elkann as Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.e. Reelect Francesca Bellettini as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.g. Reelect Sergio Duca as Non-Executive Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|--|-----------|
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.h. Reelect John Galantic as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.j. Reelect Adam Keswick as Non-Executive Director | Against |
| Ferrari NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3.k. Elect Michelangelo Volpi as Non-Executive Director | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify Ernst & Young AG as Auditors | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022 | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.6. Amend Articles Re: Compensation of Board and Senior Management | Against |
| COMET Holding AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3.a. Approve Remuneration Report | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 3.b. Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.a. Reelect Suzanne Heywood as Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.e. Reelect Alessandro Nasi as Non-Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.f. Reelect Vagn Sorensen as Non-Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.h. Elect Elizabeth Bastoni as Non-Executive Director | Against |
| CNH Industrial NV | 14-Apr-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income and Dividends of CHF 4.50 per Share | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Pietro Supino as Director and Board Chair | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Martin Kall as Director | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Martin Kall as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Pascale Bruderer as Member of the Compensation Committee | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Appoint Claudia Coninx-Kaczynski as Member of the Compensation Committee | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 2.4 Million | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 293,163 | Against |
| TX Group AG | 14-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6. Transact Other Business (Voting) | Abstain |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.1. Reelect David Dean as Director Representing Holders of Category A Registered Shares | Against |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.2.2. Reelect Martin Kuehn as Director | Against |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Bossard Holding AG | 17-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6. Transact Other Business (Voting) | Against |
| Luzerner Kantonalbank AG | 17-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 2.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million | Against |
| Luzerner Kantonalbank AG | 17-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Samuel R. Allen | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Marc R. Bitzer | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Harish Manwani | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Michael D. White | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|--------|------------|---|---|---|-----------|
| Whirlpool Corporation | 18-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Whirlpool Corporation | 18-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Bank of Montreal | 18-Apr-23 | Canada | G | Director Election - Director Election | Elect Director | 1.4. Elect Director George A. Cope | Withhold |
| Bank of Montreal | 18-Apr-23 | Canada | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Madhu Ranganathan | Withhold |
| Bank of Montreal | 18-Apr-23 | Canada | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Withhold |
| Bank of Montreal | 18-Apr-23 | Canada | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote on Executive Compensation Approach | Against |
| Bank of Montreal | 18-Apr-23 | Canada | E | Environmental - Climate | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | A. SP 1: Advisory Vote on Environmental Policies | For |
| Bank of Montreal | 18-Apr-23 | Canada | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | C. SP 3: Publish a Third-Party Racial Equity Audit | For |
| Moody's Corporation | 18-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Moody's Corporation | 18-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 2.2.1. Elect Ulrich Kostlin as Board Chair | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Director Election - Director Election | Elect Director | 2.2.2. Elect Stefan Weber as Director | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Director Election - Director Election | Elect Director | 2.2.3. Elect Patrick Langlois as Director | Against |
| Newron Pharmaceuticals SpA | 18-Apr-23 | Italy | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 2.3. Approve Remuneration of Directors | Against |
| U.S. Bancorp | 18-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Andrew Cecere | Against |
| U.S. Bancorp | 18-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| U.S. Bancorp | 18-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Moncler SpA | 18-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Second Section of the Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7.1. Approve Creation of Capital Band within the Upper Limit of CHF 19.8 Million and the Lower Limit of CHF 16.2 Million with or without Exclusion of Preemptive Rights | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8.2.3. Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000 | Against |
| Ascom Holding AG | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5. Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Equity-Related | 9. Amend Articles Re: Exclusion of Preemptive Rights up to 20 Percent | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11. Approve Virtual-Only Shareholder Meetings | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 12.2. Reelect Konstantin Ryzhkov as Director | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 13.2. Reappoint Konstantin Ryzhkov as Member of the Compensation Committee | Against |
| Cicor Technologies Ltd. | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 16. Transact Other Business (Voting) | Against |
| Tecan Group AG | 18-Apr-23 | 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 | 18-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.3. Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million | Against |
| Tecan Group AG | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Philipp Dautzenberg as Director | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Werner Marti as Director | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Joos Sutter as Director | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.7. Reelect Joos Sutter as Board Chair | Against |
| Bell Food Group AG | 18-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Prismian SpA | 19-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Arthur F. Anton | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director John G. Morikis | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Sherwin-Williams Company | 19-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income and Dividends of CHF 3.50 per Share | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 3 Million | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Elect Suzanne Thoma as Director and Board Chair | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Sulzer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| ORIOR AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| British American Tobacco plc | 19-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| British American Tobacco plc | 19-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Holly Keller Koeppel as Director | Against |
| British American Tobacco plc | 19-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Airbus SE | 19-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.6. Approve Implementation of Remuneration Policy | Against |
| Airbus SE | 19-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Director | 4.7. Reelect Ralph D. Crosby, Jr. 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 |
|----------------------|--------------|-------------|------------|---|--|---|-----------|
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 2.1.1. Elect Felix Sulzberger as Director and Board Chair | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 2.2.1. Appoint Felix Sulzberger as Member of the Compensation Committee | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify KPMG AG as Auditors | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.1. Approve Remuneration Report (Non-Binding) | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| CALIDA Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Hugh F. Johnston | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 5. Report on Political Contributions and Expenditures | For |
| HCA Healthcare, Inc. | 19-Apr-23 | USA | E, S, G | Miscellaneous - Miscellaneous | Company-Specific-Governance-Related | 6. Amend Charter of Patient Safety and Quality of Care Committee | For |
| Georg Fischer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3. Approve Virtual-Only Shareholder Meetings | Against |
| Georg Fischer AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Bucher Industries AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.6. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Bucher Industries AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.5. Approve Virtual-Only Shareholder Meetings | Against |
| Bucher Industries AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|---|-----------|
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.7. Reelect Jean-Philippe Rochat as Director | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.1. Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.4. Ratify Ernst & Young AG as Auditors | Against |
| Vetropack Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3. Reappoint Alex Faessler as Member of the Compensation Committee | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 9.3. Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors | Against |
| Bachem Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Coltene Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Appoint Allison Zwingenberger as Member of the Nomination and Compensation Committee | Against |
| Coltene Holding AG | 19-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.4. Appoint Juergen Rauch as Member of the Nomination and Compensation Committee | Against |
| Coltene Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| u-blox Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 4.2. Approve Creation of CHF 4.2 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Accepted; Approve Creation of CHF 4.9 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Rejected | Against |
| u-blox Holding AG | 19-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.2. Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million | Against |
| u-blox Holding AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Geberit AG | 19-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights | Against |
| Geberit AG | 19-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Michael D. Hsu | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Mae C. Jemison | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Christa S. Quarles | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Kimberly-Clark Corporation | 20-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Laura Desmond | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Shantanu Narayen | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director John Warnock | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify KPMG LLP as Auditors | Against |
| Adobe Inc. | 20-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Adobe Inc. | 20-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Labor Issues - Discrimination and Miscellaneous | 6. Report on Hiring of Persons with Arrest or Incarceration Records | For |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Axel Dumas, General Manager | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Emile Hermes SAS, General Manager | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of General Managers | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| Hermes International SCA | 20-Apr-23 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 15. Reelect Renaud Mommeja as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 16. Reelect Eric de Seynes as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 18. Renew Appointment of Grant Thornton Audit as Auditor | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Miscellaneous - Miscellaneous | Company Specific Organization Related | 26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above | Against |
| Hermes International SCA | 20-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Frank A. D'Amelio | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director John W. Garratt | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Kurt J. Hilzinger | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William J. McDonald | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Humana Inc. | 20-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17. Approve Long-Term Incentive Plan | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 18. Approve Executive Share Ownership Scheme | Against |
| RELX Plc | 20-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 25. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect Ernst Tanner as Director and Board Chair | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.2. Reelect Dieter Weisskopf as Director | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 3.2 Million | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 20 Million | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.1. Amend Articles of Association | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Chocoladefabriken Lindt & Spruengli AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 1.9 Million | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3.3. Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023 | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 7.3. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify PricewaterhouseCoopers AG as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Siegfried Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Delphine Arnault as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Antonio Belloni as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Marie-Josée Kravis as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Election - Director Election | Elect Director | 10. Elect Laurent Mignon as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 11. Renew Appointment of Lord Powell of Bayswater as Censor | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 12. Appoint Diego Della Valle as Censor | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 13. Approve Compensation Report of Corporate Officers | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Bernard Arnault, Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Antonio Belloni, Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 17. Approve Remuneration Policy of Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy of Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |

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 | 20-Apr-23 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 20-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers | Against |
| Aena S.M.E. SA | 20-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 8.3. Elect Maria Carmen Corral Escribano as Director | Against |
| Aena S.M.E. SA | 20-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 8.5. Reelect Juan Ignacio Diaz Bidart as Director | Against |
| Aena S.M.E. SA | 20-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 8.6. Reelect Pilar Arranz Notario as Director | Against |
| Jeronimo Martins SGPS SA | 20-Apr-23 | Portugal | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 6. Re-elect Sue Clayton as Director | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Andy Gulliford as Director | Against |
| SEGRO PLC | 20-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BVZ Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Heineken NV | 20-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.b. Approve Remuneration Report | Against |
| Heineken NV | 20-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 3.a. Reelect M.R. de Carvalho to Supervisory Board | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4. Approve Discharge of Board and Senior Management | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.2. Reelect Svein Brandtzaeg as Director | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Barend Fruithof as Director | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.8. Reelect Emese Weissenbacher as Director | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.1. Reappoint Jens Alder as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.2. Reappoint Svein Brandtzaeg as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.3. Reappoint Oliver Streuli as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.4. Reappoint Michael Schwarzkopf as Member of the Compensation Committee | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 2.5 Million | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Swiss Steel Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.b. Reelect Ulf Schneider as Director | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 72 Million | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.1. Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Nestle SA | 20-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles of Association | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 4. Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Remuneration of Executive Committee in the Amount of CHF 18 Million | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7. Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization | Against |
| SIG Group AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.2. Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026 | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|---|-----------|
| SIG Group AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Kardex Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Kardex Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Rieter Holding AG | 20-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.8. Elect Thomas Oetterli as Director | Against |
| Rieter Holding AG | 20-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4. Approve Fixed Remuneration of Directors in the Amount of CHF 2 Million | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.1. Approve Creation of Capital Band within the Upper Limit of CHF 3.6 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.4. Approve Virtual-Only Shareholder Meetings | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 6.5. Amend Articles Re: Duties of the Board of Directors; Board Resolutions; Size of Nomination and Compensation Committee | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1. Reelect Marco Gadola as Director and Board Chair | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.5. Reelect Damien Tappy as Director | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Damien Tappy as Member of the Nomination and Compensation Committee | Against |
| Medartis Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Fabienne Dulac as Director | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|-------------|------------|---|---|---|-----------|
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Jean-Paul Agon, Chairman of the Board | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Nicolas Hieronimus, CEO | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Chairman of the Board | Against |
| L'Oreal SA | 21-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of CEO | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Director Related - Discharge | Approve Discharge of Management Board (Bundled) | 3. Approve Discharge of Management Board for Fiscal Year 2022 | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Director Election - Director Election | Elect Supervisory Board Member | 10. Elect Friedrich Roithner as Supervisory Board Member | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 11. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 12. Approve Creation of EUR 4.4 Million Pool of Capital to Guarantee Conversion Rights | Against |
| PIERER Mobility AG | 21-Apr-23 | Austria | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 13.1. Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Against |
| Akzo Nobel NV | 21-Apr-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Akzo Nobel NV | 21-Apr-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 8. Authorize Cancellation of Repurchased Shares | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 3.2. Approve Dividends of CHF 0.15 per Share from Capital Contribution Reserves | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|--|-----------|
| Arbonia AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.1.2. Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 262.8 Million with or without Exclusion of Preemptive Rights, if Item 5.1.1 is Accepted | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 5.3. Approve Creation of CHF 8.8 Million Pool of Conditional Capital for Employee Equity Participation | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.5. Approve Virtual-Only Shareholder Meetings | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.7. Amend Articles of Association | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 5.8. Amend Articles Re: Threshold to Submit Items to the Agenda | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.1. Approve Remuneration Report (Non-Binding) | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Remuneration of Directors in the Amount of CHF 2.2 Million | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million | Against |
| Arbonia AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Cembra Money Bank AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Fixed Remuneration of Board of Directors in the Amount of CHF 4.6 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.5 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| EFG International AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.a. Reelect Emmanuel Bussetil as Director | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.g. Reelect Pericles Petalas as Director | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1.1. Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 11.1. Approve Creation of Capital Band within the Upper Limit of CHF 199.2 Million and the Lower Limit of CHF 106.3 Million with or without Exclusion of Preemptive Rights | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 11.6. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| EFG International AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 5. Approve Discharge of Board and Senior Management | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Horst Mahmoudi as Director and Board Chair | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2.1. Reelect Fulvio Micheletti as Director | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2.3. Reelect Jose Lopez as Director | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Fulvio Micheletti as Member of the Nomination and Compensation Committee | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3. Reappoint Jose Lopez as Member of the Nomination and Compensation Committee | Against |
| Edisun Power Europe AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Allreal Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Philipp Gmuier as Member of the Nomination and Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Allreal Holding AG | 21-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Allreal Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board of Directors | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 1.1 Million | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Elect Walter Fust as Director | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Elect Michael Hauser as Director | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Elect Michael Hauser as Board Chair | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.1. Appoint Walter Fust as Member of the Compensation Committee | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.4. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Starrag Group Holding AG | 21-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Henkel AG & Co. KGaA | 24-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 11. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Vivendi SE | 24-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board | Against |
| Vivendi SE | 24-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|--|---|-----------|
| Vivendi SE | 24-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy of Chairman of the Management Board | Against |
| Vivendi SE | 24-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 24. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Vivendi SE | 24-Apr-23 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 25. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |
| Vivendi SE | 24-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 26. Authorize Specific Buyback Program and Cancellation of Repurchased Share | Against |
| HP Inc. | 24-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Charles "Chip" V. Bergh | Against |
| HP Inc. | 24-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| HP Inc. | 24-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| HP Inc. | 24-Apr-23 | USA | G | Corporate Governance - Shareholder Rights | Provide Right to Act by Written Consent | 5. Provide Right to Act by Written Consent | For |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Management Board (Bundled) | 4A. Approve Discharge of Executive Board | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4B. Approve Discharge of Supervisory Board | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 7C. Reelect Herna Verhagen to Supervisory Board | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8A. Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital | Against |
| ING Groep NV | 24-Apr-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 10. Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9 | Against |
| Flughafen Zuerich AG | 24-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.2. Amend Articles Re: General Meetings | Against |
| Flughafen Zuerich AG | 24-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.3. Approve Virtual-Only Shareholder Meetings | Against |
| Flughafen Zuerich AG | 24-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1. Reelect Rudolf Hadorn as Director and Board Chair | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.3. Reappoint Rudolf Hadorn as Member of the Nomination and Compensation Committee | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.5. Ratify PricewaterhouseCoopers AG as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - June 30, 2024 | Against |
| Gurit Holding AG | 24-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director W. Lance Conn | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory B. Maffei | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director John D. Markley, Jr. | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director David C. Merritt | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Steven A. Miron | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Balan Nair | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Thomas M. Rutledge | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Eric L. Zinterhofer | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 3. Advisory Vote on Say on Pay Frequency | One Year |
| Charter Communications, Inc. | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| Charter Communications, Inc. | 25-Apr-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 5. Report on Lobbying Payments and Policy | For |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Barry Diller | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Alexis M. Herman | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Maria Elena Lagomasino | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Coca-Cola Company | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|-------------|------------|---|--|--|-----------|
| The Coca-Cola Company | 25-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 5. Report on Third-Party Civil Rights Audit | For |
| The Coca-Cola Company | 25-Apr-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 6. Issue Transparency Report on Global Public Policy and Political Influence | For |
| The Coca-Cola Company | 25-Apr-23 | USA | S | Social - Political Spending | Political Spending Congruency | 7. Report on Congruency of Political Spending with Company Values and Priorities | For |
| The Coca-Cola Company | 25-Apr-23 | USA | S | Social - Health & Safety | Prepare Report on Health Care Reform | 9. Report on Risk Due to Restrictions on Reproductive Rights | For |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Manuel Leuthold as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.2. Reelect Jaume Sabater as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Patrick Richard as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.4. Reelect Taner Alicehic as Director | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Manuel Leuthold as Board Chair | Against |
| Varia US Properties AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| American Electric Power Company, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Linda A. Goodspeed | Against |
| American Electric Power Company, Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Sandra Beach Lin | Against |
| American Electric Power Company, Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Renee J. James | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Gary M. Reiner | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Citigroup Inc. | 25-Apr-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Citigroup Inc. | 25-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 7. Require Independent Board Chair | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|--|-----------|
| Citigroup Inc. | 25-Apr-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 8. Report on Respecting Indigenous Peoples' Rights | For |
| Citigroup Inc. | 25-Apr-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| Exelon Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Anthony Anderson | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Charisse Lillie | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Exelon Corporation | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Frank P. Bramble, Sr. | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Monica C. Lozano | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Brian T. Moynihan | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Bank of America Corporation | 25-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | For |
| Bank of America Corporation | 25-Apr-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Bank of America Corporation | 25-Apr-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 8. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | For |
| Bank of America Corporation | 25-Apr-23 | USA | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For |
| Bank of America Corporation | 25-Apr-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 10. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| Bank of America Corporation | 25-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 11. Commission Third Party Racial Equity Audit | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|-------------|------------|---|--|---|-----------|
| Entain Plc | 25-Apr-23 | Isle of Man | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Entain Plc | 25-Apr-23 | Isle of Man | G | Director Election - Director Election | Elect Director | 9. Re-elect Robert Hoskin as Director | Against |
| Entain Plc | 25-Apr-23 | Isle of Man | G | Compensation - Equity Compensation Plan | Amend Restricted Stock Plan | 15. Amend Long Term Incentive Plan | Against |
| Entain Plc | 25-Apr-23 | Isle of Man | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 20. Adopt New Articles of Association | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Alexander von Witzleben as Director | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Alexander von Witzleben as Board Chair | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.1. Reappoint Alexander von Witzleben as Member of the Nomination and Compensation Committee | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Amend Corporate Purpose | 6.2. Amend Corporate Purpose | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.5. Amend Articles of Association | Against |
| Feintool International Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Abstain |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Thomas Buberl | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Arvind Krishna | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Andrew N. Liveris | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| International Business Machines Corporation | 25-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| International Business Machines Corporation | 25-Apr-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 6. Report on Lobbying Payments and Policy | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|-------------|------------|---|---|--|-----------|
| International Business Machines Corporation | 25-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Labor Issues - Discrimination and Miscellaneous | 8. Report on Efforts to Prevent Harassment and Discrimination in the Workplace | For |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Richard B. Payne, Jr. | Against |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| Wells Fargo & Company | 25-Apr-23 | USA | G | Corporate Governance - Shareholder Rights | Reduce Supermajority Vote Requirement | 5. Adopt Simple Majority Vote | For |
| Wells Fargo & Company | 25-Apr-23 | USA | S | Social - Political Spending | Political Spending Congruency | 6. Report on Political Expenditures Congruence | For |
