



Exercise of voting rights

Report 2023

01.01.2023 – 31.12.2023

Asset Management

Important legal information

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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%

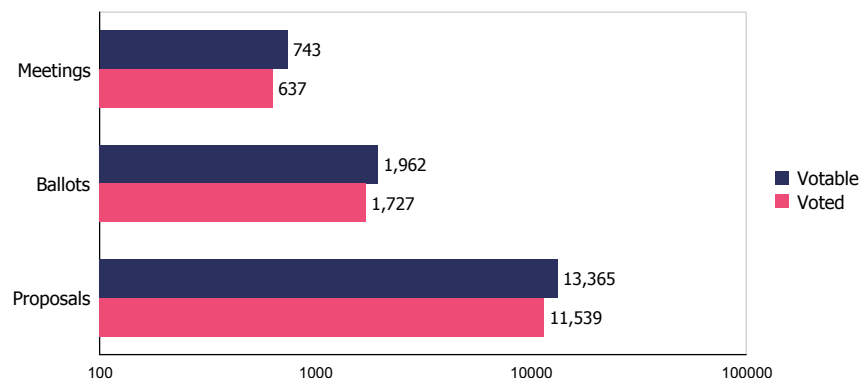
Ballot Overview

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

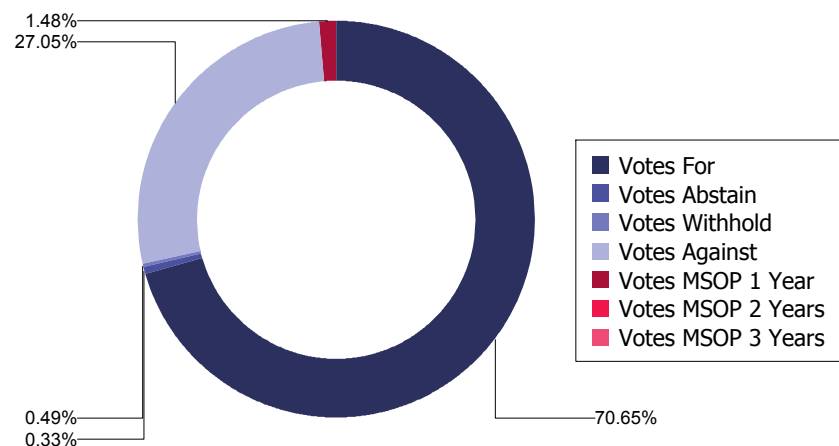
Proposal Overview

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

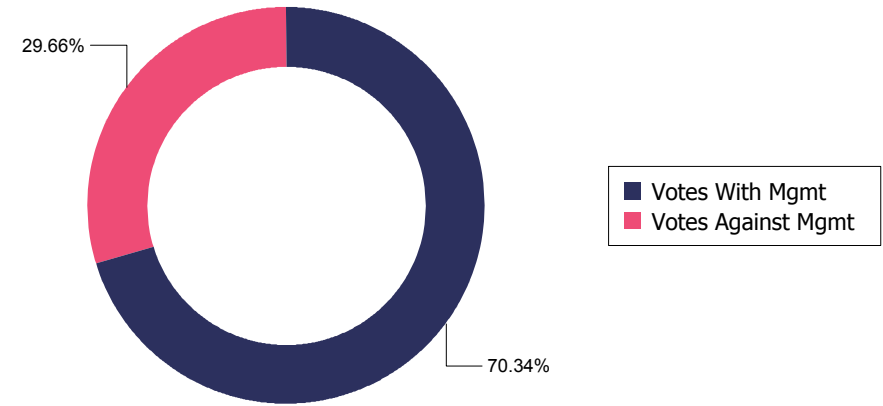


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.
For all calculations in this report, only ballots in status Confirmed or Sent are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

