

Board Statistics Report



Parameters Used:
 Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): Digital Funds Stars Europe
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/22 to 12/31/22

Meeting Overview

Category	Number	Percentage
Number of votable meetings	195	
Number of meetings voted	157	80.51%
Number of meetings with at least 1 vote Against, Withhold or Abstain	109	55.90%

Ballot Overview

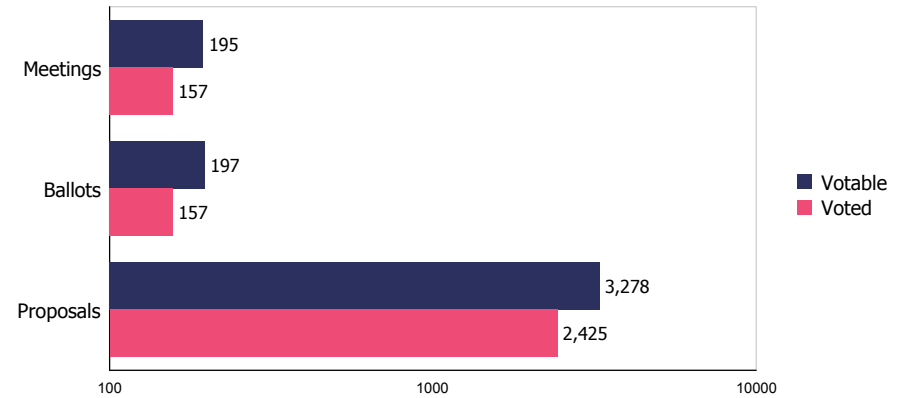
Category	Number	Percentage
Number of votable ballots	197	
Number of ballots voted	157	79.70%

Proposal Overview

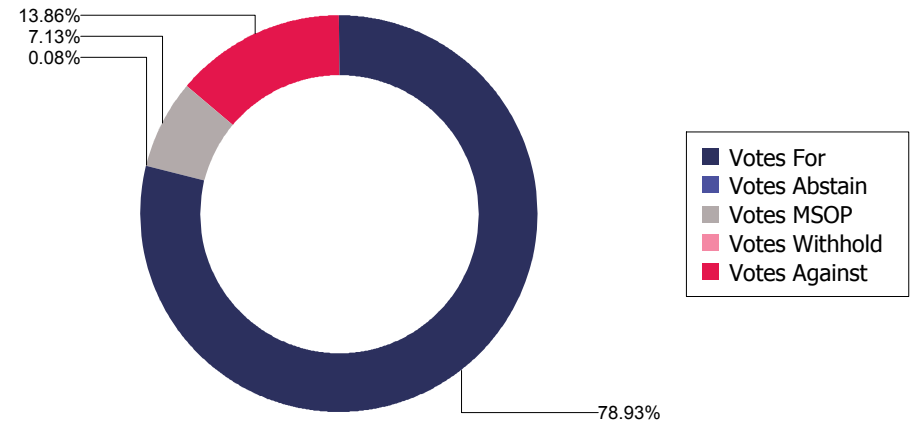
Category	Number	Percentage
Number of votable items	3,278	
Number of items voted	2,425	73.98%
Number of votes FOR	1,914	78.93%
Number of votes AGAINST	336	13.86%
Number of votes ABSTAIN	2	0.08%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	173	7.13%
Number of votes With Policy	2,425	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	2,069	85.32%
Number of votes Against Mgmt	356	14.68%
Number of votes on Shareholder Proposals	40	1.65%