| Wells Fargo & Company | 25-Apr-23 | USA | E, S | E&S Blended - Climate | Climate Change Lobbying | 7. Report on Climate Lobbying | For |
| Wells Fargo & Company | 25-Apr-23 | USA | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 8. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For |
| Wells Fargo & Company | 25-Apr-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| Wells Fargo & Company | 25-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Workplace Sexual Harassment | 10. Report on Prevention of Workplace Harassment and Discrimination | For |
| Wells Fargo & Company | 25-Apr-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 11. Adopt Policy on Freedom of Association and Collective Bargaining | For |
| V-ZUG Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| V-ZUG Holding AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 5. Approve NOK 96.9 Million Reduction in Share Capital via Share Cancellation | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 6.a. Authorize Share Repurchase Program and Cancellation of Repurchased Shares | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Routine Business - Routine Business | Discuss/Approve Company's Corporate Governance Structure/Statement | 11. Approve Company's Corporate Governance Statement | Against |
| DNB Bank ASA | 25-Apr-23 | Norway | G | Audit Related - Auditor Related | Authorize Board to Fix Remuneration of External Auditor(s) | 14. Approve Remuneration of Auditors | Against |
| Bystronic AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings | Against |
| Bystronic AG | 25-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.5. Amend Articles of Association | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Bystronic AG | 25-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Newmont Corporation | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Rene Medori | Against |
| Newmont Corporation | 26-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Lakshmi Mittal | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Adebayo Ogunesi | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director David Solomon | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 5. Report on Lobbying Payments and Policy | For |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | For |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 8. Oversee and Report a Racial Equity Audit | For |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 10. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | For |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 11. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For |
| The Goldman Sachs Group, Inc. | 26-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 12. Report on Median Gender/Racial Pay Gap | For |
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Director Related - Statutory Auditor | Authorize Board to Fix Remuneration of Internal Statutory Auditor(s) | 3b. Approve Internal Auditors' Remuneration | Against |
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4a. Approve Remuneration Policy | Against |
| Assicurazioni Generali SpA | 26-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4b. Approve Second Section of the Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|--|-----------|
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1a. Elect Director Craig Arnold | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory R. Page | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1e. Elect Director Sandra Pinalto | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 1h. Elect Director Gerald B. Smith | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 2. Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Eaton Corporation plc | 26-Apr-23 | Ireland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Share Repurchase of Issued Share Capital | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director David M. Cordani | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Kathleen M. Mazzarella | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Eric C. Wiseman | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Donna F. Zarcone | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Cigna Group | 26-Apr-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| The Cigna Group | 26-Apr-23 | USA | S | Social - Political Spending | Political Spending Congruency | 7. Report on Congruency of Political Spending with Company Values and Priorities | For |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding) | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10.2. Approve Creation of Capital Band within the Upper Limit of CHF 454,523.36 and the Lower Limit of CHF 371,882.72 with or without Exclusion of Preemptive Rights | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|--|-----------|
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 10.5. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| EPIC Suisse AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Ian Ashby as Director | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Remuneration Report | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Anglo American Plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Anheuser-Busch InBev SA/NV | 26-Apr-23 | Belgium | G | Director Election - Director Election | Elect Director | B.8.e. Reelect Claudio Garcia as Director | Against |
| Anheuser-Busch InBev SA/NV | 26-Apr-23 | Belgium | G | Director Election - Director Election | Elect Director | B.8.i. Elect Salvatore Mancuso as Restricted Share Director | Against |
| Anheuser-Busch InBev SA/NV | 26-Apr-23 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | B.9. Approve Remuneration Report | Against |
| Bunzl Plc | 26-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Elect Pam Kirby as Director | Against |
| Bunzl Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Remuneration Report | Against |
| Bunzl Plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Croda International Plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Croda International Plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Croda International Plc | 26-Apr-23 | United Kingdom | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 23. Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors | Against |
| Smith & Nephew plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|--|-----------|
| Smith & Nephew plc | 26-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Smith & Nephew plc | 26-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| ASML Holding NV | 26-Apr-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3a. Approve Remuneration Report | Against |
| ASML Holding NV | 26-Apr-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Number of Shares for Management Board | Against |
| ASML Holding NV | 26-Apr-23 | Netherlands | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6a. Amend Remuneration Policy for the Supervisory Board | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Board of Directors in the Amount of CHF 1.4 Million | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.3. Approve Remuneration Report (Non-Binding) | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 10. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Basilea Pharmaceutica AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| ENGIE SA | 26-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| ENGIE SA | 26-Apr-23 | France | E | Environmental - Climate | Climate Change Action | B. Amend Articles 21 and 24 of Bylaws Re: Climate Strategy | For |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 9.c. Approve Discharge of Board and President | Against |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director | Against |
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Director Related - Committee Election | Elect Member of Nominating Committee | 14. Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Assa Abloy AB | 26-Apr-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Remuneration Report | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.2. Reelect Paul Zumbuehl as Board Chair | Against |
| Mikron Holding AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Urs Kaufmann as Director | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.4. Reelect Thomas Oetterli as Director and Board Chair | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3. Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| SFS Group AG | 26-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Carrie S. Cox | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Pamela H. Patsley | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Richard K. Templeton | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young LLP as Auditors | Against |
| Texas Instruments Incorporated | 27-Apr-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Texas Instruments Incorporated | 27-Apr-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products | For |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Maria Siccardi Tonolli as Director | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1.2. Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000 | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2.2. Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 10.4. Amend Articles Re: Compensation of Board and Senior Management; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Medacta Group SA | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Albert Bourla | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Joseph J. Echevarria | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Scott Gottlieb | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Helen H. Hobbs | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Dan R. Littman | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Suzanne Nora Johnson | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Pfizer Inc. | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Pfizer Inc. | 27-Apr-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Pfizer Inc. | 27-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | For |
| Pfizer Inc. | 27-Apr-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 7. Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production | For |
| Pfizer Inc. | 27-Apr-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 8. Report on Impact of Extended Patent Exclusivities on Product Access | For |
| Pfizer Inc. | 27-Apr-23 | USA | S | Social - Political Spending | Political Spending Congruency | 9. Report on Political Expenditures Congruence | For |
| BASF SE | 27-Apr-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 3. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| BASF SE | 27-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| BASF SE | 27-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| BASF SE | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 9. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify KPMG AG as Auditors for Fiscal Year 2023 | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 8.1. Amend Articles Re: Supervisory Board Term of Office | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 10.2. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| GEA Group AG | 27-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 10.3. Amend Articles Re: General Meeting Chair and Procedure | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.3. Reelect Jvo Grundler as Director | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 4 Million | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.3. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy (Non-Binding) | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify Ernst & Young AG as Auditors | Against |
| HIAG Immobilien Holding AG | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Mary C. Beckerle | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Jennifer A. Doudna | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Joaquin Duato | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Paula A. Johnson | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Hubert Joly | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Mark B. McClellan | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Anne M. Mulcahy | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Johnson & Johnson | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Johnson & Johnson | 27-Apr-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 6. Report on Government Financial Support and Equitable Access to Covid-19 Products | For |
| Johnson & Johnson | 27-Apr-23 | USA | G | Compensation - Compensation | Use GAAP for Executive Compensation Metrics | 7. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | For |
| Johnson & Johnson | 27-Apr-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 8. Report on Impact of Extended Patent Exclusivities on Product Access | For |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 24. Authorise Market Purchase of Ordinary Shares | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|--|-----------|
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 25. Authorise Off-Market Purchase of Shares from Consortium Shareholders | Against |
| London Stock Exchange Group Plc | 27-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 26. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| FinecoBank SpA | 27-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Matthew T. Farrell | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Bradley C. Irwin | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Penry W. Price | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Ravichandra K. Saligram | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Arthur B. Winkleblack | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Church & Dwight Co., Inc. | 27-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | For |
| BP Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 4. Re-elect Helge Lund as Director | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5. Re-elect Bernard Looney as Director | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 8. Re-elect Melody Meyer as Director | Against |
| BP Plc | 27-Apr-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 19. Authorise UK Political Donations and Expenditure | Against |
| BP Plc | 27-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 24. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BP Plc | 27-Apr-23 | United Kingdom | E | Environmental - Climate | GHG Emissions | 25. Approve Shareholder Resolution on Climate Change Targets | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| Kerry Group Plc | 27-Apr-23 | Ireland | G | Director Election - Director Election | Elect Director | 4b. Re-elect Hugh Brady as Director | Against |
| Kerry Group Plc | 27-Apr-23 | Ireland | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 6. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Kerry Group Plc | 27-Apr-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| AXA SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022 | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 2. Approve Dividends | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5l. Re-elect Marcus Wallenberg as Director | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 7. Authorise UK Political Donations and Expenditure | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 11. Authorise Market Purchase of Ordinary Shares | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 12. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| AstraZeneca Plc | 27-Apr-23 | United Kingdom | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 13. Adopt New Articles of Association | Against |
| Danone SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Antoine de Saint-Affrique, CEO | Against |
| Danone SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16 | Against |
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Alan J. Levy | Against |
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Mark J. Rubash | Against |
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intuitive Surgical, Inc. | 27-Apr-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 5. Report on Gender/Racial Pay Gap | For |
| Kering SA | 27-Apr-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 4. Approve Compensation Report of Corporate Officers | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|--------|------------|---|--|---|-----------|
| Kering SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO | Against |
| Kering SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Jean-Francois Palus, Vice-CEO | Against |
| Kering SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of Executive Corporate Officers | Against |
| Kering SA | 27-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 9. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Kering SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14 | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Maryse Aulagnon as Director | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Director Election - Director Election | Elect Director | 7. Elect Olivier Andries as Director | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 10. Renew Appointment of Ernst & Young et Autres as Auditor | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022 | Against |
| Veolia Environnement SA | 27-Apr-23 | France | G | Routine Business - Routine Business | Amend Corporate Purpose | 22. Amend Article 15 of Bylaws Re: Corporate Purpose | Against |
| Bouygues SA | 27-Apr-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of CEO and Vice-CEOs | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Olivier Roussat, CEO | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Pascal Grange, Vice-CEO | Against |
| Bouygues SA | 27-Apr-23 | France | G | Director Election - Director Election | Elect Director | 14. Reelect Alexandre de Rothschild as Director | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|-------------|------------|---|---|---|-----------|
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure Related | Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights | 21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers | Against |
| Bouygues SA | 27-Apr-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities | 25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 26. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 28. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers | Against |
| Bouygues SA | 27-Apr-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 29. Authorize up to 0.125 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Retirement | Against |
| Bouygues SA | 27-Apr-23 | France | G | Takeover Related - Takeover - Restricting | Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill) | 30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Allocation of Income and Dividends of CHF 11.00 per Share | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|----------------|------------|---|--|---|-----------|
| APG SGA SA | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Elect David Bourg as Director | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Markus Scheidegger as Director | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Markus Scheidegger as Member of the Compensation Committee | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Remuneration of Directors in the Amount of CHF 850,000 | Against |
| APG SGA SA | 27-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Abstain |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Claire Babineaux-Fontenot | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Robert B. Ford | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Nancy McKinstry | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director John G. Stratton | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Abbott Laboratories | 28-Apr-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| Abbott Laboratories | 28-Apr-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 6. Require Independent Board Chair | For |
| Abbott Laboratories | 28-Apr-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 7. Report on Lobbying Payments and Policy | For |
| Abbott Laboratories | 28-Apr-23 | USA | G | Compensation - Compensation | Use GAAP for Executive Compensation Metrics | 8. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | For |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy | Against |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Remuneration Report | Against |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Pearson Plc | 28-Apr-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Bayer AG | 28-Apr-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 4.1. Elect Norbert Winkeljohann 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 |
|--------------------------------|--------------|-------------|------------|---|---|---|-----------|
| Bayer AG | 28-Apr-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Bayer AG | 28-Apr-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Helvetia Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Helvetia Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Intesa Sanpaolo SpA | 28-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2a. Approve Remuneration Policy | Against |
| Intesa Sanpaolo SpA | 28-Apr-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2b. Approve Second Section of the Remuneration Report | Against |
| Merck KGaA | 28-Apr-23 | Germany | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights | Against |
| Merck KGaA | 28-Apr-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 8.2. Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission | Against |
| RELIEF THERAPEUTICS Holding AG | 28-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 1.3. Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights | Against |
| RELIEF THERAPEUTICS Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Abstain |
| Schweizerische Nationalbank | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income and Dividends of CHF 0.50 per Share | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Elect Robert ten Hoedt as Director and Board Chair | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| medmix AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.1. Reelect Marco Musetti as Director | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1.2. Reappoint Rob ten Hoedt as Member of the Nomination and Compensation Committee | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| medmix AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Baloise Holding AG | 28-Apr-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4.2. Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights | Against |
| Baloise Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.2. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| Iberdrola SA | 28-Apr-23 | Spain | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 3. Approve Non-Financial Information Statement | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Advisory Vote on Remuneration Report | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 14. Approve Restricted Stock Plan | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 15. Reelect Maria Helena Antolin Raybaud as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 18. Reelect Sara de la Rica Goiricelaya as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 19. Reelect Xabier Sagredo Ormazza as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Election - Director Election | Elect Director | 20. Reelect Jose Ignacio Sanchez Galan as Director | Against |
| Iberdrola SA | 28-Apr-23 | Spain | G | Director Related - Board Related | Fix Number of Directors and/or Auditors | 21. Fix Number of Directors at 14 | Against |
| Walliser Kantonalbank | 28-Apr-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Walliser Kantonalbank | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.8. Reelect Henry Peter as Director | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.10. Reelect Franziska Sauber as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|-------------|------------|---|--|--|-----------|
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.15. Reappoint Franziska Sauber as Member of the Compensation Committee | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Swiss Life Holding AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Metall Zug AG | 28-Apr-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Metall Zug AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Glarner Kantonalbank AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Glarner Kantonalbank AG | 28-Apr-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.4. Reelect Rudolf Staeger as Director | Against |
| Glarner Kantonalbank AG | 28-Apr-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 3. Advisory Vote on Say on Pay Frequency | Abstain |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Expeditors International of Washington, Inc. | 02-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Report on EEO | 6. Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics | For |
| Public Storage | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Ronald L. Havner, Jr. | Against |
| Public Storage | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 11. Elect Director Ronald P. Spogli | Against |
| Public Storage | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Public Storage | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Public Storage | 02-May-23 | USA | E | Environmental - Climate | GHG Emissions | 5. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | For |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory J. Hayes | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|--------|------------|---|--|--|-----------|
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Dinesh C. Paliwal | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Robert O. Work | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 5. Eliminate Supermajority Vote Requirement | Against |
| Raytheon Technologies Corporation | 02-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 7. Require Independent Board Chair | For |
| Raytheon Technologies Corporation | 02-May-23 | USA | E | Environmental - Climate | GHG Emissions | 8. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal | For |
| American Express Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Thomas J. Baltimore | Against |
| American Express Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Peter Chernin | Against |
| American Express Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Stephen J. Squeri | Against |
| American Express Company | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| American Express Company | 02-May-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| American Express Company | 02-May-23 | USA | S | Social - Data Security & Privacy | Data Security, Privacy, and Internet Issues | 6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For |
| Baxter International Inc. | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Jose (Joe) E. Almeida | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Cathy R. Smith | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Baxter International Inc. | 02-May-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Baxter International Inc. | 02-May-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 6. Adopt Share Retention Policy For Senior Executives | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Director Election - Director Election | Elect Director | 1C. Elect Director Giovanni Caforio | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Bristol-Myers Squibb Company | 02-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| argenx SE | 02-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| argenx SE | 02-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4.e. Approve Discharge of Directors | Against |
| argenx SE | 02-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 5. Reelect Don deBethizy as Non-Executive Director | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | I. Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Routine Business - Routine Business | Approve Dividends | III. Approve Dividends | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | V. Approve Remuneration Report | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | VI. Approve Remuneration of the Directors, Lead Independent Directors, Members and Chairs of the Audit and Risk Committee, Members and Chairs of the Other Committee, Members and Chairs of the Special Committee and Chief Executive Officer | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Director Election - Director Election | Elect Director | VIII. Reelect Lakshmi Niwas Mittal as Director | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | XIII. Approve Share Repurchase | Against |
| ArcelorMittal SA | 02-May-23 | Luxembourg | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | XV. Approve Grants of Share-Based Incentives and Performance Unit Plan 2023-2033 for the Executive Chairman and the Chief Executive Officer | Against |
| Banque Cantonale de Geneve | 02-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Deloitte SA as Auditors | Against |
| Banque Cantonale de Geneve | 02-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 6.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|--------|------------|---|--|--|-----------|
| Moderna, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Sandra Horning | Withhold |
| Moderna, Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Moderna, Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Moderna, Inc. | 03-May-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 4. Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production | For |
| S&P Global Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| S&P Global Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Franklin W. Hobbs | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Kim S. Fennebresque | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ally Financial Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Deloitte & Touche LLP as Auditors | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Cesar Conde | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Ian Cook | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Dina Dublon | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Ramon L. Laguarta | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Robert C. Pohlrad | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Daniel Vasella | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1n. Elect Director Darren Walker | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| PepsiCo, Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|---------|------------|---|--|--|-----------|
| PepsiCo, Inc. | 03-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 6. Issue Transparency Report on Global Public Policy and Political Influence | For |
| PepsiCo, Inc. | 03-May-23 | USA | S | Social - Health & Safety | Prepare Report on Health Care Reform | 7. Report on Impacts of Restrictive Reproductive Healthcare Legislation | For |
| Philip Morris International Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Philip Morris International Inc. | 03-May-23 | USA | S | Social - Health & Safety | Reduce Tobacco Harm to Health | 5. Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products | For |
| General Electric Company | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director H. Lawrence Culp, Jr. | Against |
| General Electric Company | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Paula Rosput Reynolds | Against |
| General Electric Company | 03-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chairman | For |
| General Electric Company | 03-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 8. Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario | For |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Sandra J. Horning | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Harish Manwani | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Daniel P. O'Day | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Gilead Sciences, Inc. | 03-May-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 8. Report on Impact of Extended Patent Exclusivities on Product Access | For |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 6. Elect Stefan Pierer to the Supervisory Board | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7. Approve Remuneration of Supervisory Board | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Approve Remuneration Policy | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|----------------|------------|---|--|--|-----------|
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Against |
| Mercedes-Benz Group AG | 03-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Mary Francis as Director | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 15. Re-elect Coimbatore Venkatakrishnan as Director | Against |
| Barclays PLC | 03-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 19. Authorise UK Political Donations and Expenditure | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 23. Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 25. Authorise Market Purchase of Ordinary Shares | Against |
| Barclays PLC | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 26. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Hannover Rueck SE | 03-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Hannover Rueck SE | 03-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 9. Amend Articles Re: General Meeting Chair and Procedure | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect David Conner as Director | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 27. Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 28. Authorise Market Purchase of Ordinary Shares | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|--|-----------|
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 30. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Standard Chartered Plc | 03-May-23 | United Kingdom | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 31. Adopt New Articles of Association | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1. Approve Fixed Remuneration of Directors in the Amount of USD 2.3 Million | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.2. Approve Remuneration of Executive Committee in the Amount of USD 30 Million | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.2. Reelect Ian Cookson as Director | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Peter Spenser as Member of the Compensation Committee | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Maurizio Carli as Member of the Compensation Committee | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify PricewaterhouseCoopers SA as Auditors | Against |