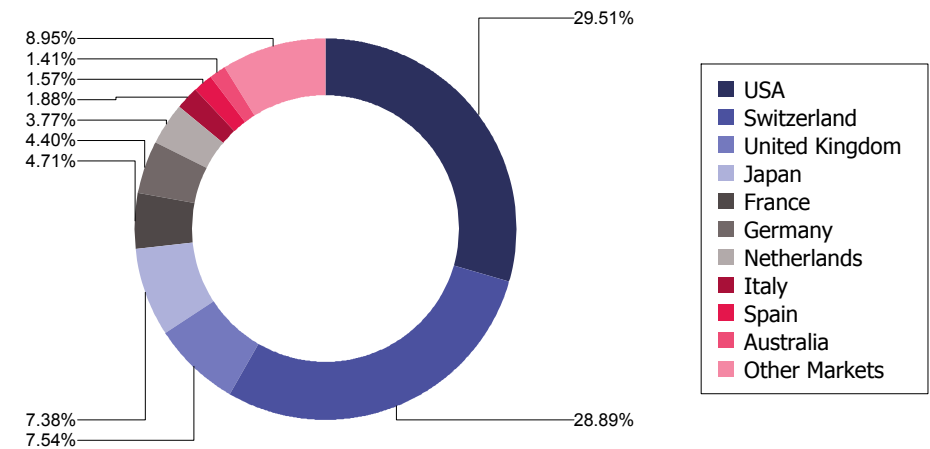
Vote Alignment with Management



Market Breakdown

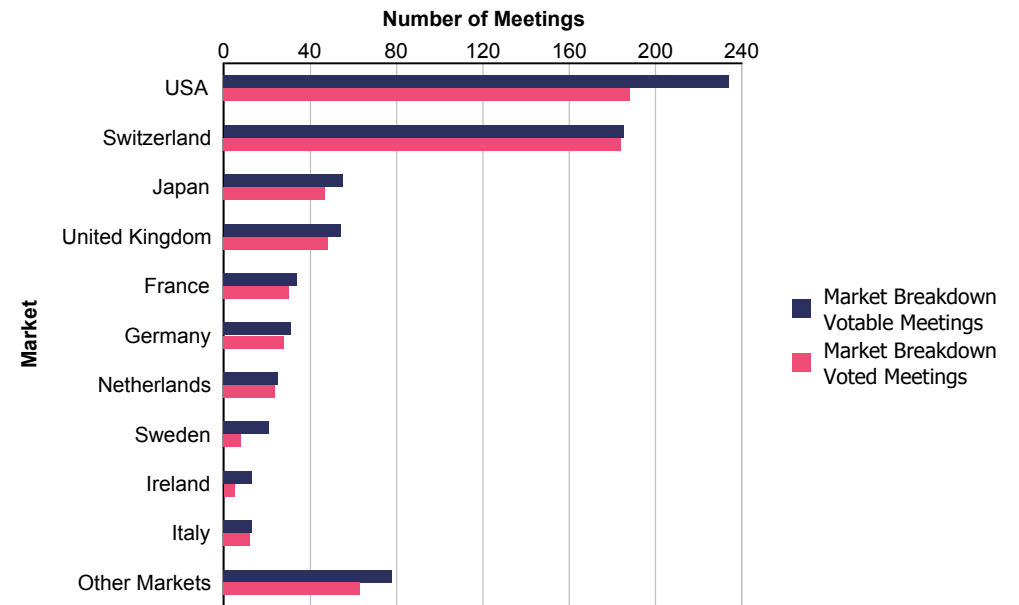
Market	Votable Meetings	Voted Meetings	Percentage
USA	234	188	80.34%
Switzerland	185	184	99.46%
Japan	55	47	85.45%
United Kingdom	54	48	88.89%
France	34	30	88.24%
Germany	31	28	90.32%
Netherlands	25	24	96.00%
Sweden	21	8	38.10%
Ireland	13	5	38.46%
Italy	13	12	92.31%
Denmark	12	9	75.00%
Spain	11	10	90.91%
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 Koeppl 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 Ogunlesi	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 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
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 Program	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
Wartec 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
Wartec 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
Wartec 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
Wartec 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
Wartec 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
Wartec 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. Mrkonich, 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
Prysmian 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 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
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 Nomikos	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	1i. 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 Cox	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
Amcpr 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	
Viatrix 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