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

Voting Statistics



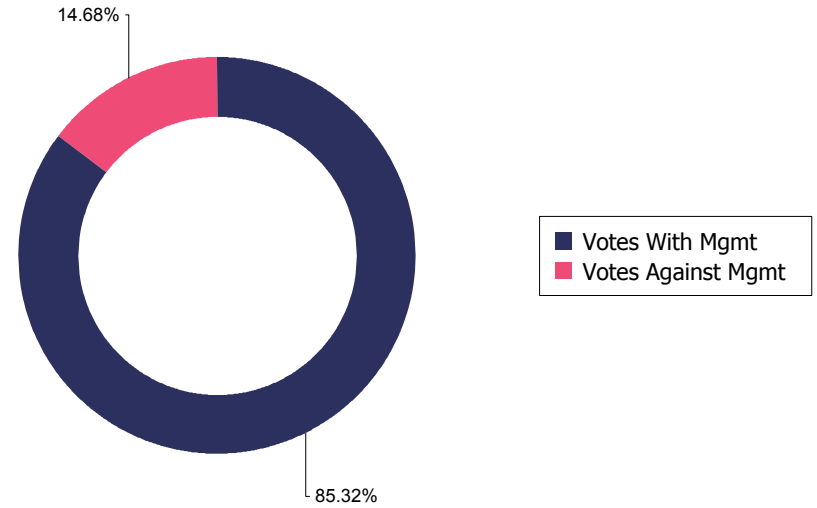
Vote Cast Statistics



Vote Alignment with Policy

No graphical representation provided.