| Temenos AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| Unilever Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Unilever Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Strive Masiyiwa as Director | Against |
| Unilever Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 14. Elect Nelson Peltz as Director | Against |
| Unilever Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 3. Approve Final Dividend | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 23. Authorise Market Purchase of Ordinary Shares | Against |
| Reckitt Benckiser Group Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 24. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| GSK Plc | 03-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| GSK Plc | 03-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Urs Rohner as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|----------------|------------|---|--|--|-----------|
| GSK Plc | 03-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Air Liquide SA | 03-May-23 | France | G | Director Election - Director Election | Elect Director | 9. Ratify Appointment of Monica de Virgiliis as Director | Against |
| Air Liquide SA | 03-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022 | Against |
| Galenica AG | 03-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6.4. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Galenica AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Stephane Bonvin as Director | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 700,000 | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Investis Holding SA | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Investor AB | 03-May-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.A. Approve Discharge of Gunnar Brock | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 10.B. Approve Discharge of Johan Forssell | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.C. Approve Discharge of Magdalena Gerger | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.D. Approve Discharge of Tom Johnstone | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|--------|------------|---------------------------------------|--|--|-----------|
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.E. Approve Discharge of Isabelle Kocher | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.F. Approve Discharge of Sven Nyman | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.G. Approve Discharge of Grace Reksten Skaugen | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.H. Approve Discharge of Hans Straberg | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.I. Approve Discharge of Jacob Wallenberg | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.J. Approve Discharge of Marcus Wallenberg | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 10.K. Approve Discharge of Sara Ohrvall | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.A. Reelect Gunnar Brock as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.D. Reelect Tom Johnstone as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.G. Reelect Grace Reksten Skaugen as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.H. Reelect Hans Straberg as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.I. Reelect Jacob Wallenberg as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Investor AB | 03-May-23 | Sweden | G | Director Election - Director Election | Elect Director | 14.J. Reelect Marcus Wallenberg as Director | Against |
| Investor AB | 03-May-23 | Sweden | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 15. Reelect Jacob Wallenberg as Board Chair | Against |
| Investor AB | 03-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17.A. Approve Performance Share Matching Plan (LTVR) for Employees within Investor | Against |
| Investor AB | 03-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 17.B. Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Gert Thoenen as Director and Board Chair | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Thomas Huber as Director | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1.2. Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7. Approve Remuneration of Directors in the Amount of CHF 575,000 | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8. Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11.1. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| SKAN Group AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| St. Galler Kantonalbank AG | 03-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.7. Elect Rolf Birrer as Director from July 1, 2023 | Against |
| St. Galler Kantonalbank AG | 03-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| St. Galler Kantonalbank AG | 03-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Yoshiaki Fujimori | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Michael F. Mahoney | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Boston Scientific Corporation | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Mettler-Toledo International Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Thomas P. Salice | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Mettler-Toledo International Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael Burns | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| United Parcel Service, Inc. | 04-May-23 | USA | G | Non-Routine Business - Non-Routine Business | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 5. Approve Recapitalization Plan for all Stock to Have One-vote per Share | For |
| United Parcel Service, Inc. | 04-May-23 | USA | E | Environmental - Climate | GHG Emissions | 6. Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement | For |
| United Parcel Service, Inc. | 04-May-23 | USA | E, S | E&S Blended - Compensation | Link Executive Pay to Social Criteria | 7. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation | For |
| United Parcel Service, Inc. | 04-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 8. Report on Just Transition | For |
| United Parcel Service, Inc. | 04-May-23 | USA | S | Social - Health & Safety | Prepare Report on Health Care Reform | 9. Report on Risk Due to Restrictions on Reproductive Rights | For |
| United Parcel Service, Inc. | 04-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Report on EEO | 11. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1D. Elect Director Reuben S. Leibowitz | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1E. Elect Director Randall J. Lewis | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1F. Elect Director Gary M. Rodkin | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Simon Property Group, Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Jean-Paul Clozel as Director | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 1.5 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------|--------------|-------------|------------|---|--|--|-----------|
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 17.2 Million | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 8.2. Approve Creation of CHF 1.3 Million Pool of Conditional Capital for Employee Equity Participation | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.3. Approve Creation of Capital Band within the Upper Limit of CHF 14.1 Million and the Lower Limit of CHF 4.7 Million with or without Exclusion of Preemptive Rights | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.5. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 8.6. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Idorsia Ltd. | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Christophe Beck | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director John J. Zillmer | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 3. Approve Omnibus Stock Plan | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ecolab Inc. | 04-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 7. Require Independent Board Chair | For |
| Allianz SE | 04-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Allianz SE | 04-May-23 | Germany | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7. Approve Remuneration of Supervisory Board | Against |
| Allianz SE | 04-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Terrence A. Duffy | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Charles P. Carey | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------|--------------|-------------|------------|---|---|--|-----------|
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Martin J. Gepsman | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Larry G. Gerdes | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Daniel R. Glickman | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Phyllis M. Lockett | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Terry L. Savage | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1o. Elect Director William R. Shepard | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1p. Elect Director Howard J. Siegel | Against |
| CME Group Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1q. Elect Director Dennis A. Suskind | Against |
| CME Group Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| CME Group Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Deutsche Post AG | 04-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report | Against |
| Deutsche Post AG | 04-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.2. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.3. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 36 Million | Against |
| Holcim Ltd. | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 2.2. Approve Issuance of Shares with Preemptive Rights | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|----------------|------------|---|---|---|-----------|
| KBC Group SA/NV | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 9.2. Reelect Alain Bostoen as Director | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 9.3. Reelect Franky Depickere as Director | Against |
| KBC Group SA/NV | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 9.4. Reelect Frank Donck as Director | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Urs Schenker as Director | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Urs Schenker as Member of the Nomination and Compensation Committee | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 955,000 | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 8. Approve Creation of CHF 29.5 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments | Against |
| Meyer Burger Technology AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| SNAM SpA | 04-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.2. Approve Second Section of the Remuneration Report | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 4. Approve Final Dividend | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 23. Authorise Issue of Equity in Relation to Any Issuance of SII Instruments | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 25. Authorise Market Purchase of Ordinary Shares | Against |
| Aviva Plc | 04-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 28. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Mondi Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Mondi Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Mondi Plc | 04-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 6. Re-elect Thomas Arseneault as Director | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 21. Approve Long-Term Incentive Plan | Against |
| BAE Systems Plc | 04-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 25. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Ita Brennan | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director James D. Plummer | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Alberto Sangiovanni-Vincentelli | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director John B. Shoven | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Cadence Design Systems, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Annette K. Clayton | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Theodore F. Craver, Jr. | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lynn J. Good | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Duke Energy Corporation | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|---------|------------|---|--|---|-----------|
| Duke Energy Corporation | 04-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Hamid R. Moghadam | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director George L. Fotiadis | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Lydia H. Kennard | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Irving F. Lyons, III | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Jeffrey L. Skelton | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Carl B. Webb | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Prologis, Inc. | 04-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| Groupe Bruxelles Lambert SA | 04-May-23 | Belgium | G | Director Election - Director Election | Elect Director | 5.4.1. Reelect Paul Desmarais, Jr. as Director | Against |
| Groupe Bruxelles Lambert SA | 04-May-23 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Groupe Bruxelles Lambert SA | 04-May-23 | Belgium | G | Miscellaneous - Compensation | Company-Specific Compensation-Related | 7.2. Approve Guarantee to Acquire Shares under Long Term Incentive Plan | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023 | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023 | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million | Against |
| Schneider Electric SE | 04-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Directors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|---|-----------|
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 12. Reelect Leo Apotheker as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 14. Reelect Lip-Bu Tan as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 15. Elect Abhay Parasnis as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Director Election - Director Election | Elect Director | 16. Elect Giulia Chierchia as Director | Against |
| Schneider Electric SE | 04-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Schneider Electric SE | 04-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21 | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Remuneration of Executive Committee in the Amount of CHF 16.7 Million | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.4. Amend Articles of Association | Against |
| SoftwareONE Holding AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 2a. Elect Kathleen C H Gan as Director | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 2d. Elect Kenneth S Y Ng as Director | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 2e. Elect Say Pin Saw as Director | Against |
| Hang Seng Bank Limited | 04-May-23 | Hong Kong | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6. Adopt New Articles of Association | Against |
| Banque Cantonale Vaudoise | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.2. Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings) | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.3. Approve Virtual-Only Shareholder Meetings | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.2. Approve CHF 20.2 Million Reduction in the Capital Band Lower Limit, if Item 5.1 is Approved | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.3. Approve Extension of Capital Band until Sep. 30, 2027, if Item 5.1 is Approved | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|---|---|-----------|
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 6. Approve Creation of CHF 12 Million Pool of Conditional Capital for Employee Equity Participation | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 7. Approve Creation of CHF 118.1 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9. Amend Articles Re: Long-Term Incentive Plan | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 14. Ratify Ernst & Young AG as Auditors | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15.1. Approve Remuneration Report | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 15.2. Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2024 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 15.3. Approve Short-Term and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 15.4. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2023 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 15.5. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2024 | Against |
| Zur Rose Group AG | 04-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 16. Transact Other Business (Voting) | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Susan Crown | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director E. Scott Santi | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Illinois Tool Works Inc. | 05-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| AbbVie Inc. | 05-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|-------------|------------|---|--|---|-----------|
| AbbVie Inc. | 05-May-23 | USA | G | Corporate Governance - Shareholder Rights | Reduce Supermajority Vote Requirement | 5. Adopt Simple Majority Vote | For |
| AbbVie Inc. | 05-May-23 | USA | S | Social - Political Spending | Political Spending Congruency | 6. Report on Congruency of Political Spending with Company Values and Priorities | For |
| AbbVie Inc. | 05-May-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 7. Report on Lobbying Payments and Policy | For |
| AbbVie Inc. | 05-May-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 8. Report on Impact of Extended Patent Exclusivities on Product Access | For |
| Alcon Inc. | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.1. Approve Remuneration Report (Non-Binding) | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.3. Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect David Endicott as Director | Against |
| Alcon Inc. | 05-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.2. Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.3. Amend Articles Re: Voting on the Executive Committee Compensation | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.2. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023 | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.4. Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024 | Against |
| Lonza Group AG | 05-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of 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 |
|---|--------------|----------------|------------|---|--|---|-----------|
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | 05-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7.2. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 3c. Elect Kalpana Morparia as Director | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 6. Authorise UK Political Donations and Expenditure | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 11. Authorise Market Purchase of Ordinary Shares | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 13. Authorise Issue of Equity in Relation to Contingent Convertible Securities | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 14. Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities | Against |
| HSBC Holdings Plc | 05-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 15. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5b. Elect Byron Grote as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5c. Elect Deanna Oppenheimer as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5i. Re-elect Jo Harlow as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5j. Re-elect Elie Maalouf as Director | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 9. Approve Deferred Award Plan | Against |
| InterContinental Hotels Group Plc | 05-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 14. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|--------|------------|---|--|--|-----------|
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Warren E. Buffett | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Charles T. Munger | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Susan L. Decker | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Charlotte Guyman | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.13. Elect Director Ronald L. Olson | Withhold |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Berkshire Hathaway Inc. | 06-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 3. Advisory Vote on Say on Pay Frequency | One Year |
| Berkshire Hathaway Inc. | 06-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 4. Report on Physical and Transitional Climate-Related Risks and Opportunities | For |
| Berkshire Hathaway Inc. | 06-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 5. Report on Audit Committee's Oversight on Climate Risks and Disclosures | For |
| Berkshire Hathaway Inc. | 06-May-23 | USA | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 6. Report If and How Company Will Measure, Disclose and Reduce GHG Emissions | For |
| Berkshire Hathaway Inc. | 06-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Report on EEO | 7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Linda M. Griego | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Robert N. Klieger | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Judith A. McHale | Against |
| Paramount Global | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Charles E. Phillips, Jr. | Against |
| Paramount Global | 08-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Paramount Global | 08-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Paramount Global | 08-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 4. Advisory Vote on Say on Pay Frequency | One Year |
| Paramount Global | 08-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| Paramount Global | 08-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 6. Report on Political Contributions and Expenditures | For |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Joost de Bruijn as Director | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 500,000 | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000 | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Grant of up to 1.3 Million Share Options To Executives | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 9.2. Approve Creation of CHF 410,682.40 Pool of Conditional Capital for Employee Equity Plans | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.3. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 9.5. Amend Articles Re: Board Meetings; Powers of the Board of Directors | Against |
| Kuros Biosciences Ltd. | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Uber Technologies, Inc. | 08-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Ronald Sugar | Against |
| Uber Technologies, Inc. | 08-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Uber Technologies, Inc. | 08-May-23 | USA | S | Social - Health & Safety | Facility Safety | 4. Commission a Third-Party Audit on Driver Health and Safety | For |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.5. Amend Articles of Association | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.6. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Juan Carretero as Director and Board Chair | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2.d. Reelect Enrico Laghi as Director | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Elect Sami Kahale as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Dufry AG | 08-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Enrico Laghi as Member of the Compensation Committee | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 11 Million | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Remuneration of Executive Committee in the Amount of CHF 49.5 Million for Fiscal Year 2023 | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Remuneration of Executive Committee in the Amount of CHF 36 Million for Fiscal Year 2024 | Against |
| Dufry AG | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Vaudoise Assurances Holding SA | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.1. Approve Virtual-Only Shareholder Meetings | Against |
| Vaudoise Assurances Holding SA | 08-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.5. Reelect Peter Kofmel as Director | Against |
| Vaudoise Assurances Holding SA | 08-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 15. Transact Other Business (Voting) | Against |
| T. Rowe Price Group, Inc. | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| T. Rowe Price Group, Inc. | 09-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify KPMG LLP as Auditors | Against |
| 3M Company | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael L. Eskew | Against |
| 3M Company | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Michael F. Roman | Against |
| 3M Company | 09-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| 3M Company | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Accelleron Industries AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Karl Gernandt as Director | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Klaus-Michael Kuehne as Director | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.6. Reelect Hauke Stars as Director | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.3. Reappoint Hauke Stars as Member of the Compensation Committee | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 5.5 Million | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022 | Against |
| Kuehne + Nagel International AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Kathleen M. Mazzarella | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director John C. Pope | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Waste Management, Inc. | 09-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 3.1. Approve Dividends of CHF 0.45 per Share | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Approve Dividends | 3.2. Approve Extraordinary Dividends of CHF 0.30 per Share | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 4. Approve Discharge of Board and Senior Management | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Raymond Loretan as Director | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Reelect Antoine Hubert as Director | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect Antoine Kohler as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|---|--|-----------|
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Cedric George as Director | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Cedric George as Member of the Nomination and Compensation Committee | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Antoine Kohler as Member of the Nomination and Compensation Committee | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.4. Approve Creation of Capital Band within the Upper Limit of CHF 126.8 Million and the Lower Limit of CHF 42.3 Million with or without Exclusion of Preemptive Rights | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 9.5. Approve Creation of CHF 39 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10. Approve Remuneration of Directors in the Amount of CHF 1.3 Million | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11. Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Against |
| AEVIS VICTORIA SA | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Management Board (Bundled) | 2.e. Approve Discharge of Management Board | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 2.f. Approve Discharge of Supervisory Board | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 8. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Koninklijke Philips NV | 09-May-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 9. Approve Cancellation of Repurchased Shares | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Linda Filler | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Walter G. Lohr, Jr. | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director John T. Schwieters | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Alan G. Spoon | Against |
| Danaher Corporation | 09-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Danaher Corporation | 09-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Danaher Corporation | 09-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| Danaher Corporation | 09-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Report on EEO | 6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.1. Approve Creation of Capital Band within the Upper Limit of CHF 448.7 Million and the Lower Limit of CHF 149.6 Million with or without Exclusion of Preemptive Rights | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.4. Approve Virtual-Only Shareholder Meetings | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 7 Million | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Naguib Sawiris as Director and Board Chair | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.1. Reappoint Naguib Sawiris as Member of the Nomination and Compensation Committee | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.2. Reappoint Juergen Fischer as Member of the Nomination and Compensation Committee | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2.3. Reappoint Eskandar Tooma as Member of the Nomination and Compensation Committee | Against |
| Orascom Development Holding AG | 09-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Elevance Health, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Elevance Health, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Elevance Health, Inc. | 10-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| Elevance Health, Inc. | 10-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 6. Annually Report Third Party Political Contributions | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Juniper Networks, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Scott Kriens | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William Stensrud | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Juniper Networks, Inc. | 10-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Stryker Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Kevin A. Lobo | Against |
| Stryker Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Rajeev Suri | Against |
| Stryker Corporation | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Stryker Corporation | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Stryker Corporation | 10-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 5. Report on Political Contributions and Expenditures | For |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1B. Elect Director Robert M. Blue | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1E. Elect Director Mark J. Kington | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1I. Elect Director Robert H. Spilman, Jr. | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Takeover Related - Takeover - Other | Require Advance Notice for Shareholder Proposals/Nominations | 6. Amend Advance Notice Provisions for Director Nominations | Against |
| Dominion Energy, Inc. | 10-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 7. Require Independent Board Chair | For |
| American Water Works Company, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Martha Clark Goss | Against |
| American Water Works Company, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|---|--|-----------|
| American Water Works Company, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| American Water Works Company, Inc. | 10-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 5. Oversee and Report a Racial Equity Audit | For |
| CSX Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Donna M. Alvarado | Against |
| CSX Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Steven T. Halverson | Against |
| CSX Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director John J. Zillmer | Against |
| CSX Corporation | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| CSX Corporation | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Centene Corporation | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Frederick H. Eppinger | Against |
| Centene Corporation | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Centene Corporation | 10-May-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Centene Corporation | 10-May-23 | USA | E, S | E&S Blended - Compensation | Link Executive Pay to Social Criteria | 6. Report on Maternal Morbidity Reduction Metrics in Executive Compensation | For |
| Eni SpA | 10-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy | Against |
| Eni SpA | 10-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Second Section of the Remuneration Report | Against |
| Eni SpA | 10-May-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Against |
| Eni SpA | 10-May-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 17. Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1 | Against |
| Eni SpA | 10-May-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 18. Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5 | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Martin Folini as Director and Board Chair | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Martin Folini as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|---|-----------|
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.3. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 700,000 | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Orell Fuessli AG | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Symrise AG | 10-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.1.2. Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Nayla Hayek as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Ernst Tanner as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Georges Hayek as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect Claude Nicollier as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Jean-Pierre Roth as Director | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 5.7. Reelect Nayla Hayek as Board Chair | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Nayla Hayek as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Ernst Tanner as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Georges Hayek as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.5. Reappoint Claude Nicollier as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| The Swatch Group AG | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Wolters Kluwer NV | 10-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report | Against |