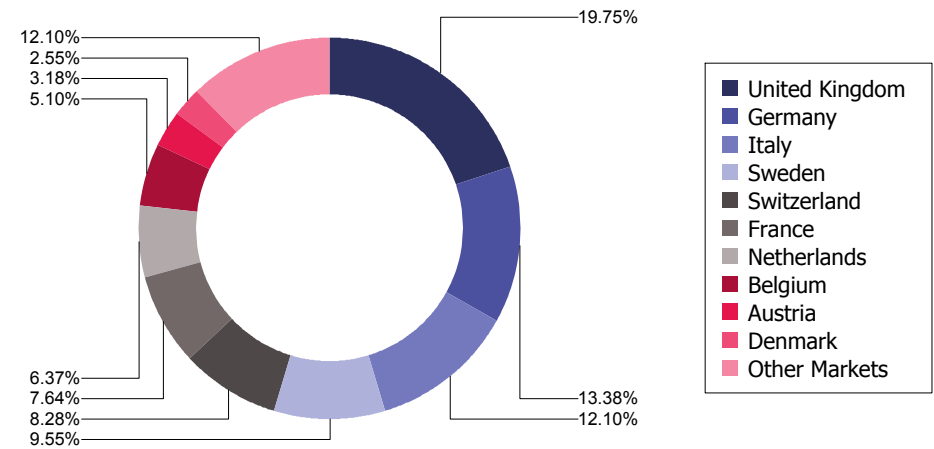
Vote Alignment with Management



Market Breakdown

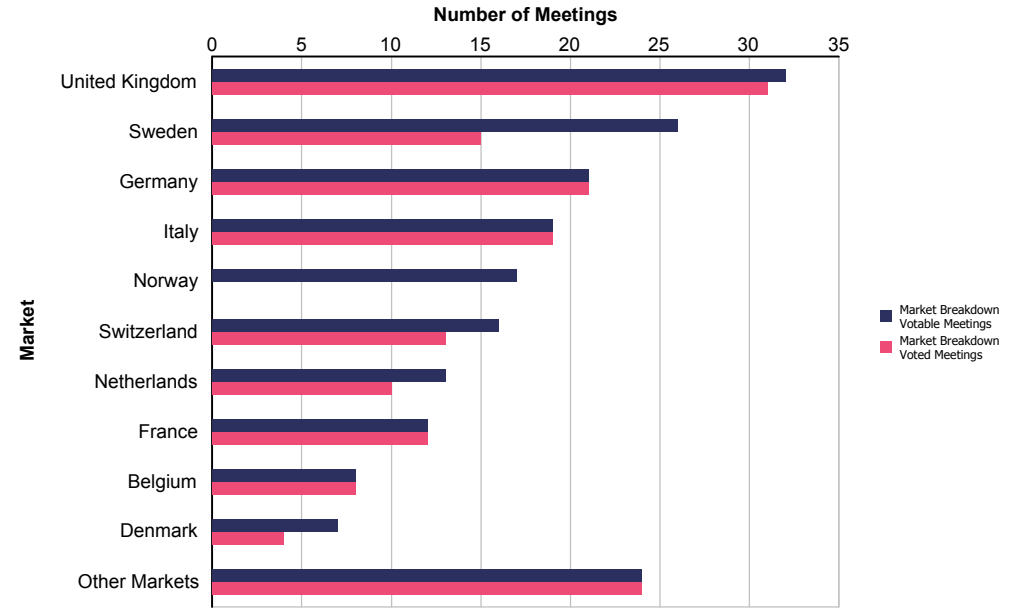
Market	Votable Meetings	Voted Meetings	Percentage
United Kingdom	32	31	96.88%
Sweden	26	15	57.69%
Germany	21	21	100.00%
Italy	19	19	100.00%
Norway	17	0	0.00%
Switzerland	16	13	81.25%
Netherlands	13	10	76.92%
France	12	12	100.00%
Belgium	8	8	100.00%
Denmark	7	4	57.14%
Austria	5	5	100.00%
Luxembourg	4	4	100.00%
Finland	3	3	100.00%
Ireland	3	3	100.00%
Jersey	3	3	100.00%
Spain	3	3	100.00%
Greece	2	2	100.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Portugal	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
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation Report of Corporate Officers	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Marie-Helene Feuillet, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Paolo Bicci, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against
Swedencare AB	18-Jan-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Creation of SEK 400,000 Pool of Capital without Preemptive Rights	Against
Future Plc	03-Feb-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Richard Huntingford as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Zillah Byng-Thorne as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Meredith Amdur as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mark Brooker as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Hugo Drayton 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
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Rob Hattrell as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Alan Newman as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Elect Anglea Seymour-Jackson as Director	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 31.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Siemens Healthineers AG	15-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Liontrust Asset Management Plc	16-Feb-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	1. Approve Remuneration Policy	Against
Liontrust Asset Management Plc	16-Feb-22	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Long-Term Incentive Plan	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Equity Compensation Plan	Amend Share Appreciation Rights/Amend Phantom Option Plan	7. Amend Share Appreciation Rights Plan	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.1. Ratify Appointment of and Elect Enrique Alcantara Garcia-Irazoqui as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.2. Ratify Appointment of and Elect Jaime Siles Fernandez-Palacios as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.3. Ratify Appointment of and Elect Ramon Adell Ramon as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stora Enso Oyj	15-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Elisabeth Fleuriot, Hock Goh, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson, Hakan Buskhe (Vice Chair), Helena Hedblom and Hans Sohlstrom as Directors; Elect Kari Jordan as New Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Hearn as Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Gert van de Weerdhof as Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Ian Krieger as Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Claire Balmforth as Director	Against
Banco de Sabadell SA	23-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Sydbank A/S	24-Mar-22	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7.b. Allow Shareholder Meetings to be Held by Electronic Means Only; Amend Articles Accordingly	Against
Beazley Plc	25-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Christine LaSala as Director	Against
Beazley Plc	25-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect John Reizenstein as Director	Against
Beazley Plc	25-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect David Roberts as Director	Against
BAWAG Group AG	28-Mar-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Sandra Emme as Member of the Compensation Committee	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sartorius Stedim Biotech SA	29-Mar-22	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
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Joachim Kreuzburg as Director	Against
Sartorius Stedim Biotech SA	29-Mar-22	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 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	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 to 19	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	23. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Outokumpu Oyj	31-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Anima Holding SpA	31-Mar-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Anima Holding SpA	31-Mar-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Gilbert Achermann as Director and Board Chairman	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Beat Luethi as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect Petra Rumpf as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.6. Reelect Thomas Straumann as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Banca Mediolanum SpA	07-Apr-22	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	2.3. Approve Severance Payments Policy	Against
Banca Mediolanum SpA	07-Apr-22	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
Andritz AG	07-Apr-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Wolfgang Leitner as Supervisory Board Member	Against
Kesko Oyj	07-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report (Non-Binding)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Hans-Peter Schwald as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Peter Spuhler 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
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Roger Baillod as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Bernhard Jucker as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Carl Illi as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Elect Sarah Kreienbuehl as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Elect Daniel Grieder as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Reelect Bernhard Jucker as Board Chairman	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Bernhard Jucker as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Appoint Sarah Kreienbuehl as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Renewal of CHF 2.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2.3.1. Slate 1 Submitted by GLV Capital SpA	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1.1. Slate 1 Submitted by GLV Capital SpA	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniCredit SpA	08-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
UniCredit SpA	08-Apr-22	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
Bossard Holding AG	11-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Thomas Schmuckli as Director and as Board Chairman	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Swiss Re AG	13-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	13-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Ferrari NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Elect John Elkann as Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Elect Adam Keswick as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Grant Board Authority to Issue Special Voting Shares	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.1. Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Esprinet SpA	14-Apr-22	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
Hermes International SCA	20-Apr-22	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