| Wolters Kluwer NV | 10-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Wolters Kluwer NV | 10-May-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 8. Approve Cancellation of Shares | Against |
| Swissquote Group Holding Ltd. | 10-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Markus Dennler as Director and Board Chair | Against |
| Swissquote Group Holding Ltd. | 10-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 5.3. Ratify PricewaterhouseCoopers Ltd as Auditors | Against |
| Swissquote Group Holding Ltd. | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director W. Don Cornwell | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Peter Zaffino | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| American International Group, Inc. | 10-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 4. Require Independent Board Chair | For |
| Enel SpA | 10-May-23 | Italy | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 2. Approve Allocation of Income | Against |
| Enel SpA | 10-May-23 | Italy | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10.1. Approve Remuneration Policy | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Jamie Pike as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 18. Approve Performance Share Plan | Against |
| Spirax-Sarco Engineering Plc | 10-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Equinor ASA | 10-May-23 | Norway | E | Environmental - Climate | Climate Change Action | 9. Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy | For |
| Equinor ASA | 10-May-23 | Norway | E | Environmental - Climate | Climate Change Action | 10. Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure | For |
| Equinor ASA | 10-May-23 | Norway | G | Miscellaneous - Miscellaneous | Company-Specific -- Miscellaneous | 11. Develop Procedure to Improve Response to Shareholder Proposals | For |
| Equinor ASA | 10-May-23 | Norway | E | Environmental - Climate | Climate Change Action | 12. End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine | For |
| Equinor ASA | 10-May-23 | Norway | E | Environmental - Climate | Climate Change Action | 13. Stop All Exploration and Test Drilling for Oil & Gas, Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya, and Present a Plan Enabling Norway to Become Net-Zero By 2050 | For |
| Equinor ASA | 10-May-23 | Norway | E | Environmental - Climate | Climate Change Action | 14. Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company | For |
| Equinor ASA | 10-May-23 | Norway | G | Routine Business - Routine Business | Discuss/Approve Company's Corporate Governance Structure/Statement | 15. Approve Company's Corporate Governance Statement | Against |
| Equinor ASA | 10-May-23 | Norway | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 16.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against |
| Equinor ASA | 10-May-23 | Norway | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16.2. Approve Remuneration Statement | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 3. Approve Restricted Share Plan | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Rentokil Initial Plc | 10-May-23 | United Kingdom | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 23. Adopt New Articles of Association | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4. Approve Creation of Capital Band within the Upper Limit of CHF 3.1 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.6. Reappoint Marcel Rohner as Member of the Compensation Committee | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.7. Reappoint Stephan Mueller as Member of the Compensation Committee | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.1. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 400,000 | Against |
| Warteck Invest AG | 10-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director James S. Putnam | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Richard P. Schifter | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| LPL Financial Holdings Inc. | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Kimberly A. Casiano | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Alexandra Ford English | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director William Clay Ford, Jr. | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director William W. Helman, IV | Against |
| Ford Motor Company | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director John L. Thornton | Against |
| Ford Motor Company | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Ford Motor Company | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ford Motor Company | 11-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Ford Motor Company | 11-May-23 | USA | G | Non-Routine Business - Non-Routine Business | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 6. Approve Recapitalization Plan for all Stock to Have One-vote per Share | For |
| Ford Motor Company | 11-May-23 | USA | S | Social - Animal Welfare | Animal Testing | 8. Report on Animal Testing Practices | For |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Steven F. Leer | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Michael D. Lockhart | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Amy E. Miles | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Alan H. Shaw | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Norfolk Southern Corporation | 11-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| Verizon Communications Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Clarence Otis, Jr. | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.11. Elect Director Hans Vestberg | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Verizon Communications Inc. | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Verizon Communications Inc. | 11-May-23 | USA | S | Social - Political Spending | Political Activities and Action | 6. Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates | For |
| Verizon Communications Inc. | 11-May-23 | USA | G | Compensation - Compensation | Clawback of Incentive Payments | 7. Amend Clawback Policy | For |
| Verizon Communications Inc. | 11-May-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Verizon Communications Inc. | 11-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 9. Require Independent Board Chair | For |
| Adyen NV | 11-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Jeffrey S. Aronin | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Mary K. Bush | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Gregory C. Case | Against |
| Discover Financial Services | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Jennifer L. Wong | Against |
| Discover Financial Services | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Discover Financial Services | 11-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 4. Approve Omnibus Stock Plan | Against |
| Intel Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Alyssa H. Henry | Against |
| Intel Corporation | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Intel Corporation | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intel Corporation | 11-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Intel Corporation | 11-May-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 6. Adopt Share Retention Policy For Senior Executives | For |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Kerrii B. Anderson | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Jean-Luc Belingard | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richelle P. Parham | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Adam H. Schechter | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director R. Sanders Williams | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | S | Social - Animal Welfare | Animal Welfare | 6. Report on Transport of Nonhuman Primates Within the U.S. | For |
| Laboratory Corporation of America Holdings | 11-May-23 | USA | S | Social - Data Security & Privacy | Data Security, Privacy, and Internet Issues | 7. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|---------|------------|---|--|---|-----------|
| Bayerische Motoren Werke AG | 11-May-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.1. Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022 | Against |
| Bayerische Motoren Werke AG | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Bayerische Motoren Werke AG | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy of Chairman and CEO | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Bertrand Dumazy, Chairman and CEO | Against |
| Edenred SA | 11-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 11. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Martha H. Marsh | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Michael A. Mussallem | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Edwards Lifesciences Corporation | 11-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| MTU Aero Engines AG | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| MTU Aero Engines AG | 11-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| SAP SE | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| SAP SE | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy for the Management Board | Against |
| SAP SE | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Supervisory Board Remuneration Policy | 10. Approve Remuneration Policy for 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 |
|--------------------------|--------------|----------------|------------|---|---|---|-----------|
| SAP SE | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 11.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| adidas AG | 11-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| adidas AG | 11-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| adidas AG | 11-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Rolls-Royce Holdings Plc | 11-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Rolls-Royce Holdings Plc | 11-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Dame Angela Strank as Director | Against |
| Rolls-Royce Holdings Plc | 11-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Xylem Inc. | 11-May-23 | USA | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 6.b. Approve Discharge of Non-Executive Directors | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 7.a. Reelect Lucian Grainge as Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.b. Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.a. Reelect Sherry Lansing as Non-Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.b. Reelect Anna Jones as Non-Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.c. Reelect Luc van Os as Non-Executive Director | Against |
| Universal Music Group NV | 11-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 8.d. Elect Haim Saban as Non-Executive Director | Against |
| Renault SA | 11-May-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 5. Approve Auditors' Special Report on Related-Party Transactions and Mentioning the Absence of New Transactions | Against |
| Renault SA | 11-May-23 | France | G | Director Election - Director Election | Elect Director | 8. Elect Luca de Meo as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Renault SA | 11-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 9. Approve Compensation Report of Corporate Officers | Against |
| Renault SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Luca de Meo, CEO | Against |
| Renault SA | 11-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of CEO | Against |
| Renault SA | 11-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 370,000 | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect Rene Rothen as Director | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.2. Reelect Hans Dreier as Director | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.3. Reelect Juerg Schori as Director | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6.2. Reelect Rene Rothen as Board Chair | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.1. Reappoint Juerg Schori as Member of the Nomination and Compensation Committee | Against |
| Adval Tech Holding AG | 11-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Debra L. Lee | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Marriott International, Inc. | 12-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. 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 |
|--|--------------|---------|------------|---|--|--|-----------|
| Marriott International, Inc. | 12-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 7. Report on Gender/Racial Pay Gap | For |
| Compagnie Generale des Etablissements Michelin SCA | 12-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Compagnie Generale des Etablissements Michelin SCA | 12-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 14. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Amundi SA | 12-May-23 | France | G | Director Election - Director Election | Elect Director | 15. Ratify Appointment of Nathalie Wright as Director | Against |
| Amundi SA | 12-May-23 | France | G | Director Election - Director Election | Elect Director | 19. Reelect Christian Rouchon as Director | Against |
| Amundi SA | 12-May-23 | France | E | Environmental - Climate | Reporting on Climate Transition Plan | 20. Approve Report on Progress of Company's Climate Transition Plan (Advisory) | Against |
| Amundi SA | 12-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Amundi SA | 12-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director John T. Cahill | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lorrie M. Norrington | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Michael B. Polk | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Stephen I. Sadove | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Noel R. Wallace | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Colgate-Palmolive Company | 12-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| HelloFresh SE | 12-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 6.1. Elect John Rittenhouse to the Supervisory Board | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 6.5. Elect Derek Zissman to the Supervisory Board | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| HelloFresh SE | 12-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 8. Amend Articles Re: Supervisory Board Term of Office | Against |
| HelloFresh SE | 12-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Charles A. Davis | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Lawton W. Fitt | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Progressive Corporation | 12-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 4. Approve Sustainability Report | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.4. Approve Virtual-Only Shareholder Meetings | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.3. Reelect Ingo Specht as Director | Against |
| Interroll Holding AG | 12-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2. Reelect Hans-Peter Schwald as Director | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.7. Reelect Kurt Rueegg as Director | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Hans-Peter Schwald as Member of the Compensation Committee | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Stadler Rail AG | 12-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Zuger Kantonalbank AG | 13-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| ASM International NV | 15-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Adopt Remuneration Policy for Management Board | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| BKW AG | 15-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.3. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| BKW AG | 15-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million | Against |
| BKW AG | 15-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.3. Approve Remuneration Report | Against |
| BKW AG | 15-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.5. Ratify Ernst & Young AG as Auditors | Against |
| BKW AG | 15-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Jungfraubahn Holding AG | 15-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Jungfraubahn Holding AG | 15-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Abstain |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.6. Reelect Franz Studer as Director | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Felix Mayer as Member of the Nomination and Compensation Committee | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 950,000 | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7. Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.4 Million with or without Exclusion of Preemptive Rights | Against |
| Sensirion Holding AG | 15-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Principal Financial Group, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Jocelyn Carter-Miller | Against |
| Principal Financial Group, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Principal Financial Group, Inc. | 16-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Gregory Q. Brown | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|---------|------------|---|---|--|-----------|
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Egon P. Durban | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Judy C. Lewent | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Joseph M. Tucci | Against |
| Motorola Solutions, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| BNP Paribas SA | 16-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| BNP Paribas SA | 16-May-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Jean Lemierre as Director | Against |
| BNP Paribas SA | 16-May-23 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Jacques Aschenbroich as Director | Against |
| BNP Paribas SA | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Chairman of the Board | Against |
| BNP Paribas SA | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Jean Lemierre, Chairman of the Board | Against |
| BNP Paribas SA | 16-May-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 19. Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital | Against |
| BNP Paribas SA | 16-May-23 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 21. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |
| BNP Paribas SA | 16-May-23 | France | G | Company Articles - Article Amendments | Amend Articles Board-Related | 22. Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board | Against |
| Deutsche Boerse AG | 16-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 5.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Deutsche Boerse AG | 16-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 5.2. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Deutsche Boerse AG | 16-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| Fresenius Medical Care AG & Co. KGaA | 16-May-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| Fresenius Medical Care AG & Co. KGaA | 16-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|---------|------------|---|--|--|-----------|
| Fresenius Medical Care AG & Co. KGaA | 16-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Stephen B. Burke | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director James S. Crown | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director James Dimon | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| JPMorgan Chase & Co. | 16-May-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| JPMorgan Chase & Co. | 16-May-23 | USA | E, S, G | Miscellaneous - Miscellaneous | Company-Specific- -Governance-Related | 7. Amend Public Responsibility Committee Charter to Include Animal Welfare | For |
| JPMorgan Chase & Co. | 16-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 8. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| JPMorgan Chase & Co. | 16-May-23 | USA | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For |
| JPMorgan Chase & Co. | 16-May-23 | USA | S | Social - Political Spending | Political Spending Congruency | 11. Report on Political Expenditures Congruence | For |
| JPMorgan Chase & Co. | 16-May-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 12. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | For |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Pamela M. Arway | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Michele G. Buck | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director James C. Katzman | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Anthony J. Palmer | Withhold |
| The Hershey Company | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Hershey Company | 16-May-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 5. Report on Human Rights Impacts of Living Wage & Income Position Statement | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|--|-----------|
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Marco Syfrig as Director | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Reelect Willy Hueppi as Director | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Willy Hueppi as Member of the Compensation Committee | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 8. Ratify KPMG AG as Auditors | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 981,000 | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.1. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Burkhalter Holding AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Aiman Ezzat, CEO | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of CEO | Against |
| Capgemini SE | 16-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Capgemini SE | 16-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 14. Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers | Against |
| Tesla, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Robyn Denholm | Against |
| Tesla, Inc. | 16-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director JB Straubel | Against |
| Tesla, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Tesla, Inc. | 16-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 3. Advisory Vote on Say on Pay Frequency | One Year |
| Tesla, Inc. | 16-May-23 | USA | G | Compensation - Compensation | Adopt Policy on Succession Planning. | 5. Report on Key-Person Risk and Efforts to Ameliorate It | For |
| VAT Group AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.5. Approve Virtual-Only Shareholder Meetings | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| VAT Group AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 4. Approve Sustainability Report (Non-Binding) | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.3.2. Reappoint Antoinette Hunziker-Ebnetter as Member of the Compensation Committee | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Remuneration of Directors in the Amount of CHF 1.6 Million | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million | Against |
| Berner Kantonalbank AG | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Abstain |
| NIBE Industrier AB | 16-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 9.c. Approve Discharge of Board and President | Against |
| NIBE Industrier AB | 16-May-23 | Sweden | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors | Against |
| NIBE Industrier AB | 16-May-23 | Sweden | G | Audit Related - Auditor Related | Ratify Auditors | 14. Ratify KPMG as Auditors | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.4. Reelect Alphonse-Marie Veuthey as Director | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.1. Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3.3. Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee | Against |
| Romande Energie Holding SA | 16-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Cindy Christy | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Ari Q. Fitzgerald | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director W. Benjamin Moreland | Against |
| Crown Castle Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Mondelez International, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lewis W.K. Booth | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Dirk Van de Put | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Mondelez International, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Mondelez International, Inc. | 17-May-23 | USA | S | Social - Animal Welfare | Animal Welfare | 6. Report on 2025 Cage-Free Egg Goal | For |
| Mondelez International, Inc. | 17-May-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 7. Report on Targets to Eradicate Child Labor in Cocoa Supply Chain | For |
| Vertex Pharmaceuticals Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Bruce Sachs | Against |
| Vertex Pharmaceuticals Incorporated | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Vertex Pharmaceuticals Incorporated | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 9. Reelect Marie-Claire Daveu as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 11. Reelect Hugues Brasseur as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 12. Reelect Pascal Lheureux as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Director Election - Director Election | Elect Director | 13. Reelect Eric Vial as Director | Against |
| Credit Agricole SA | 17-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 27. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Credit Agricole SA | 17-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 30. Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached | Against |
| Credit Agricole SA | 17-May-23 | France | S, G | Compensation - Compensation | Company-Specific-Compensation-Related | A. Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares | For |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Re-elect Zoran Bogdanovic as Director | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.9. Re-elect Alexandra Papalexopoulou as Director | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.2.1. Elect George Leventis as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------|--------------|-------------|------------|---|--|--|-----------|
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.1. Reappoint PricewaterhouseCoopers AG as Auditors | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6.2. Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve UK Remuneration Report | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Approve Remuneration Policy | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Swiss Remuneration Report | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.2. Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team | Against |
| Coca-Cola HBC AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 9.4. Elect Norbert Winkeljohann to the Supervisory Board | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 10.3. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Deutsche Bank AG | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Supervisory Board Remuneration Policy | 11. Approve Remuneration Policy for the Supervisory Board | Against |
| E.ON SE | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| E.ON SE | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 8.4. Elect Ulrich Grillo 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 |
|--------------------------|--------------|---------|------------|---|--|---|-----------|
| E.ON SE | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 8.7. Elect Klaus Froehlich to the Supervisory Board | Against |
| E.ON SE | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Director Election - Director Election | Elect Director | 1.3. Elect Director William F. Galtney, Jr. | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Roger M. Singer | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Joseph V. Taranto | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Everest Re Group, Ltd. | 17-May-23 | Bermuda | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Fiserv, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Frank J. Bisignano | Withhold |
| Fiserv, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Doyle R. Simons | Withhold |
| Fiserv, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Fiserv, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Fiserv, Inc. | 17-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chairman | For |
| Fresenius SE & Co. KGaA | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Fresenius SE & Co. KGaA | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy | Against |
| Fresenius SE & Co. KGaA | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| IDEXX Laboratories, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| IDEXX Laboratories, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Vonovia SE | 17-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|---------|------------|---|---|--|-----------|
| Vonovia SE | 17-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 9.2. Elect Vitus Eckert to the Supervisory Board | Against |
| Vonovia SE | 17-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 3. Approve Treatment of Losses and Dividends of EUR 3.23 per Share | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Special Auditors' Report Regarding Related-Party Transactions | 5. Approve Auditors' Special Report on Related-Party Transactions | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 6. Approve Compensation Report of Corporate Officers | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022 | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Paul du Saillant, Vice-CEO | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Chairman and CEO | Against |
| EssilorLuxottica SA | 17-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Vice-CEO | Against |
| EssilorLuxottica SA | 17-May-23 | 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 4 Million | Against |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Gary A. Lyons | Withhold |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Neurocrine Biosciences, Inc. | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young LLP as Auditors | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director James E. Davis | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Gary M. Pfeiffer | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Timothy M. Ring | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Gail R. Wilensky | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Quest Diagnostics Incorporated | 17-May-23 | USA | E | Environmental - Climate | GHG Emissions | 6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | For |
| CBRE Group, Inc. | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Molson Coors Beverage Company | 17-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Charles M. Herington | Withhold |
| Molson Coors Beverage Company | 17-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| WPP Plc | 17-May-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Compensation Committee Report | Against |
| WPP Plc | 17-May-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Directors' Compensation Policy | Against |
| WPP Plc | 17-May-23 | Jersey | G | Audit Related - Auditor Related | Ratify Auditors | 16. Reappoint Deloitte LLP as Auditors | Against |
| WPP Plc | 17-May-23 | Jersey | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Sampo Oyj | 17-May-23 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report (Advisory Vote) | Against |
| Sampo Oyj | 17-May-23 | Finland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 18. Allow Shareholder Meetings to be Held by Electronic Means Only | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.1. Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 4.2. Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Elect Director Evan G. Greenberg | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Elect Director Michael G. Atieh | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.13. Elect Director Frances F. Townsend | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|--|-----------|
| Chubb Limited | 17-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6. Elect Evan G. Greenberg as Board Chairman | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.3. Elect Frances F. Townsend as Member of the Compensation Committee | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 9.2. Amend Articles to Advance Notice Period | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.2. Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024 | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11.3. Approve Remuneration Report | Against |
| Chubb Limited | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Chubb Limited | 17-May-23 | Switzerland | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 14. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | For |
| Chubb Limited | 17-May-23 | Switzerland | S | Social - Human Rights | Human Rights Risk Assessment | 15. Report on Human Rights Risk Assessment | For |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Benedikt Goldkamp as Director and Board Chair | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Florian Ernst as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Martin Furrer as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Ulrich Hocker as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.5. Reelect Beat Siegrist as Director | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.1. Reappoint Martin Furrer as Member of the Compensation Committee | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.2. Reappoint Ulrich Hocker as Member of the Compensation Committee | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.2.3. Reappoint Beat Siegrist as Member of the Compensation Committee | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding) | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.2. Approve Remuneration of Directors in the Amount of CHF 2.5 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|---|-----------|
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.3. Approve Virtual-Only Shareholder Meetings | Against |
| Phoenix Mecano AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Valiant Holding AG | 17-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.2. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Valiant Holding AG | 17-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director C. David Brown, II | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Jean-Pierre Millon | Against |
| CVS Health Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| CVS Health Corporation | 18-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 5. Adopt a Paid Sick Leave Policy | For |
| CVS Health Corporation | 18-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| CVS Health Corporation | 18-May-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| CVS Health Corporation | 18-May-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights | For |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Sherry S. Barrat | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director James L. Camaren | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director John W. Ketchum | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche as Auditors | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| NextEra Energy, Inc. | 18-May-23 | USA | S | Social - Board Diversity | Board Diversity | 5. Disclose Board Skills and Diversity Matrix | For |
| Union Pacific Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Lance M. Fritz | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Michael R. McCarthy | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|---|-----------|
| Union Pacific Corporation | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Union Pacific Corporation | 18-May-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 6. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Union Pacific Corporation | 18-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 7. Adopt a Paid Sick Leave Policy | For |
| Xylem Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Victoria D. Harker | Against |
| Xylem Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Lila Tretikov | Against |
| Xylem Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Zoetis Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Zoetis Inc. | 18-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | For |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Lisa T. Su | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Abhi Y. Talwalkar | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 2. Approve Omnibus Stock Plan | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Advanced Micro Devices, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director George Munoz | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Nabil Y. Sakkab | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Altria Group, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Altria Group, Inc. | 18-May-23 | USA | S | Social - Political Spending | Political Spending Congruency | 5. Report on Congruency of Political Spending with Company Values and Priorities | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| Altria Group, Inc. | 18-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 6. Report on Third-Party Civil Rights Audit | For |
| Dropbox, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Andrew W. Houston | Withhold |
| Dropbox, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Jonathan D. Gray | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Raymond E. Mabus, Jr. | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Judith A. McHale | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Hilton Worldwide Holdings Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Larry O'Reilly | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Greg Henslee | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Jay D. Burchfield | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director John R. Murphy | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| O'Reilly Automotive, Inc. | 18-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Ari Bousbib | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gregory D. Brenneman | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Edward P. Decker | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Manuel Kadre | Against |
| The Home Depot, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|--|--|-----------|
| The Home Depot, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Home Depot, Inc. | 18-May-23 | USA | S | Social - Political Spending | Political Spending Congruency | 7. Report on Political Expenditures Congruence | For |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Thomas C. Nelson | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Yum! Brands, Inc. | 18-May-23 | USA | E | Environmental - Pollution | Recycling | 5. Report on Efforts to Reduce Plastic Use | For |
| Yum! Brands, Inc. | 18-May-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 6. Report on Lobbying Payments and Policy | For |
| Yum! Brands, Inc. | 18-May-23 | USA | G | Compensation - Compensation | Stock Retention/Holding Period | 8. Adopt Share Retention Policy For Senior Executives | For |
| Yum! Brands, Inc. | 18-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 9. Report on Paid Sick Leave | For |
| Next Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 5. Elect Jeremy Stakol as Director | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Richard Papp as Director | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Jane Shields as Director | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 22. Authorise Off-Market Purchase of Ordinary Shares | Against |
| Next Plc | 18-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Oscar Fanjul | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Steven A. Mills | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Morton O. Schapiro | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------------|--------------|-----------|------------|---|--|---|-----------|
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Marsh & McLennan Companies, Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Janet K. Cooper | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director John W. Norris, III | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Lennox International Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify KPMG LLP as Auditors | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3. Elect Edmund Sze-Wing Tse as Director | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 4. Elect Jack Chak-Kwong So as Director | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 5. Elect Lawrence Juen-Yee Lau as Director | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7B. Authorize Repurchase of Issued Share Capital | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 8. Approve Increase in Rate of Directors' Fees | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Equity Compensation Plan | Amend Executive Share Option Plan | 9. Amend Share Option Scheme | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Equity Compensation Plan | Amend Restricted Stock Plan | 10. Amend Restricted Share Unit Scheme | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 11. Amend Employee Share Purchase Plan | Against |
| AIA Group Limited | 18-May-23 | Hong Kong | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 12. Amend Agency Share Purchase Plan | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Edward G. Jepsen | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Martin H. Loeffler | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Amphenol Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Amphenol Corporation | 18-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 5. Report on Political Contributions and Expenditures | For |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 20. Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 22. Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 23. Authorise UK Political Donations and Expenditure | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 26. Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 27. Authorise Market Purchase of Ordinary Shares | Against |
| Legal & General Group Plc | 18-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 28. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Alan Dickinson as Director | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Harmeen Mehta as Director | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Remuneration Report | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 18. Approve Long-Term Incentive Plan | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 19. Authorise UK Political Donations and Expenditure | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 21. Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve/Amend Conversion of Securities | 24. Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 25. Authorise Market Purchase of Ordinary Shares | Against |
| Lloyds Banking Group Plc | 18-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 27. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| Synchrony Financial | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Frank C. Herringer | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Todd M. Ricketts | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Charles Schwab Corporation | 18-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 5. Report on Gender/Racial Pay Gap | For |
| AT&T Inc. | 18-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| AT&T Inc. | 18-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| AT&T Inc. | 18-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 6. Commission Third Party Racial Equity Audit | For |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jeffrey C. Sprecher | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Judith A. Sprieser | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intercontinental Exchange, Inc. | 19-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Morgan Stanley | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director James P. Gorman | Against |
| Morgan Stanley | 19-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Morgan Stanley | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Morgan Stanley | 19-May-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| Morgan Stanley | 19-May-23 | USA | E | Environmental - Climate | Restriction of Fossil Fuel Financing | 6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| Honeywell International Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1A. Elect Director Darius Adamczyk | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|---|-----------|
| Honeywell International Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1D. Elect Director Kevin Burke | Against |
| Honeywell International Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1E. Elect Director D. Scott Davis | Against |
| Honeywell International Inc. | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Honeywell International Inc. | 19-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| Honeywell International Inc. | 19-May-23 | USA | E | Environmental - Other | Community -Environment Impact | 6. Issue Environmental Justice Report | For |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Robert A. Bradway | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Michael V. Drake | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Ronald D. Sugar | Against |
| Amgen Inc. | 19-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director R. Sanders Williams | Against |
| Amgen Inc. | 19-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amgen Inc. | 19-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Insulet Corporation | 23-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Robert M. Davis | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Thomas H. Glocer | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Patricia F. Russo | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Peter C. Wendell | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Merck & Co., Inc. | 23-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Merck & Co., Inc. | 23-May-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 6. Report on Access to COVID-19 Products | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|-------------|------------|---|---|---|-----------|
| Merck & Co., Inc. | 23-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities | For |
| Merck & Co., Inc. | 23-May-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 8. Report on Impact of Extended Patent Exclusivities on Product Access | For |
| Merck & Co., Inc. | 23-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 10. Require Independent Board Chair | For |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| bioMerieux SA | 23-May-23 | 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 up to Aggregate Nominal Amount of EUR 4,210,280 | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year | Against |
| bioMerieux SA | 23-May-23 | 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 4,210,280 | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Structure Related | Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights | 21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20 | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| bioMerieux SA | 23-May-23 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities | 25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280 | Against |
| bioMerieux SA | 23-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 2.8 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|----------------|------------|---|--|---|-----------|
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of EUR 10.5 Million | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.1. Reelect Michael Tojner as Director and Board Co-Chair | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.3. Reelect Christian Hosp as Director | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Elect Silvia Buchinger as Director | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.6. Elect Helmut Wieser as Director | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.1. Reappoint Michael Tojner as Member of the Nomination and Compensation Committee | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.2. Reappoint Thomas Williams as Member of the Nomination and Compensation Committee | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2.3. Appoint Christian Hosp as Member of the Nomination and Compensation Committee | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 7.2. Approve Creation of Capital Band within the Upper Limit of CHF 74.4 Million and the Lower Limit of CHF 55.8 Million with or without Exclusion of Preemptive Rights | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 7.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 7.7. Amend Articles Re: Compensation of Board and Senior Management | Against |
| Montana Aerospace AG | 23-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 21. Authorise Off-Market Purchase of Ordinary Shares | Against |
| Shell Plc | 23-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 22. Authorise UK Political Donations and Expenditure | Against |
| Shell Plc | 23-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 24. Approve Share Plan | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|----------------|------------|---|--|---|-----------|
| Shell Plc | 23-May-23 | United Kingdom | E | Environmental - Climate | Reporting on Climate Transition Plan | 25. Approve the Shell Energy Transition Progress | Against |
| Shell Plc | 23-May-23 | United Kingdom | E | Environmental - Climate | GHG Emissions | 26. Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement | For |
| Orange SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Anne-Gabrielle Heilbronner as Director | Against |
| Orange SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Alexandre Bompard as Director | Against |
| Orange SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022 | Against |
| Orange SA | 23-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Orange SA | 23-May-23 | 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 20-22 | Against |
| Orange SA | 23-May-23 | France | G | Director Related - Board Related | Company-Specific Board-Related | A. Amend Article 13 of Bylaws Re: Plurality of Directorships | For |
| Orange SA | 23-May-23 | France | S, G | Compensation - Compensation | Company-Specific-Compensation-Related | B. Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria | For |
| Orange SA | 23-May-23 | France | S, G | Compensation - Compensation | Company-Specific-Compensation-Related | C. Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria | For |
| Orange SA | 23-May-23 | France | S, G | Compensation - Compensation | Company-Specific-Compensation-Related | D. Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans | For |
| Societe Generale SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy of Chairman of the Board | Against |
| Societe Generale SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy of CEO and Vice-CEOs | Against |
| Societe Generale SA | 23-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board | Against |
| Societe Generale SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 14. Elect Slawomir Krupa as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|--------|------------|--|--|---|-----------|
| Societe Generale SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 15. Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova | Against |
| Societe Generale SA | 23-May-23 | France | G | Director Election - Director Election | Elect Director | 17. Elect Benoit de Ruffray as Director | Against |
| Societe Generale SA | 23-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b1. Approve Discharge of Anthea Bath | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b2. Approve Discharge of Lennart Evrell | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b3. Approve Discharge of Johan Forssell | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b4. Approve Discharge of Helena Hedblom (as Board Member) | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b5. Approve Discharge of Jeane Hull | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b6. Approve Discharge of Ronnie Leten | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b7. Approve Discharge of Ulla Litzen | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b8. Approve Discharge of Sigurd Mareels | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------|--------------|--------|------------|---|--|--|-----------|
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b9. Approve Discharge of Astrid Skarheim Onsum | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b10. Approve Discharge of Anders Ullberg | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b11. Approve Discharge of Kristina Kanestad | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 8.b12. Approve Discharge of Daniel Rundgren | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Director Related - Discharge | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 8.b13. Approve Discharge of CEO Helena Hedblom | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.d. Approve Remuneration Report | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 12. Approve Stock Option Plan 2023 for Key Employees | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 13.a. Approve Equity Plan Financing Through Repurchase of Class A Shares | Against |
| Epiroc AB | 23-May-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Equity Plan Financing | 13.c. Approve Equity Plan Financing Through Transfer of Class A Shares to Participants | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Laurence D. Fink | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Murry S. Gerber | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Robert S. Kapito | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Marco Antonio Slim Domit | Against |
| BlackRock, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|--|-----------|
| BlackRock, Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| BlackRock, Inc. | 24-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 6. Report on Ability to Engineer Decarbonization in the Real Economy | For |
| BlackRock, Inc. | 24-May-23 | USA | S | Social - Weapons | Weapons - Related | 7. Report on Societal Impacts of Aerospace & Defense Industry ETF | For |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director John J. Donahoe | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Gail J. McGovern | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend Omnibus Stock Plan | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| PayPal Holdings, Inc. | 24-May-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 5. Adopt a Policy on Services in Conflict Zones | For |
| PayPal Holdings, Inc. | 24-May-23 | USA | S | Social - Data Security & Privacy | Data Security, Privacy, and Internet Issues | 6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For |
| PayPal Holdings, Inc. | 24-May-23 | USA | G | Director Related - Board Related | Require a Majority Vote for the Election of Directors | 9. Adopt Majority Vote Standard for Director Elections | For |
| NXP Semiconductors N.V. | 24-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 3b. Reelect Annette Clayton as Non-Executive Director | Against |
| NXP Semiconductors N.V. | 24-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 6. Authorize Share Repurchase Program | Against |
| NXP Semiconductors N.V. | 24-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Patricia Q. Stonesifer | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ratification of Ernst & Young LLP as Auditors | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amazon.com, Inc. | 24-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Amazon.com, Inc. | 24-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 6. Report on Climate Risk in Retirement Plan Options | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 7. Report on Customer Due Diligence | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------|--------------|-------------|------------|---|--|--|-----------|
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 8. Revise Transparency Report to Provide Greater Disclosure on Government Requests | For |
| Amazon.com, Inc. | 24-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 11. Publish a Tax Transparency Report | For |
| Amazon.com, Inc. | 24-May-23 | USA | E, S | E&S Blended - Climate | Climate Change Lobbying | 12. Report on Climate Lobbying | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 13. Report on Median and Adjusted Gender/Racial Pay Gaps | For |
| Amazon.com, Inc. | 24-May-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Human Capital Management | Report on Pay Disparity | 17. Consider Pay Disparity Between Executives and Other Employees | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Animal Welfare | Animal Welfare | 18. Report on Animal Welfare Standards | For |
| Amazon.com, Inc. | 24-May-23 | USA | E, S | E&S Blended - Board Related | Establish Environmental/Social Issue Board Committee | 19. Establish a Public Policy Committee | For |
| Amazon.com, Inc. | 24-May-23 | USA | G | Director Related - Board Related | Company-Specific Board-Related | 20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Health & Safety | Facility Safety | 21. Commission a Third Party Audit on Working Conditions | For |
| Amazon.com, Inc. | 24-May-23 | USA | E | Environmental - Pollution | Recycling | 22. Report on Efforts to Reduce Plastic Use | For |
| Amazon.com, Inc. | 24-May-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition | For |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Martin Ohneberg as Director and Board Chair | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Luis Buehler as Director | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Christian Hosp as Director | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Christian Hosp as Member of the Nomination and Compensation Committee | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|-------------|------------|---|--|--|-----------|
| Aluflexpack AG | 24-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10.2. Approve Creation of Capital Band within the Upper Limit of CHF 26 Million and the Lower Limit of CHF 15.6 Million with or without Exclusion of Preemptive Rights | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Routine | 10.6. Amend Articles Re: Editorial Changes | Against |
| Aluflexpack AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lee Adrean | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Mark D. Benjamin | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Kenneth T. Lamneck | Against |
| Fidelity National Information Services, Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Donald M. James | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Dale E. Klein | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Ernest J. Moniz | Against |
| The Southern Company | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director William G. Smith, Jr. | Against |
| The Southern Company | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Southern Company | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| The Southern Company | 24-May-23 | USA | E | Environmental - Climate | GHG Emissions | 7. Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal | For |
| Zalando SE | 24-May-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board (Bundled) | 4. Approve Discharge of Supervisory Board for Fiscal Year 2022 | Against |
| Zalando SE | 24-May-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5.1. Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 | Against |
| Zalando SE | 24-May-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Zalando SE | 24-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 7.2. Elect Jennifer Hyman to the Supervisory Board | Against |
| Zalando SE | 24-May-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 7.3. Elect Niklas Oestberg to the Supervisory Board | Against |
| Zalando SE | 24-May-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9. Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Raymond P. Dolan | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Robert D. Hormats | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director JoAnn A. Reed | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Pamela D. A. Reeve | Against |
| American Tower Corporation | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Samme L. Thompson | Against |
| American Tower Corporation | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| American Tower Corporation | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Routine Business - Routine Business | Approve Dividends | 5. Approve Dividends | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 8. Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO | Against |
| STMicroelectronics NV | 24-May-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 11. Reelect Frederic Sanchez to Supervisory Board | Against |
| Repsol SA | 24-May-23 | Spain | E, S | E&S Blended - Sustainability | Accept/Approve Corporate Social Responsibility Report | 3. Approve Non-Financial Information Statement | Against |
| Repsol SA | 24-May-23 | Spain | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 7. Approve Reduction in Share Capital via Amortization of Treasury Shares | Against |
| Repsol SA | 24-May-23 | Spain | G | Director Election - Director Election | Elect Director | 10. Reelect Antonio Brufau Niubo as Director | Against |
| Repsol SA | 24-May-23 | Spain | G | Director Election - Director Election | Elect Director | 14. Reelect Henri Philippe Reichstul as Director | Against |
| Repsol SA | 24-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 18. Advisory Vote on Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Repsol SA | 24-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Marc N. Casper | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Tyler Jacks | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director James C. Mullen | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lars R. Sorensen | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Scott M. Sperling | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Thermo Fisher Scientific Inc. | 24-May-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 5. Amend Omnibus Stock Plan | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.2. Approve Creation of Capital Band within the Upper Limit of CHF 872.2 Million and the Lower Limit of CHF 589.2 Million with or without Exclusion of Preemptive Rights | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 5.3. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 5.5. Amend Articles Re: Compensation of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Reto Garzetti as Director | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.2. Reelect Peter Bodmer as Director | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.3. Reelect Christian De Prati as Director | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 7.2. Reelect Reto Garzetti as Board Chair | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.1. Reappoint Christian De Prati as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Peach Property Group AG | 24-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.2. Reappoint Kurt Hardt as Member of the Compensation Committee | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11.1. Approve Remuneration of Directors in the Amount of CHF 850,000 | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 11.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million | Against |
| Peach Property Group AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Abstain |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy of Corporate Officers | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023 | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023 | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 9. Approve Compensation Report of Corporate Officers | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 15. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 16. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16 | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 20. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Dassault Systemes SA | 24-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 21. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 6. Elect Nancy Quan as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Manolo Arroyo as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 9. Re-elect Jose Ignacio Comenge as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Nathalie Gaveau as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 12. Re-elect Alvaro Gomez-Trenor Aguilar as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Thomas Johnson as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 15. Re-elect Alfonso Libano Daurella as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 17. Re-elect Mario Rotllant Sola as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 19. Re-elect Garry Watts as Director | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 22. Authorise UK Political Donations and Expenditure | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Strategic Transactions - Corporate Transactions/Reorganizations | Waive Requirement for Mandatory Offer to All Shareholders | 24. Approve Waiver of Rule 9 of the Takeover Code | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 25. Approve Long Term Incentive Plan | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 28. Authorise Market Purchase of Ordinary Shares | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Directed Share Repurchase Program | 29. Authorise Off-Market Purchase of Ordinary Shares | Against |
| Coca-Cola Europacific Partners plc | 24-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 30. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.2. Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.3. Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.4. Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.5. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Steffen Meister as Director and Board Chair | Against |
| Partners Group Holding AG | 24-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Albert S. Baldocchi | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Brian Niccol | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 5. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Chipotle Mexican Grill, Inc. | 25-May-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 6. Adopt Policy to Not Interfere with Freedom of Association Rights | For |
| McDonald's Corporation | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Enrique Hernandez, Jr. | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richard Lenny | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Paul Walsh | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| McDonald's Corporation | 25-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| McDonald's Corporation | 25-May-23 | USA | E, S | E&S Blended - Health & Safety | Product Toxicity and Safety | 5. Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain | For |
| McDonald's Corporation | 25-May-23 | USA | E, S | E&S Blended - Health & Safety | Product Toxicity and Safety | 6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|----------------|------------|---|--|---|-----------|
| McDonald's Corporation | 25-May-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 9. Report on Lobbying Payments and Policy | For |
| McDonald's Corporation | 25-May-23 | USA | S | Social - Political Spending | Political Contributions Disclosure | 10. Issue Transparency Report on Global Public Policy and Political Influence | For |
| McDonald's Corporation | 25-May-23 | USA | S | Social - Animal Welfare | Animal Welfare | 11. Report on Animal Welfare | For |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gary Hromadko | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Christopher Paisley | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jeetu Patel | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Fidelma Russo | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Peter Van Camp | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Equinix, Inc. | 25-May-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| GAM Holding AG | 25-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 4.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4.4. Approve Creation of Capital Band within the Upper Limit of CHF 8.8 Million and the Lower Limit of CHF 7.2 Million with or without Exclusion of Preemptive Rights | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million | Against |
| GAM Holding AG | 25-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 19. Approve Long Term Incentive Plan | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 22. Approve Agency Long Term Incentive Plan | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Approve the Agency LTIP Service Provider Sublimit | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 28. Authorise Market Purchase of Ordinary Shares | Against |
| Prudential Plc | 25-May-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 30. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Safran SA | 25-May-23 | France | G | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party | 4. Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State | Against |
| Safran SA | 25-May-23 | France | G | Director Election - Director Election | Elect Director | 6. Ratify Appointment of Robert Peugeot as Director | Against |
| Safran SA | 25-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Olivier Andries, CEO | Against |
| Safran SA | 25-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 14. Approve Compensation Report of Corporate Officers | Against |
| Safran SA | 25-May-23 | 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 19-22 | Against |
| Sanofi | 25-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 5. Approve Compensation Report of Corporate Officers | Against |
| Sanofi | 25-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Paul Hudson, CEO | Against |
| Sanofi | 25-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Chairman of the Board | Against |
| Sanofi | 25-May-23 | France | G | Audit Related - Auditor Related | Ratify Auditors | 12. Renew Appointment of PricewaterhouseCoopers Audit as Auditor | Against |
| Sanofi | 25-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 4. Approve Creation of CHF 847,207.50 Pool of Conditional Capital for Employee Equity Participation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report (Non-Binding) | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6. Approve Remuneration of Directors in the Amount of CHF 310,000 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7. Approve Additional Remuneration of Executive Committee in the Amount of CHF 22 Million for Fiscal Year 2022 and CHF 25 Million for Fiscal Year 2023 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 8. Approve Remuneration of Executive Committee in the Amount of CHF 25 Million for Fiscal Year 2024 | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.1. Reelect Patrick Combes as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.2. Elect Christian Baillet as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.3. Reelect Alain Blanc-Brude as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.4. Reelect Jean-Marie Descarpentries as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.5. Reelect Christian Goecking as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.7. Reelect Robert Pennone as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 9.8. Reelect Eric Solvet as Director | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 10. Reelect Patrick Combes as Board Chair | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 11.1. Reappoint Robert Pennone as Member of the Compensation Committee | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 11.2. Reappoint Christian Goecking as Member of the Compensation Committee | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 12. Reappoint Robert Pennone as Chair of the Compensation Committee | Against |
| Compagnie Financiere Tradition SA | 25-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 15. Transact Other Business (Voting) | Abstain |
| Dottikon ES Holding AG | 25-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| Dottikon ES Holding AG | 25-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Against |
| Carrefour SA | 26-May-23 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Alexandre Bompard as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|--------|------------|---|--|--|-----------|
| Carrefour SA | 26-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 8. Approve Compensation Report of Corporate Officers | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Alexandre Bompard, Chairman and CEO | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Chairman and CEO | Against |
| Carrefour SA | 26-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Carrefour SA | 26-May-23 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16 | Against |
| Carrefour SA | 26-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Marvin R. Ellison | Withhold |
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Lowe's Companies, Inc. | 26-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| TotalEnergies SE | 26-May-23 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 4. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| TotalEnergies SE | 26-May-23 | France | G | Director Election - Director Election | Elect Director | 9. Elect Anelise Lara as Director | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 10. Approve Compensation Report of Corporate Officers | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Compensation of Patrick Pouyanne, Chairman and CEO | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of Chairman and CEO | Against |
| TotalEnergies SE | 26-May-23 | France | E | Environmental - Climate | Management Climate-Related Proposal | 14. Approve the Company's Sustainable Development and Energy Transition Plan | Against |
| TotalEnergies SE | 26-May-23 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 15. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| TotalEnergies SE | 26-May-23 | France | E | Environmental - Climate | GHG Emissions | A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory) | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|---|--|-----------|
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Stock Option Plan Grants | 7. Approve Grant Options to Subscribe for Ordinary Shares and/or Rights to Acquire Ordinary Shares to the Board of Directors | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.1. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.2. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for the Employee Stock Ownership Plan | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Takeover Related - Takeover - Restricting | Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer | 8.3. Grant Board Authority to Issue Preference Shares and/or Grant Right to Subscribe for Preferred Shares | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Structure Related | Eliminate Preemptive Rights | 9. Authorize Board to Exclude Preemptive Rights from Share Issuances Under the Authorizations Mentioned in Proposal 8 | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Director Election - Director Election | Elect Director | 12. Reelect Alessandro Della Cha as Executive Director | Against |
| Cosmo Pharmaceuticals NV | 26-May-23 | Netherlands | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 13. Elect Mauro Severino Ajani, Dieter A. Enkelmann, Maria Grazia Roncarolo, Kevin Donovan and David W. Maris as Non-Executive Directors | Against |
| Chevron Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Enrique Hernandez, Jr. | Against |
| Chevron Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 11. Elect Director Michael K. (Mike) Wirth | Against |
| Chevron Corporation | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Chevron Corporation | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Chevron Corporation | 31-May-23 | USA | E | Environmental - Climate | GHG Emissions | 6. Adopt Medium-Term Scope 3 GHG Reduction Target | For |
| Chevron Corporation | 31-May-23 | USA | E | Environmental - Other | Report on Environmental Policies | 7. Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures | For |
| Chevron Corporation | 31-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 9. Report on Social Impact From Plant Closure or Energy Transition | For |
| Chevron Corporation | 31-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 10. Oversee and Report a Racial Equity Audit | For |
| Chevron Corporation | 31-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 11. Publish a Tax Transparency Report | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|---|-----------|
| Chevron Corporation | 31-May-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 12. Require Independent Board Chair | For |
| Dollar General Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Warren F. Bryant | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Michael M. Calbert | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Todd J. Vasos | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dollar General Corporation | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Dollar General Corporation | 31-May-23 | USA | S | Social - Animal Welfare | Animal Welfare | 5. Report on 2025 Cage-Free Egg Goal | For |
| Dollar General Corporation | 31-May-23 | USA | S | Social - Health & Safety | Facility Safety | 7. Oversee and Report a Workplace Health and Safety Audit | For |
| SEI Investments Company | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Ryan P. Hicke | Against |
| SEI Investments Company | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Kathryn M. McCarthy | Against |
| SEI Investments Company | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Susan K. Avery | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Darren W. Woods | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Climate | GHG Emissions | 8. Report on Methane Emission Disclosure Reliability | For |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Climate | GHG Emissions | 9. Adopt Medium-Term Scope 3 GHG Reduction Target | For |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Other | Community -Environment Impact | 10. Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana | For |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Other | Report on Environmental Policies | 11. Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures | For |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Other | Report on Environmental Policies | 12. Report on Asset Retirement Obligations Under IEA NZE Scenario | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---------------------------------------|--|--|-----------|
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Pollution | Recycling | 13. Commission Audited Report on Reduced Plastics Demand | For |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 14. Report on Potential Costs of Environmental Litigation | For |
| Exxon Mobil Corporation | 31-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 15. Publish a Tax Transparency Report | For |
| Exxon Mobil Corporation | 31-May-23 | USA | E | Environmental - Climate | Report on Climate Change | 16. Report on Social Impact From Plant Closure or Energy Transition | For |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Silvio Denz as Director and Board Chair | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.2. Reelect Roland Weber as Director | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.3. Reelect Roger von der Weid as Director | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Silvio Denz as Member of the Compensation Committee | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Roland Weber as Member of the Compensation Committee | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10.1. Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.3 Million with or without Exclusion of Preemptive Rights | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Lalique Group SA | 31-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Abstain |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Peggy Alford | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Marc L. Andreessen | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Andrew W. Houston | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Robert M. Kimmitt | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Sheryl K. Sandberg | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Tracey T. Travis | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Tony Xu | Withhold |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Mark Zuckerberg | Withhold |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|--------|------------|---|--|---|-----------|
| Meta Platforms, Inc. | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Meta Platforms, Inc. | 31-May-23 | USA | G | Non-Routine Business - Non-Routine Business | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 4. Approve Recapitalization Plan for all Stock to Have One-vote per Share | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 5. Report on Human Rights Impact Assessment of Targeted Advertising | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 6. Report on Lobbying Payments and Policy | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 7. Report on Allegations of Political Entanglement and Content Management Biases in India | For |
| Meta Platforms, Inc. | 31-May-23 | USA | E, S | E&S Blended - Climate | Climate Change Lobbying | 8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Data Security & Privacy | Data Security, Privacy, and Internet Issues | 9. Report on Data Privacy regarding Reproductive Healthcare | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 10. Report on Enforcement of Community Standards and User Content | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 11. Report on Child Safety and Harm Reduction | For |
| Meta Platforms, Inc. | 31-May-23 | USA | E, S | E&S Blended - Compensation | Link Executive Pay to Social Criteria | 12. Report on Executive Pay Calibration to Externalized Costs | For |
| Meta Platforms, Inc. | 31-May-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 13. Commission Independent Review of Audit & Risk Oversight Committee | For |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Cesar Conde | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Sarah J. Friar | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Carla A. Harris | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Thomas W. Horton | Against |
| Walmart Inc. | 31-May-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director C. Douglas McMillon | Against |
| Walmart Inc. | 31-May-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Walmart Inc. | 31-May-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Walmart Inc. | 31-May-23 | USA | S | Social - Human Capital Management | Report on Pay Disparity | 5. Consider Pay Disparity Between CEO and Other Employees | For |
| Walmart Inc. | 31-May-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 6. Report on Human Rights Due Diligence | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|---|---|---|-----------|
| Walmart Inc. | 31-May-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 7. Commission Third Party Racial Equity Audit | For |
| Walmart Inc. | 31-May-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Walmart Inc. | 31-May-23 | USA | S | Social - Data Security & Privacy | Data Security, Privacy, and Internet Issues | 10. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For |
| Walmart Inc. | 31-May-23 | USA | S | Social - Health & Safety | Facility Safety | 12. Oversee and Report a Workplace Health and Safety Audit | For |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Vincent Lawton as Director and Board Chair | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Raymond Hill as Director | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.3. Reelect Timothy Dyer as Director | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Roger Mills as Director | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Vincent Lawton as Member of the Compensation Committee | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Raymond Hill as Member of the Compensation Committee | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.1. Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.2 Million with or without Exclusion of Preemptive Rights | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 9.2. Approve Creation of CHF 16.7 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.3. Amend Articles Re: Loans to Members of the Board of Directors and the Executive Committee | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.1a. Approve Remuneration of Directors in the Amount of CHF 183,206 for the Period from 2022 AGM to the 2023 AGM | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.1b. Approve Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM to the 2024 AGM | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.2a. Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2022 | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.2b. Approve Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024 | Against |
| Addex Therapeutics Ltd. | 31-May-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Routine Business - Routine Business | Approve Dividends | 5. Approve Dividends Charged Against Reserves | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Annual Maximum Remuneration | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7.2. Amend Remuneration Policy | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Director Related - Board Related | Fix Number of Directors and/or Auditors | 8.1. Fix Number of Directors at 13 | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Director Election - Director Election | Elect Director | 8.7. Elect Oscar Fanjul Martin as Director | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 11. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital | Against |
| Cellnex Telecom SA | 31-May-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Advisory Vote on Remuneration Report | Against |
| SolarEdge Technologies, Inc. | 01-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| SolarEdge Technologies, Inc. | 01-Jun-23 | USA | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 6. Eliminate Supermajority Vote Requirement | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director William R. McDermott | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Jeffrey A. Miller | Against |
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|---------|------------|---|--|---|-----------|
| ServiceNow, Inc. | 01-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1b. Elect Director Ann C. Berzin | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gary D. Forsee | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1i. Elect Director David S. Regnery | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Trane Technologies Plc | 01-Jun-23 | Ireland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Authorize Issue of Equity without Pre-emptive Rights | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Reed Hastings | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Jay C. Hoag | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Ted Sarandos | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Netflix, Inc. | 01-Jun-23 | USA | G | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 5. Amend Right to Call Special Meeting | For |
| Netflix, Inc. | 01-Jun-23 | USA | E | Environmental - Climate | Report on Climate Change | 7. Report on Climate Risk in Retirement Plan Options | For |
| Netflix, Inc. | 01-Jun-23 | USA | S | Social - Human Rights | Improve Human Rights Standards or Policies | 8. Adopt and Disclose a Freedom of Association and Collective Bargaining Policy | For |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Sundar Pichai | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director John L. Hennessy | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director R. Martin "Marty" Chavez | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director L. John Doerr | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Ann Mather | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Alphabet Inc. | 02-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director K. Ram Shriram | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 3. Amend Omnibus Stock Plan | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Alphabet Inc. | 02-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 5. Advisory Vote on Say on Pay Frequency | One Year |
| Alphabet Inc. | 02-Jun-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 6. Report on Lobbying Payments and Policy | For |
| Alphabet Inc. | 02-Jun-23 | USA | E, S | E&S Blended - Climate | Climate Change Lobbying | 8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals | For |
| Alphabet Inc. | 02-Jun-23 | USA | S | Social - Data Security & Privacy | Data Security, Privacy, and Internet Issues | 9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For |
| Alphabet Inc. | 02-Jun-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns | For |
| Alphabet Inc. | 02-Jun-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology | For |
| Alphabet Inc. | 02-Jun-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems | For |
| Alphabet Inc. | 02-Jun-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 13. Report on Alignment of YouTube Policies With Online Safety Regulations | For |
| Alphabet Inc. | 02-Jun-23 | USA | E, S | E&S Blended - Other | Miscellaneous Proposal -- Environmental & Social | 15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee | For |
| Alphabet Inc. | 02-Jun-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Alphabet Inc. | 02-Jun-23 | USA | G | Non-Routine Business - Non-Routine Business | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 18. Approve Recapitalization Plan for all Stock to Have One-vote per Share | For |
| NN Group NV | 02-Jun-23 | Netherlands | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 10. Approve Reduction in Share Capital through Cancellation of Shares | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Stephen Hemsley | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Michele Hooper | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 5. Report on Third-Party Racial Equity Audit | For |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | S | Social - Political Spending | Political Spending Congruency | 6. Report on Congruency of Political Spending with Company Values and Priorities | For |
| UnitedHealth Group Incorporated | 05-Jun-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 2. Approve Discharge of Board and Senior Management | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.1.1. Reelect Hans Baumgartner as Director and Board Chair | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 3.1.3. Reelect Petra Salesny as Director | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 3.2.2. Reappoint Petra Salesny as Member of the Compensation Committee | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Routine Business - Routine Business | Approve Allocation of Income and Dividends | 4. Approve Allocation of Income and Dividends of CHF 1.00 per Share | Against |
| Private Equity Holding AG | 05-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| HubSpot, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Claire Hughes Johnson | Against |
| HubSpot, Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Jose B. Alvarez | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Alan M. Bennett | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director David T. Ching | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Ernie Herrman | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Amy B. Lane | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Carol Meyrowitz | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The TJX Companies, Inc. | 06-Jun-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 5. Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain | For |
| The TJX Companies, Inc. | 06-Jun-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 6. Report on Risk from Supplier Misclassification of Supplier's Employees | For |
| The TJX Companies, Inc. | 06-Jun-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 7. Adopt a Paid Sick Leave Policy for All Employees | For |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Archana Deskus | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Leo S. Mackay, Jr. | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 4. Approve Omnibus Stock Plan | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 7. Amend Bylaws | For |
| Cognizant Technology Solutions Corporation | 06-Jun-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Booking Holdings Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Booking Holdings Inc. | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Deloitte & Touche LLP as Auditors | Against |
| Booking Holdings Inc. | 06-Jun-23 | USA | G | Compensation - Severance Agreement | Submit Severance Agreement to Shareholder Vote | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Richard C. Adkerson | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Dustan E. McCoy | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Frances Fragos Townsend | Against |
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|--|-----------|
| Freeport-McMoRan, Inc. | 06-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| GoDaddy Inc. | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| lululemon athletica inc. | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Michael Casey | Against |
| lululemon athletica inc. | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| lululemon athletica inc. | 07-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kenneth J. Bacon | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Thomas J. Baltimore, Jr. | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Jeffrey A. Honickman | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Brian L. Roberts | Withhold |
| Comcast Corporation | 07-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| Comcast Corporation | 07-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 3. Approve Omnibus Stock Plan | Against |
| Comcast Corporation | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Comcast Corporation | 07-Jun-23 | USA | S | Social - Diversity, Equity, & Inclusion | Racial Equity and/or Civil Rights Audit | 7. Oversee and Report on a Racial Equity Audit | For |
| Comcast Corporation | 07-Jun-23 | USA | E | Environmental - Climate | Report on Climate Change | 8. Report on Climate Risk in Retirement Plan Options | For |
| Comcast Corporation | 07-Jun-23 | USA | E | Environmental - Climate | GHG Emissions | 9. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | For |
| Comcast Corporation | 07-Jun-23 | USA | S | Social - Political Spending | Political Spending Congruency | 10. Report on Congruency of Political Spending with Company Values and Priorities | For |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1A. Elect Director Joshua Bekenstein | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1B. Elect Director Gregory David | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1D. Elect Director Stephen Gunn | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|--------|------------|---|--|---|-----------|
| Dollarama Inc. | 07-Jun-23 | Canada | G | Director Election - Director Election | Elect Director | 1F. Elect Director Nicholas Nomicos | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote on Executive Compensation Approach | Against |
| Dollarama Inc. | 07-Jun-23 | Canada | S | Social - Human Rights | Improve Human Rights Standards or Policies | 4. SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy | For |
| Dollarama Inc. | 07-Jun-23 | Canada | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 5. SP 2: Report on Third-Party Employment Agencies | For |
| Dollarama Inc. | 07-Jun-23 | Canada | E | Environmental - Climate | GHG Emissions | 6. SP 3: Adopt Net Zero Targets in Alignment with the Paris Agreement | For |
| MarketAxess Holdings Inc. | 07-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Stephen P. Casper | Against |
| MarketAxess Holdings Inc. | 07-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| MarketAxess Holdings Inc. | 07-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Thomas J. Kuhn | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Michael G. Morris | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Bath & Body Works, Inc. | 08-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Marc Benioff | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Craig Conway | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director Neelie Kroes | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Maynard Webb | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 3. Ratify Ernst & Young LLP as Auditors | Against |
| Salesforce, Inc. | 08-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Joseph L. Goldstein | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Christine A. Poon | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Craig B. Thompson | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Regeneron Pharmaceuticals, Inc. | 09-Jun-23 | USA | S | Social - Health & Safety | Review Drug Pricing or Distribution | 5. Report on Impact of Extended Patent Exclusivities on Product Access | For |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5a. Elect Director Jonathan C. Burrell | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5e. Elect Director Charles W. Pepper | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5f. Elect Director Clifton A. Pemble | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7a. Appoint Jonathan C. Burrell as Member of the Compensation Committee | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7d. Appoint Charles W. Pepper as Member of the Compensation Committee | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 9. Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Advisory Vote on the Swiss Statutory Compensation Report | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 13. Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Compensation - Equity Compensation Plan - Non-Employee Director | Amend Non-Employee Director Omnibus Stock Plan | 17. Amend Non-Employee Director Omnibus Stock Plan | Against |
| Garmin Ltd. | 09-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter to Reflect Changes in Capital | 20. Amend Articles to Reflect Changes in Capital | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|---|-----------|
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Reelect Robert Spoerry as Director and Board Chair | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.2. Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.5. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Sonova Holding AG | 12-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Robert D. Johnson | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Richard F. Wallman | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Christopher Wright | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Roper Technologies, Inc. | 13-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kelly A. Ayotte | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Daniel M. Dickinson | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director David W. MacLennan | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director D. James Umpleby, III | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | 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. | 14-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Caterpillar Inc. | 14-Jun-23 | USA | E, S | E&S Blended - Climate | Climate Change Lobbying | 6. Report on Climate Lobbying | For |
| Caterpillar Inc. | 14-Jun-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 7. Report on Lobbying Payments and Policy | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|---------|------------|---|--|---|-----------|
| Caterpillar Inc. | 14-Jun-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 8. Report on Due Diligence Process of Doing Business in Conflict Affected Areas | For |
| Target Corporation | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Brian C. Cornell | Against |
| Target Corporation | 14-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Derica W. Rice | Against |
| Target Corporation | 14-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Target Corporation | 14-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Target Corporation | 14-Jun-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 5. Require Independent Board Chair | For |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Nakata, Yu | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Yamaguchi, Akiji | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Yamamoto, Hiroaki | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Nakano, Tetsuya | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Yamamoto, Akinori | Against |
| KEYENCE Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.9. Elect Director Yoshioka, Michifumi | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Company Articles - Article Amendments | Amend Articles Board-Related | 7. Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|----------------|------------|---|---|--|-----------|
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 12. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 13. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 14. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Capitalization - Capital Structure Related | Authorize Use of Financial Derivatives | 15. Authorize Use of Financial Derivatives when Repurchasing Shares | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Compensation - Equity Compensation Plan | Amend Executive Share Option Plan | 18. Amend 2019 and 2021 Stock Option Plans | Against |
| Delivery Hero SE | 14-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Toyoda, Akio | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Hayakawa, Shigeru | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Miyazaki, Yoichi | Against |
| Toyota Motor Corp. | 14-Jun-23 | Japan | E | Environmental - Climate | Report on Climate Change | 4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement | For |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 1. Elect Director Miranda Curtis | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 2. Elect Director J David Wargo | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Approve Remuneration Policy | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|----------------|------------|---|--|---|-----------|
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify KPMG LLP (U.K.) as Auditors | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9. Authorise Issue of Equity | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 11. Authorise UK Political Donations and Expenditure | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorise Market Purchase of Ordinary Shares | Against |
| Liberty Global Plc | 14-Jun-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 13. Approve Omnibus Stock Plan | Against |
| Brenntag SE | 15-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy for the Management Board | Against |
| Brenntag SE | 15-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Supervisory Board Remuneration Policy | 7. Approve Remuneration Policy for the Supervisory Board | Against |
| Brenntag SE | 15-Jun-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Andre Almeida | Withhold |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.11. Elect Director G. Michael Sievert | Withhold |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.13. Elect Director Kelvin R. Westbrook | Withhold |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency | 4. Advisory Vote on Say on Pay Frequency | One Year |
| T-Mobile US, Inc. | 16-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Lester B. Knight | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Gregory C. Case | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Jeffrey C. Campbell | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Fulvio Conti | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Adriana Karaboutis | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|---|---|-----------|
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Richard C. Notebaert | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Gloria Santana | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Carolyn Y. Woo | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young Chartered Accountants as Statutory Auditor | Against |
| Aon plc | 16-Jun-23 | Ireland | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 7. Amend Omnibus Plan | Against |
| Evolution AB | 16-Jun-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 7. Approve Performance Share Plan for Key Employees | Against |
| Daiichi Sankyo Co., Ltd. | 19-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Manabe, Sunao | Against |
| Daiichi Sankyo Co., Ltd. | 19-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Kama, Kazuaki | Against |
| Daiichi Sankyo Co., Ltd. | 19-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Trust-Type Equity Compensation Plan | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4. Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 5. Approve Creation of CHF 26 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments; Approve Creation of CHF 2 Million Pool of Conditional Capital for Employee Incentive Plans | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.2. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 7.1. Approve Remuneration of Directors in the Amount of CHF 1 Million | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 7.2. Approve Remuneration of Executive Committee in the Amount of CHF 3 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|--|-----------|
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7.3. Approve Remuneration Report | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1.1. Reelect Raghuram Selvaraju as Director | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1.4. Reelect Paolo Galfetti as Director | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 8.2. Reelect Raghuram Selvaraju as Board Chair | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.3.1. Appoint Raghuram Selvaraju as Member of the Nomination and Compensation Committee | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 8.3.2. Appoint Thomas Plitz as Member of the Nomination and Compensation Committee | Against |
| RELIEF THERAPEUTICS Holding SA | 20-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Abstain |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Arima, Koji | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Hayashi, Shinnosuke | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Matsui, Yasushi | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ito, Kenichiro | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Toyoda, Akio | Against |
| DENSO Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Mitsuya, Yuko | Against |
| NIDEC Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Nagamori, Shigenobu | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Company Articles - Article Amendments | Amend Articles to: (Japan) | 1. Amend Articles to Create Bond-type Class Shares | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Miyauchi, Ken | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Miyakawa, Junichi | Against |
| SoftBank Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.7. Elect Director Horiba, Atsushi | Against |
| Sony Group Corp. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yoshida, Kenichiro | Against |
| Sony Group Corp. | 20-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 2. Approve Stock Option Plan | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Nunokawa, Yoshikazu | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Sasaki, Michio | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Compensation - Director/Statutory Auditor Bonus | Approve Annual Bonus Payment for Directors and Statutory Auditors | 3. Approve Annual Bonus | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Deep Discount Stock Option Plan | Against |
| Tokyo Electron Ltd. | 20-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 5. Approve Deep Discount Stock Option Plan | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.3. Reelect Oliver Baumann as Director | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.6. Reelect David Deck as Director | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 6. Elect David Deck as Board Chair | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.1. Reappoint Mark Mueller as Member of the Compensation Committee | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.1. Approve Remuneration of Directors in the Amount of CHF 900,000 | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 10.2. Approve Remuneration of Executive Committee in the Amount of CHF 1.9 Million | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 10.3. Approve Remuneration of Board Member David Deck in the Amount of CHF 300,000 for the Period from 2022 AGM until 2023 AGM | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 11.2. Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 5.3 Million with or without Exclusion of Preemptive Rights | Against |
| Xlife Sciences AG | 20-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 12. Transact Other Business (Voting) | Against |
| General Motors Company | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Mary T. Barra | Against |
| General Motors Company | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Patricia F. Russo | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|---------|------------|---|--|--|-----------|
| General Motors Company | 20-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| General Motors Company | 20-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| General Motors Company | 20-Jun-23 | USA | E | Environmental - Other | Community -Environment Impact | 7. Report on Setting Sustainable Sourcing Targets | For |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Michael S. Dell | Withhold |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Egon Durban | Withhold |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Dell Technologies Inc. | 20-Jun-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. Approve Omnibus Stock Plan | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Cheryl W. Grise | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director R. Glenn Hubbard | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| MetLife, Inc. | 20-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.1. Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.3. Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Director Related - Discharge | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.7. Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022 | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5.1. Ratify KPMG AG as Auditors for Fiscal Year 2023 | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|---------|------------|---|--|--|-----------|
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Audit Related - Auditor Related | Ratify Auditors | 5.2. Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| Daimler Truck Holding AG | 21-Jun-23 | Germany | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.1. Approve Virtual-Only Shareholder Meetings Until 2025 | Against |
| Hitachi Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Kojima, Keiji | Against |
| Hitachi Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Higashihara, Toshiaki | Against |
| Honda Motor Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kuraishi, Seiji | Against |
| Honda Motor Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Aoyama, Shinji | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Masuda, Hiroya | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Ikeda, Norito | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Okamoto, Tsuyoshi | Against |
| Japan Post Holdings Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.15. Elect Director Shindo, Kosei | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Tanaka, Takashi | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.2. Elect Director Takahashi, Makoto | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.3. Elect Director Amamiya, Toshitake | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.4. Elect Director Yoshimura, Kazuyuki | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.5. Elect Director Kuwahara, Yasuaki | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.6. Elect Director Matsuda, Hiromichi | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.9. Elect Director Goto, Shigeki | Against |
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.10. Elect Director Tannowa, Tsutomu | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|--------|------------|---|--|---|-----------|
| KDDI Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.12. Elect Director Okumiya, Kyoko | Against |
| Komatsu Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Arthur M. Mitchell | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Takemasu, Yoshiaki | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Shigeta, Tetsuya | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.11. Elect Director Uchiyama, Takeshi | Against |
| Mitsui & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.13. Elect Director Ishiguro, Fujiyo | Against |
| Shionogi & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Teshirogi, Isao | Against |
| Shionogi & Co., Ltd. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Fujiwara, Takaoki | Against |
| Shionogi & Co., Ltd. | 21-Jun-23 | Japan | G | Director Related - Statutory Auditor | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.2. Appoint Statutory Auditor Fujinuma, Tsuguoki | Against |
| SoftBank Group Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Son, Masayoshi | Against |
| SoftBank Group Corp. | 21-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Miyauchi, Ken | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Lorrie M. Norrington | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Stacy J. Smith | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| Autodesk, Inc. | 21-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Tomita, Tetsuro | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.7. Elect Director Suzuki, Hitoshi | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 4.2. Elect Director and Audit Committee Member Ogata, Masaki | Against |
| East Japan Railway Co. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 4.4. Elect Director and Audit Committee Member Koike, Hiroshi | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Morita, Takayuki | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|-------------|------------|---|--|---|-----------|
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Obata, Shinobu | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Mochizuki, Harufumi | Against |
| NEC Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.11. Elect Director Okada, Joji | Against |
| ORIX Corp. | 22-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Inoue, Makoto | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5.a. Reelect Metin Colpan to Supervisory Board | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 5.h. Reelect Elizabeth E. Tallett to Supervisory Board | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8.a. Grant Supervisory Board Authority to Issue Shares | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 9. Authorize Repurchase of Shares | Against |
| QIAGEN NV | 22-Jun-23 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 12. Approve QIAGEN N.V. 2023 Stock Plan | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Tench Coxé | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Harvey C. Jones | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Mark L. Perry | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director A. Brooke Seawell | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Mark A. Stevens | Against |
| NVIDIA Corporation | 22-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director W. Rodney McMullen | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Clyde R. Moore | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Ronald L. Sargent | Against |
| The Kroger Co. | 22-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|---|-----------|
| The Kroger Co. | 22-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| The Kroger Co. | 22-Jun-23 | USA | S | Social - Health & Safety | Prepare Tobacco-Related Report | 5. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market | For |
| The Kroger Co. | 22-Jun-23 | USA | S | Social - Charitable Spending | Charitable Contributions | 6. Report on Charitable Contributions | For |
| The Kroger Co. | 22-Jun-23 | USA | E | Environmental - Pollution | Recycling | 7. Report on Efforts to Reduce Plastic Use | For |
| The Kroger Co. | 22-Jun-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 8. Report on Gender/Racial Pay Gap | For |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.1. Approve Remuneration Report | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.2.2. Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.3.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Routine Business - Routine Business | Change Date/Location of Annual Meeting | 6.3.2. Amend Article Re: Location of General Meeting | Against |
| Landis+Gyr Group AG | 22-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against |
| HOYA Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Ikeda, Eiichiro | Against |
| ITOCHU Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Okafuji, Masahiro | Against |
| ITOCHU Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Ishii, Keita | Against |
| ITOCHU Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Kobayashi, Fumihiko | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Kakinoki, Masumi | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Terakawa, Akira | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Takahashi, Kyohei | Against |
| Marubeni Corp. | 23-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve/Amend Bundled Remuneration Plans | 4. Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Two Types of Restricted Stock Plans | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|---------|------------|---|---|---|-----------|
| Mitsubishi Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Nakanishi, Katsuya | Against |
| Mitsubishi Corp. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.7. Elect Director Miyanaga, Shunichi | Against |
| Mitsubishi Corp. | 23-Jun-23 | Japan | G | Compensation - Cash/Equity Bonus | Approve/Amend Executive Incentive Bonus Plan | 4. Approve Performance-Based Cash Compensation Ceiling for Directors | Against |
| Mitsubishi Corp. | 23-Jun-23 | Japan | E | Environmental - Climate | Report on Climate Change | 5. Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement | For |
| Mitsubishi Corp. | 23-Jun-23 | Japan | E | Environmental - Climate | Report on Climate Change | 6. Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment | For |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Kobayashi, Yoshimitsu | Against |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Sato, Ryoji | Against |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ono, Kotaro | Against |
| Mizuho Financial Group, Inc. | 23-Jun-23 | Japan | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 2. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement | For |
| Nintendo Co., Ltd. | 23-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Furukawa, Shuntaro | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | 11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Against |
| ams-OSRAM AG | 23-Jun-23 | Austria | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 12. Approve Virtual-Only Shareholder Meetings Until 2026 | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Tsuga, Kazuhiro | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Kusumi, Yuki | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Noji, Kunio | Against |
| Panasonic Holdings Corp. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Tsutsui, Yoshinobu | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|---|-----------|
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Idekoba, Hisayuki | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Senaha, Ayano | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Izumiya, Naoki | Against |
| Recruit Holdings Co., Ltd. | 26-Jun-23 | Japan | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 3. Approve Compensation Ceiling for Directors | Against |
| Tokio Marine Holdings, Inc. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.12. Elect Director Shindo, Kosei | Against |
| Tokio Marine Holdings, Inc. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.13. Elect Director Robert Alan Feldman | Against |
| Tokio Marine Holdings, Inc. | 26-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.14. Elect Director Yamamoto, Kichiichiro | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Alexander Rhea Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Marc Lepiece as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.3. Reelect Christophe Manset as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Reelect Bernard Pons as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.5. Reelect Ali Sherwani as Director | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 4.2. Reelect Alexander Rhea as Board Chair | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.1. Appoint Alexander Rhea as Member of the Nomination and Compensation Committee | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.2. Reappoint Christophe Manset as Member of the Nomination and Compensation Committee | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.3. Reappoint Marc Lepiece as Member of the Nomination and Compensation Committee | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 600,000 | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Leclanche SA | 26-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Remuneration of Executive Committee in the Amount of CHF 2.4 Million | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8.2.2. Approve CHF 9.7 Million Ordinary Share Capital Increase without Preemptive Rights via Conversion of Other Debt | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.1. Approve Creation of Capital Band within the Upper Limit of CHF 87.9 Million and the Lower Limit of CHF 29.3 Million with or without Exclusion of Preemptive Rights | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 9.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Routine Business - Routine Business | Change Date/Location of Annual Meeting | 9.5. Amend Article Re: Location of General Meeting | Against |
| Leclanche SA | 26-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Julius Genachowski | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Mastercard Incorporated | 27-Jun-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores | For |
| Mastercard Incorporated | 27-Jun-23 | USA | S | Social - Political Spending | Political Lobbying Disclosure | 8. Report on Lobbying Payments and Policy | For |
| Mastercard Incorporated | 27-Jun-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Advantest Corp. | 27-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yoshida, Yoshiaki | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1. Reelect Hari Kumar as Director and Board Chair | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.4. Reelect Alexander Bausch as Director | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 5.1. Reappoint Hari Kumar as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Capitalization - Capital Issuance | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 10. Approve Creation of CHF 5.7 Million Pool of Conditional Capital to Cover Exercise of Conversion Rights | Against |
| Kinarus Therapeutics Holding AG | 28-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Takeda Pharmaceutical Co., Ltd. | 28-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Andrew Plump | Against |
| Takeda Pharmaceutical Co., Ltd. | 28-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Iijima, Masami | Against |
| Takeda Pharmaceutical Co., Ltd. | 28-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Steven Gillis | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.3. Approve Variable Remuneration of Directors in the Amount of CHF 166,026 | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.4. Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000 | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.4. Reelect Betuel Unaran as Director | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.5. Reelect Simon Michel as Director | Against |
| Ypsomed Holding AG | 28-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Abstain |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Inoue, Noriyuki | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.2. Elect Director Togawa, Masanori | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.3. Elect Director Kawada, Tatsuo | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.4. Elect Director Makino, Akiji | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.5. Elect Director Torii, Shingo | Against |
| DAIKIN INDUSTRIES Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.7. Elect Director Tayano, Ken | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Yoshii, Keiichi | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Kosokabe, Takeshi | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|--|-----------|
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Murata, Yoshiyuki | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Shimonishi, Keisuke | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Otomo, Hirotsugu | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Dekura, Kazuhito | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.7. Elect Director Ariyoshi, Yoshinori | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Nagase, Toshiya | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Kuwano, Yukinori | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Director Related - Statutory Auditor | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Maruyama, Takashi | Against |
| Daiwa House Industry Co., Ltd. | 29-Jun-23 | Japan | G | Compensation - Director/Statutory Auditor Bonus | Approve Annual Bonus Payment for Directors and Statutory Auditors | 4. Approve Annual Bonus | Against |
| FANUC Corp. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Inaba, Yoshiharu | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Nomoto, Hirofumi | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Shinke, Ryoichi | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.12. Elect Director Kamezawa, Hironori | Against |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 3. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement | For |
| Mitsubishi UFJ Financial Group, Inc. | 29-Jun-23 | Japan | G | Routine Business - Routine Business | Amend Ordinary Business Items | 6. Amend Articles to Prohibit Deletion of IR Contents from Company Websites | For |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Company Articles - Article Amendments | Amend Articles to: (Japan) | 2. Amend Articles to Clarify Director Authority on Board Meetings | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director Kagami, Toshio | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.2. Elect Director Yoshida, Kenji | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.3. Elect Director Takano, Yumiko | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.4. Elect Director Katayama, Yuichi | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|--------|------------|---|-------------------------------------|---|-----------|
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.5. Elect Director Takahashi, Wataru | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.6. Elect Director Kaneki, Yuichi | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.7. Elect Director Kambara, Rika | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.8. Elect Director Hanada, Tsutomu | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.9. Elect Director Mogi, Yuzaburo | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.10. Elect Director Tajiri, Kunio | Against |
| Oriental Land Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 3.11. Elect Director Kikuchi, Misao | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Akiya, Fumio | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Ueno, Susumu | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.5. Elect Director Fukui, Toshihiko | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Komiyama, Hiroshi | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.8. Elect Director Michael H. McGarry | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.9. Elect Director Hasegawa, Mariko | Against |
| Shin-Etsu Chemical Co., Ltd. | 29-Jun-23 | Japan | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 4. Approve Stock Option Plan | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Kunibe, Takeshi | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Ota, Jun | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.6. Elect Director Isshiki, Toshihiro | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.9. Elect Director Matsumoto, Masayuki | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.10. Elect Director Yamazaki, Shozo | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.11. Elect Director Tsutsui, Yoshinobu | Against |
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | G | Director Election - Director Election | Elect Director | 2.14. Elect Director Charles D. Lake II | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Sumitomo Mitsui Financial Group, Inc. | 29-Jun-23 | Japan | E | Environmental - Climate | Disclosure of Fossil Fuel Financing | 3. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement | For |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Compensation - Directors' Compensation | Approve Increase in Aggregate Compensation Ceiling for Directors | 4. Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 8. Re-elect Jasi Halai as Director | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect David Hutchison as Director | Against |
| 3i Group PLC | 29-Jun-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report (Non-Binding) | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 4. Approve Remuneration of Directors in the Amount of CHF 1.4 Million | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1. Reelect Ilan Cohen as Director | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.4. Reelect Ulrich Looser as Director | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 7.2. Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.2. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| LEM Holding SA | 29-Jun-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Burckhardt Compression Holding AG | 01-Jul-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 4.2. Approve Virtual-Only Shareholder Meetings | Against |
| Burckhardt Compression Holding AG | 01-Jul-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Severn Trent Plc | 06-Jul-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 3. Approve Final Dividend | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 15. Authorise UK Political Donations and Expenditure | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 19. Authorise Market Purchase of Ordinary Shares | Against |
| Severn Trent Plc | 06-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 20. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Director Related - Discharge | Approve Discharge of Board and President (Bundled) | 3. Approve Discharge of Board and Senior Management | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1. Reelect Markus Blocher as Director and Board Chair | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Markus Blocher as Member of the Compensation Committee | Against |
| Dottikon ES Holding AG | 07-Jul-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 17. Approve Remuneration Report | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | S | Social - Political Spending | Approve Political Donations | 18. Authorise UK Political Donations and Expenditure | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 22. Authorise Market Purchase of Ordinary Shares | Against |
| National Grid Plc | 10-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Industria de Diseno Textil SA | 11-Jul-23 | Spain | G | Director Election - Director Election | Elect Director | 5.b. Reelect Amancio Ortega Gaona as Director | Against |
| Industria de Diseno Textil SA | 11-Jul-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy | Against |
| Industria de Diseno Textil SA | 11-Jul-23 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Advisory Vote on Remuneration Report | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 2. Approve Remuneration Policy | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 10. Re-elect Ron Frasch as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|----------------|------------|---|--|--|-----------|
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Antoine de Saint-Affrique as Director | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Burberry Group Plc | 12-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 9. Re-elect Isabel Hudson as Director | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 11. Re-elect Allison Kirkby as Director | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Elect Ruth Cairnie as Director | Against |
| BT Group Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Scheme of Arrangement | 1. Approve Scheme of Arrangement | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Scheme of Arrangement | 1. Approve Scheme of Arrangement | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Scheme of Arrangement | 1. Approve Scheme of Arrangement | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 2. Approve Capital Reduction by Cancellation and Extinguishment of the Scheme Shares | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 3. Issue Shares in Connection with Acquisition | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 4. Amend Articles of Association | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 5. Adjourn Meeting | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 1. Eliminate Supermajority Vote Requirement to Amend Bylaws | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Enhancing | Reduce Supermajority Vote Requirement | 2. Eliminate Supermajority Vote Requirement for Certain Business Combination | Against |
| Liberty Global Plc | 13-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Adjourn Meeting | 3. Adjourn Meeting | Against |
| Fresenius Medical Care AG & Co. KGaA | 14-Jul-23 | Germany | G | Director Election - Director Election | Elect Supervisory Board Member | 2.1. Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted | Against |
| Extra Space Storage Inc. | 18-Jul-23 | USA | G | Takeover Related - Takeover - Other | Adjourn Meeting | 2. Adjourn Meeting | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Susan Somersille Johnson | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Constellation Brands, Inc. | 18-Jul-23 | USA | E | Environmental - Climate | GHG Emissions | 5. Disclose GHG Emissions Reductions Targets | For |
| Constellation Brands, Inc. | 18-Jul-23 | USA | E | Environmental - Pollution | Recycling | 6. Report on Support for a Circular Economy for Packaging | For |
| Experian Plc | 19-Jul-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Experian Plc | 19-Jul-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Experian Plc | 19-Jul-23 | Jersey | G | Director Election - Director Election | Elect Director | 4. Elect Craig Boundy as Director | Against |
| Experian Plc | 19-Jul-23 | Jersey | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 7. Re-elect Jennifer Ward as Director | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 12. Re-elect Tony Rice as Director | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 13. Re-elect Roy Twite as Director | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 20. Authorise Market Purchase of Ordinary Shares | Against |
| Halma Plc | 20-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 21. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|---|-----------|
| SSE Plc | 20-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 12. Re-elect Martin Pibworth as Director | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |
| SSE Plc | 20-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| United Utilities Group Plc | 21-Jul-23 | United Kingdom | G | Routine Business - Routine Business | Approve Dividends | 2. Approve Final Dividend | Against |
| United Utilities Group Plc | 21-Jul-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorise Market Purchase of Ordinary Shares | Against |
| United Utilities Group Plc | 21-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Remuneration Report | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 22. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| Vodafone Group Plc | 25-Jul-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Approve Global Incentive Plan | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Federico Foglia as Director | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.4. Elect Vittorio Rossi as Director | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.2. Reappoint Federico Foglia as Member of the Compensation Committee | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 1.3 Million | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 782,000 | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 8.5. Approve Virtual-Only Shareholder Meetings | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Carlo Gavazzi Holding AG | 25-Jul-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 9. Transact Other Business (Voting) | Against |
| VF Corporation | 25-Jul-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Richard T. Carucci | Withhold |
| VF Corporation | 25-Jul-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Clarence Otis, Jr. | Withhold |
| VF Corporation | 25-Jul-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| VF Corporation | 25-Jul-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Macquarie Group Limited | 27-Jul-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Adopt Remuneration Report | Against |
| Macquarie Group Limited | 27-Jul-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan | Against |
| EMS-Chemie Holding AG | 12-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 6.1.2. Elect Magdalena Martullo as Director | Against |
| EMS-Chemie Holding AG | 12-Aug-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 7. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings) | Against |
| EMS-Chemie Holding AG | 12-Aug-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 8. Transact Other Business (Voting) | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Matthew W. Chapman | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Wade F. Meyercord | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ganesh Moorthy | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Steve Sanghi | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Microchip Technology Incorporated | 22-Aug-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products | For |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5. Approve Remuneration of Executive Committee in the Amount of EUR 4.5 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report (Non-Binding) | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.1. Reelect Joerg Wolle as Director | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.1.4. Reelect Hans-Martin Schneeberger as Director | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Election - Director Election | Elect Director | 7.2. Elect Jan Klingelberg as Director | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 8. Reelect Joerg Wolle as Board Chair | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 9.1.1. Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 9.1.3. Reappoint Hans-Martin Schneeberger as Member of the Nomination and Compensation Committee | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 12.1. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| Klingelberg AG | 22-Aug-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 13. Transact Other Business (Voting) | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.2. Reelect Josua Malherbe as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.4. Reelect Clay Brendish as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.5. Reelect Jean-Blaise Eckert as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.6. Reelect Burkhardt Grund as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.7. Reelect Keyu Jin as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.8. Reelect Jerome Lambert as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.15. Reelect Patrick Thomas as Director | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.1. Reappoint Clay Brendish as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.2. Reappoint Keyu Jin as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 6.4. Reappoint Maria Ramos as Member of the Compensation Committee | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 7. Ratify PricewaterhouseCoopers SA as Auditors | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 9.1. Approve Remuneration of Directors in the Amount of CHF 8.3 Million | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 10.3. Amend Articles Re: General Meeting | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 10.4. Approve Virtual-Only or Hybrid Shareholder Meetings | Against |
| Compagnie Financiere Richemont SA | 06-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 11. Transact Other Business (Voting) | Against |
| Ashtead Group Plc | 06-Sep-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Ashtead Group Plc | 06-Sep-23 | United Kingdom | G | Director Election - Director Election | Elect Director | 8. Re-elect Lucinda Riches as Director | Against |
| Ashtead Group Plc | 06-Sep-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 19. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| NIKE, Inc. | 12-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Alan B. Graf, Jr. | Withhold |
| NIKE, Inc. | 12-Sep-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| NIKE, Inc. | 12-Sep-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| NIKE, Inc. | 12-Sep-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 5. Report on Median Gender/Racial Pay Gap | For |
| NIKE, Inc. | 12-Sep-23 | USA | S | Social - Human Rights | Human Rights Risk Assessment | 6. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments | For |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 6B. Amend Articles Re: Compensation and Mandates | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000 | Against |
| Logitech International S.A. | 13-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | A. Authorize Independent Representative to Vote on Any New or Amended Resolutions | Against |
| Novartis AG | 15-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 3. Transact Other Business (Voting) | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Stephen E. Gorman | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Amy B. Lane | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director R. Brad Martin | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director David P. Steiner | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Rajesh Subramaniam | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Director Election - Director Election | Elect Director | 1m. Elect Director Paul S. Walsh | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| FedEx Corporation | 21-Sep-23 | USA | G | Compensation - Compensation | Clawback of Incentive Payments | 5. Amend Clawback Policy | For |
| FedEx Corporation | 21-Sep-23 | USA | E | Environmental - Climate | Report on Climate Change | 6. Report on Just Transition | For |
| FedEx Corporation | 21-Sep-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 7. Adopt a Paid Sick Leave Policy | For |
| FedEx Corporation | 21-Sep-23 | USA | E | Environmental - Climate | Report on Climate Change | 8. Report on Climate Risk in Retirement Plan Options | For |
| GAM Holding AG | 27-Sep-23 | Switzerland | G | Director Related - Board Related | Company-Specific Board-Related | 2.3. Appoint Jeremy Smouha as Member of the Compensation Committee | Against |
| GAM Holding AG | 27-Sep-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 5. Transact Other Business (Voting) | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 3. Approve Remuneration Policy | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 4. Approve Long Term Incentive Plan | Against |
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 21. Authorise Market Purchase of Ordinary Shares | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Diageo Plc | 28-Sep-23 | United Kingdom | G | Takeover Related - Takeover - Other | Authorize the Company to Call EGM with Two Weeks Notice | 23. Authorise the Company to Call General Meeting with Two Weeks' Notice | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Audit Related - Auditor Related | Ratify Auditors | 6. Ratify PricewaterhouseCoopers AG as Auditors | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9.1. Approve Creation of Capital Band within the Upper Limit of CHF 462,002.60 and the Lower Limit of CHF 378,002.60 with or without Exclusion of Preemptive Rights | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 9.2. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles/Charter Compensation-Related | 9.3. Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Against |
| dormakaba Holding AG | 05-Oct-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 10. Transact Other Business (Voting) | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Angela F. Braly | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Jon R. Moeller | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Deloitte & Touche LLP as Auditors | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Procter & Gamble Company | 10-Oct-23 | USA | G | Company Articles - Board Related Amendments | Amend Articles Board-Related | 7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Newmont Corporation | 11-Oct-23 | USA | G | Capitalization - Capital Increase | Increase Authorized Common Stock | 2. Increase Authorized Common Stock | Against |
| Newmont Corporation | 11-Oct-23 | USA | G | Takeover Related - Takeover - Other | Adjourn Meeting | 3. Adjourn Meeting | Against |
| CSL Limited | 11-Oct-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| CSL Limited | 11-Oct-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Grant of performance Share Units to Paul McKenzie | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director David J.S. Flaschen | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1f. Elect Director B. Thomas Golisano | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Pamela A. Joseph | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-----------|------------|---|---|---|-----------|
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Joseph M. Tucci | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1k. Elect Director Joseph M. Velli | Against |
| Paychex, Inc. | 12-Oct-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1b. Elect Director Scott C. Donnelly | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1c. Elect Director Lidia L. Fonseca | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1h. Elect Director Geoffrey S. Martha | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1i. Elect Director Elizabeth G. Nabel | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1j. Elect Director Denise M. O'Leary | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Director Election - Director Election | Elect Director | 1k. Elect Director Kendall J. Powell | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Audit Related - Auditor Related | Approve Auditors and Authorize Board to Fix Their Remuneration | 2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Medtronic plc | 19-Oct-23 | Ireland | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 7. Authorize Overseas Market Purchases of Ordinary Shares | Against |
| Transurban Group | 19-Oct-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| ams-OSRAM AG | 20-Oct-23 | Austria | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 1. Approve Creation of EUR 800 Million Pool of Capital with Preemptive Rights | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lee C. Banks | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Linda A. Harty | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Joseph Scaminace | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director James L. Wainscott | Against |
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Parker-Hannifin Corporation | 25-Oct-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 4. Approve Omnibus Stock Plan | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.1. Reelect Bruno Richle as Director | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Election - Director Election | Elect Director | 4.1.2. Reelect Richard Dratva as Director | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Related - Board Related | Elect Board Chairman/Vice-Chairman | 4.2. Reelect Bruno Richle as Board Chair | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.3.1. Reappoint Bruno Richle as Member of the Nomination and Compensation Committee | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Directors in the Amount of CHF 330,000 | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Company Articles - Article Amendments | Adopt New Articles of Association/Charter | 6.1. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6.2. Approve Creation of Capital Band within the Upper Limit of CHF 15.2 and the Lower Limit of CHF 5.6 with or without Exclusion of Preemptive Rights | Against |
| CREALOGIX Holding AG | 25-Oct-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Wesfarmers Limited | 26-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 2a. Elect Michael Alfred Chaney as Director | Against |
| UniCredit SpA | 27-Oct-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 1. Authorize Share Repurchase Program | Against |
| UniCredit SpA | 27-Oct-23 | Italy | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program and Cancellation of Repurchased Shares | 1. Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Robert Calderoni | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Kevin Kennedy | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Marie Myers | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| KLA Corporation | 01-Nov-23 | USA | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 5. 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 |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1a. Elect Wong Chik-wing, Mike as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1b. Elect Lui Ting, Victor as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1c. Elect Li Ka-cheung, Eric as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1d. Elect Leung Ko May-yee, Margaret as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Director Election - Director Election | Elect Director | 3.1f. Elect Fung Yuk-lun, Allen as Director | Against |
| Sun Hung Kai Properties Limited | 02-Nov-23 | Hong Kong | G | Capitalization - Capital Issuance | Authorize Reissuance of Repurchased Shares | 7. Authorize Reissuance of Repurchased Shares | Against |
| Dufry AG | 03-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Against |
| Varia US Properties AG | 03-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 2. Transact Other Business (Voting) | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael R. Cannon | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Bethany J. Mayer | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Abhijit Y. Talwalkar | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Lam Research Corporation | 07-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director John P. Jones | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William J. Ready | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Evolution AB | 09-Nov-23 | Sweden | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 7. Approve Performance Share Plan for Key Employees | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2a. Elect Stephen Johns as Director of Goodman Limited | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2b. Elect Stephen Johns as Director of Goodman Logistics (HK) Limited | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|-----------|------------|---|--|---|-----------|
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Remuneration Report | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 8. Approve Issuance of Performance Rights to Greg Goodman | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 9. Approve Issuance of Performance Rights to Danny Peeters | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 10. Approve Issuance of Performance Rights to Anthony Rozic | Against |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Jeffrey S. Berg | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Michael J. Boskin | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Safra A. Catz | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Bruce R. Chizen | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director George H. Conrades | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Lawrence J. Ellison | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Jeffrey O. Henley | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Renee J. James | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.12. Elect Director Leon E. Panetta | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.13. Elect Director William G. Parrett | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.14. Elect Director Naomi O. Seligman | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1.15. Elect Director Vishal Sikka | Withhold |
| Oracle Corporation | 15-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Oracle Corporation | 15-Nov-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| Oracle Corporation | 15-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify Ernst & Young LLP as Auditors | Against |
| Oracle Corporation | 15-Nov-23 | USA | S | Social - Diversity, Equity, & Inclusion | Gender Pay Gap | 6. Report on Median and Adjusted Gender/Racial Pay Gaps | For |
| Oracle Corporation | 15-Nov-23 | USA | G | Director Related - Board Related | Require Independent Board Chairman | 7. Require Independent Board Chair | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael "Mick" Farrell | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Peter Farrell | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director John Hernandez | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richard "Rich" Sulpizio | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director Ronald "Ron" Taylor | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Larry C. Glasscock | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1i. Elect Director Alison Kenney Paul | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Sysco Corporation | 17-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Sysco Corporation | 17-Nov-23 | USA | S | Social - Animal Welfare | Animal Welfare | 5. Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain | For |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Charlene Barshefsky | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Angela Wei Dong | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Fabrizio Freda | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ferguson Plc | 28-Nov-23 | Jersey | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ferguson Plc | 28-Nov-23 | Jersey | G | Compensation - Equity Compensation Plan | Approve Omnibus Stock Plan | 7. Approve Omnibus Stock Plan | Against |
| Campbell Soup Company | 29-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify PricewaterhouseCoopers LLP as Auditors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Campbell Soup Company | 29-Nov-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Campbell Soup Company | 29-Nov-23 | USA | S | Social - Animal Welfare | Animal Welfare | 5. Report on 2025 Cage-Free Egg Goal | For |
| Campbell Soup Company | 29-Nov-23 | USA | E | Environmental - Climate | Report on Climate Change | 6. Report on Climate Risk in Retirement Plan Options | For |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 3. Approve Creation of CHF 595,000 Pool of Conditional Capital for Employee Participation Plans Following the Merger Agreement with Tornos Holding AG, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 4.2. Amend Articles Re: Board Size Limit, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Company Articles - Article Amendments | Amend Articles Board-Related | 4.3. Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Director Election - Director Election | Elect Director | 5.1.1. Elect Francois Frote as Director, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 6.1. Approve Additional Remuneration of Directors in the Amount of CHF 420,000, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 6.2. Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.6 Million, if Item 1 is Accepted | Against |
| Starrag Group Holding AG | 29-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yanai, Tadashi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.2. Elect Director Hattori, Nobumichi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.4. Elect Director Ono, Naotake | Against |
| Tornos Holding AG | 30-Nov-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 3. Transact Other Business (Voting) | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1b. Elect Director Michael D. Capellas | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Charles H. Robbins | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 2. Amend Omnibus Stock Plan | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------|--------------|-------------|------------|---|--|---|-----------|
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 6. Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard | For |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 4.4.2. Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Routine Business - Routine Business | Allow Shareholder Meetings to be Held in Virtual-Only Format | 6.4. Approve Virtual-Only Shareholder Meetings | Against |
| Barry Callebaut AG | 06-Dec-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 7. Transact Other Business (Voting) | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.02. Elect Director Hugh F. Johnston | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.06. Elect Director Satya Nadella | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte and & Touche as Auditors | Against |
| Microsoft Corporation | 07-Dec-23 | USA | S | Social - Weapons | Weapons - Related | 8. Report on Risks of Weapons Development | For |
| Microsoft Corporation | 07-Dec-23 | USA | E | Environmental - Climate | Report on Climate Change | 9. Report on Climate Risk in Retirement Plan Options | For |
| Microsoft Corporation | 07-Dec-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 10. Publish a Tax Transparency Report | For |
| Microsoft Corporation | 07-Dec-23 | USA | S | Social - Human Rights | Operations in High Risk Countries | 11. Report on Risks of Operating in Countries with Significant Human Rights Concerns | For |
| Microsoft Corporation | 07-Dec-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 13. Report on Risks Related to AI Generated Misinformation and Disinformation | For |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Coloplast A/S | 07-Dec-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| Coloplast A/S | 07-Dec-23 | Denmark | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6.3. Amend Remuneration Policy | Against |
| Coloplast A/S | 07-Dec-23 | Denmark | G | Director Election - Director Election | Elect Director | 7.1. Reelect Lars Soren Rasmussen as Director | Abstain |
| Coloplast A/S | 07-Dec-23 | Denmark | G | Director Election - Director Election | Elect Director | 7.6. Reelect Marianne Wiinholt as Director | Abstain |
| Palo Alto Networks, Inc. | 12-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Nikesh Arora | Against |
| Palo Alto Networks, Inc. | 12-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Palo Alto Networks, Inc. | 12-Dec-23 | USA | G | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan | 4. Amend Omnibus Stock Plan | Against |
| National Australia Bank Limited | 15-Dec-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 3b. Approve Grant of Performance Rights to Ross McEwan | Against |
| National Australia Bank Limited | 15-Dec-23 | Australia | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 5a. Approve the Amendments to the Company's Constitution | For |
| National Australia Bank Limited | 15-Dec-23 | Australia | E | Environmental - Climate | Report on Climate Change | 5b. Approve Transition Plan Assessments | For |
| Addex Therapeutics Ltd. | 19-Dec-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 1. Approve Increase in the Capital Band Upper Limit to CHF 2.7 Million | Against |
| Addex Therapeutics Ltd. | 19-Dec-23 | Switzerland | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 2. Approve Creation of 891,172.48 Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans | Against |
| Addex Therapeutics Ltd. | 19-Dec-23 | Switzerland | G | Routine Business - Routine Business | Other Business | 3. Transact Other Business (Voting) | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.3. Elect Director Earl G. Graves, Jr. | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director George R. Mrkoncic, Jr. | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| ANZ Group Holdings Limited | 21-Dec-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|-----------|------------|---|--------------------------|--|-----------|
| ANZ Group Holdings Limited | 21-Dec-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 4. Approve Grant of Restricted Rights and Performance Rights to Shayne C Elliott | Against |

Unvoted Meetings

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID | Rejection Reason |
|------------------------------------|--------------|----------------|----------------|------------|---|
| Sandvik Aktiebolag | 27-Apr-23 | Annual | Sweden | 1685444 | Rejected - Rejected - No Valid POA |
| Evolution AB | 04-Apr-23 | Annual | Sweden | 1688806 | Rejected - Rejected - No Reason Given |
| Ocado Group Plc | 02-May-23 | Annual | United Kingdom | 1692500 | |
| Covestro AG | 19-Apr-23 | Annual | Germany | 1692521 | |
| Continental AG | 27-Apr-23 | Annual | Germany | 1700670 | |
| PUMA SE | 24-May-23 | Annual | Germany | 1700677 | |
| Fortum Oyj | 13-Apr-23 | Annual | Finland | 1702493 | |
| Smurfit Kappa Group Plc | 28-Apr-23 | Annual | Ireland | 1702778 | Rejected - Rejected - Cross Border Limitation |
| DiaSorin SpA | 28-Apr-23 | Annual | Italy | 1703136 | |
| H&M Hennes & Mauritz AB | 04-May-23 | Annual | Sweden | 1706347 | Rejected - Rejected - No Valid POA |
| Canadian Imperial Bank of Commerce | 04-Apr-23 | Annual | Canada | 1709386 | |
| Stora Enso Oyj | 16-Mar-23 | Annual | Finland | 1712130 | |
| Swedbank AB | 30-Mar-23 | Annual | Sweden | 1712226 | Rejected - Rejected - No Valid POA |
| Novozymes A/S | 02-Mar-23 | Annual | Denmark | 1712940 | |
| Sartorius Stedim Biotech SA | 27-Mar-23 | Annual/Special | France | 1713010 | |
| Banco Bilbao Vizcaya Argentaria SA | 16-Mar-23 | Annual | Spain | 1714113 | |
| DSV A/S | 16-Mar-23 | Annual | Denmark | 1714247 | |
| Tenaris SA | 03-May-23 | Annual | Luxembourg | 1715831 | |
| Danske Bank A/S | 16-Mar-23 | Annual | Denmark | 1715990 | |
| Essity AB | 29-Mar-23 | Annual | Sweden | 1716010 | Rejected - Rejected - No Valid POA |
| Svenska Cellulosa AB SCA | 30-Mar-23 | Annual | Sweden | 1716454 | |

Unvoted Meetings (Continued)

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID | Rejection Reason |
|---|--------------|----------------|----------------|------------|---|
| Skandinaviska Enskilda Banken AB | 04-Apr-23 | Annual | Sweden | 1717263 | Rejected - Rejected - No Valid POA |
| Kingspan Group Plc | 28-Apr-23 | Annual | Ireland | 1718424 | Rejected - Rejected - Late |
| IQVIA Holdings Inc. | 18-Apr-23 | Annual | USA | 1719918 | |
| St. James's Place Plc | 18-May-23 | Annual | United Kingdom | 1720263 | |
| Atlas Copco AB | 27-Apr-23 | Annual | Sweden | 1720400 | Rejected - Rejected - No Valid POA |
| Hexagon AB | 02-May-23 | Annual | Sweden | 1720415 | Rejected - Rejected - No Valid POA |
| Intertek Group Plc | 24-May-23 | Annual | United Kingdom | 1720621 | |
| EQT AB | 30-May-23 | Annual | Sweden | 1721358 | |
| Alfa Laval AB | 25-Apr-23 | Annual | Sweden | 1721362 | Rejected - Rejected - No Valid POA |
| Getinge AB | 26-Apr-23 | Annual | Sweden | 1721363 | |
| The Bank of New York Mellon Corporation | 12-Apr-23 | Annual | USA | 1721457 | |
| CRH Plc | 27-Apr-23 | Annual | Ireland | 1721879 | Rejected - Rejected - Cross Border Limitation |
| CRH Plc | 27-Apr-23 | Annual | Ireland | 1721879 | |
| Kellogg Company | 28-Apr-23 | Annual | USA | 1722522 | |
| Volvo AB | 04-Apr-23 | Annual | Sweden | 1722807 | Rejected - Rejected - No Valid POA |
| Genuine Parts Company | 01-May-23 | Annual | USA | 1722877 | |
| Carrier Global Corporation | 20-Apr-23 | Annual | USA | 1724487 | |
| Klepierre SA | 11-May-23 | Annual/Special | France | 1725190 | |
| Avery Dennison Corporation | 27-Apr-23 | Annual | USA | 1726350 | |
| Flutter Entertainment Plc | 27-Apr-23 | Annual | Ireland | 1726864 | Rejected - Rejected - Cross Border Limitation |
| Aptiv PLC | 26-Apr-23 | Annual | Jersey | 1727918 | |
| SEB SA | 17-May-23 | Annual/Special | France | 1729033 | |
| Kingfisher plc | 27-Jun-23 | Annual | United Kingdom | 1731732 | |
| Persimmon Plc | 26-Apr-23 | Annual | United Kingdom | 1732407 | |
| Capital One Financial Corporation | 04-May-23 | Annual | USA | 1732653 | |
| Arch Capital Group Ltd. | 04-May-23 | Annual | Bermuda | 1733229 | |

Unvoted Meetings (Continued)

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID | Rejection Reason |
|---|--------------|----------------------------|-------------|------------|---|
| Eurofins Scientific SE | 27-Apr-23 | Annual | Luxembourg | 1734226 | Rejected - Rejected - Late |
| Cummins Inc. | 09-May-23 | Annual | USA | 1734833 | Rejected - Rejected - Late |
| CLP Holdings Limited | 05-May-23 | Annual | Hong Kong | 1735102 | |
| Bio-Rad Laboratories, Inc. | 25-Apr-23 | Annual | USA | 1736329 | |
| Valeo SA | 24-May-23 | Annual/Special | France | 1737385 | |
| Black Knight, Inc. | 28-Apr-23 | Special | USA | 1737976 | |
| Mid-America Apartment Communities, Inc. | 16-May-23 | Annual | USA | 1738667 | |
| Galp Energia SGPS SA | 03-May-23 | Annual | Portugal | 1738954 | |
| Extra Space Storage Inc. | 24-May-23 | Annual | USA | 1739548 | |
| Align Technology, Inc. | 17-May-23 | Annual | USA | 1740218 | |
| DexCom, Inc. | 18-May-23 | Annual | USA | 1740983 | Rejected - Rejected - Late |
| SBA Communications Corporation | 25-May-23 | Annual | USA | 1743231 | |
| Waters Corporation | 23-May-23 | Annual | USA | 1743774 | |
| Equity Residential | 15-Jun-23 | Annual | USA | 1745996 | |
| Royal KPN NV | 31-May-23 | Extraordinary Shareholders | Netherlands | 1746070 | Rejected - Rejected - Late |
| Telenor ASA | 10-May-23 | Annual | Norway | 1746337 | |
| Illumina, Inc. | 25-May-23 | Proxy Contest | USA | 1746919 | |
| Expedia Group, Inc. | 31-May-23 | Annual | USA | 1748067 | |
| Banque Cantonale du Jura SA | 27-Apr-23 | Annual | Switzerland | 1749524 | Rejected - Rejected - Late |
| DaVita Inc. | 06-Jun-23 | Annual | USA | 1749975 | |
| Etsy, Inc. | 14-Jun-23 | Annual | USA | 1749983 | |
| CRH Plc | 08-Jun-23 | Special | Ireland | 1750164 | Rejected - Rejected - Cross Border Limitation |
| Twilio Inc. | 13-Jun-23 | Annual | USA | 1751110 | |
| Arista Networks, Inc. | 14-Jun-23 | Annual | USA | 1754121 | |
| Digital Realty Trust, Inc. | 08-Jun-23 | Annual | USA | 1754179 | |
| Block, Inc. | 13-Jun-23 | Annual | USA | 1754193 | |
| W. R. Berkley Corporation | 14-Jun-23 | Annual | USA | 1754245 | |

Unvoted Meetings (Continued)

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID | Rejection Reason |
|--|--------------|--------------|----------------|------------|---|
| Keurig Dr Pepper Inc. | 12-Jun-23 | Annual | USA | 1754274 | |
| eBay, Inc. | 21-Jun-23 | Annual | USA | 1754306 | |
| Nasdaq, Inc. | 21-Jun-23 | Annual | USA | 1754389 | |
| Fortinet, Inc. | 16-Jun-23 | Annual | USA | 1754857 | |
| Dollar Tree, Inc. | 13-Jun-23 | Annual | USA | 1755219 | |
| Best Buy Co., Inc. | 14-Jun-23 | Annual | USA | 1755351 | |
| Marvell Technology, Inc. | 16-Jun-23 | Annual | USA | 1755853 | |
| Zoom Video Communications, Inc. | 15-Jun-23 | Annual | USA | 1756781 | |
| CRH Plc | 08-Jun-23 | Court | Ireland | 1757629 | Rejected - Rejected - Cross Border Limitation |
| Workday, Inc. | 22-Jun-23 | Annual | USA | 1758141 | |
| Tesco Plc | 16-Jun-23 | Annual | United Kingdom | 1758585 | |
| OMRON Corp. | 22-Jun-23 | Annual | Japan | 1760698 | |
| Z Holdings Corp. | 16-Jun-23 | Annual | Japan | 1763147 | |
| Sumitomo Metal Mining Co. Ltd. | 23-Jun-23 | Annual | Japan | 1763157 | |
| Seiko Epson Corp. | 27-Jun-23 | Annual | Japan | 1763197 | Rejected - Rejected - Overvote |
| Snowflake Inc. | 05-Jul-23 | Annual | USA | 1763603 | |
| Black Knight, Inc. | 12-Jul-23 | Annual | USA | 1763991 | |
| ROHM Co., Ltd. | 27-Jun-23 | Annual | Japan | 1764505 | Rejected - Rejected - Overvote |
| Mazda Motor Corp. | 27-Jun-23 | Annual | Japan | 1764506 | Rejected - Rejected - Overvote |
| Sysmex Corp. | 23-Jun-23 | Annual | Japan | 1766180 | |
| VMware, Inc. | 13-Jul-23 | Annual | USA | 1766789 | |
| Electronic Arts Inc. | 10-Aug-23 | Annual | USA | 1773278 | |
| Kingspan Group Plc | 20-Jul-23 | Special | Ireland | 1773435 | Rejected - Rejected - Cross Border Limitation |
| Qorvo, Inc. | 15-Aug-23 | Annual | USA | 1774169 | |
| Gen Digital Inc. | 12-Sep-23 | Annual | USA | 1779833 | |
| Pan Pacific International Holdings Corp. | 27-Sep-23 | Annual | Japan | 1788575 | |
| Seagate Technology Holdings plc | 23-Oct-23 | Annual | Ireland | 1789119 | |

Unvoted Meetings (Continued)

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID | Rejection Reason |
|--------------------------------------|--------------|--------------|--------|------------|------------------|
| Ancor plc | 08-Nov-23 | Annual | Jersey | 1793470 | |
| Broadridge Financial Solutions, Inc. | 09-Nov-23 | Annual | USA | 1793840 | |
| Western Digital Corporation | 15-Nov-23 | Annual | USA | 1794902 | |
| The Clorox Company | 15-Nov-23 | Annual | USA | 1795575 | |
| FactSet Research Systems Inc. | 14-Dec-23 | Annual | USA | 1800448 | |
| Viatis Inc. | 15-Dec-23 | Annual | USA | 1802335 | |

PARAMETERS

ESG Pillar: All Pillars
Market Indexes: All Indexes
Markets: All Markets
Proposal Category: All Categories
Proposal Subcategory: All Subcategories

Account Watchlist: None
Country Watchlist: None
Issuer Type Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
WorkflowTag: All Meetings