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-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-22	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-22	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-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Banca Generali SpA	21-Apr-22	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
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Gerald Corbett as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Mary Barnard as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Sue Clayton as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Carol Fairweather as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Martin Moore as Director	Against
WIIT SpA	21-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
WIIT SpA	21-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	22-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Reply SpA	22-Apr-22	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
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
VERBUND AG	25-Apr-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
VERBUND AG	25-Apr-22	Austria	G	Routine Business - Routine Business	Other Business	8.1. New/Amended Proposals from Shareholders	Against
VERBUND AG	25-Apr-22	Austria	G	Routine Business - Routine Business	Other Business	8.2. New/Amended Proposals from Management and Supervisory Board	Against
Eurofins Scientific SE	26-Apr-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
SECO SpA	27-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Option Plan; Amend Company Bylaws Re: Article 6	Against
SECO SpA	27-Apr-22	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
Banca IFIS SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banca IFIS SpA	28-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.2.1. Slate 1 Submitted by La Scogliera SA	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by La Scogliera SA	Against
Banca IFIS SpA	28-Apr-22	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
Schoeller-Bleckmann Oilfield Equipment AG	28-Apr-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Norbert Zimmermann as Supervisory Board Member	Against
Schoeller-Bleckmann Oilfield Equipment AG	28-Apr-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Schoeller-Bleckmann Oilfield Equipment AG	28-Apr-22	Austria	G	Routine Business - Routine Business	Other Business	10.1. New/Amended Proposals from Shareholders	Against
Schoeller-Bleckmann Oilfield Equipment AG	28-Apr-22	Austria	G	Routine Business - Routine Business	Other Business	10.2. New/Amended Proposals from Management and Supervisory Board	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Paul Hampden Smith as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Susan Murray as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3c. Re-elect Vincent Crowley as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3d. Re-elect Rosheen McGuckian as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect Michael Roney as Director	Against
El.En. SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
El.En. SpA	29-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by Andrea Cangioli	Against
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Intesa Sanpaolo SpA	29-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenberg as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Gene Murtagh as Director	Abstain
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect John Cronin as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	14. Amend Performance Share Plan	Against
Lifco AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy in Compliance with Guidelines Issued by Italian Central Bank	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Compensation Plan	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7. Authorize Share Repurchase Program to Service Compensation Plan	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9.1. Slate 1 Submitted by Board of Directors	Against
Tenaris SA	03-May-22	Luxembourg	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors (Bundled)	Against
Tenaris SA	03-May-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Fredrik Arp as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.3. Reelect Sven Bostrom as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Lovisa Hamrin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Asa Hedin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Erik Lynge-Jorlen as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Lars-Ake Rydh as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.9. Relect Fredrik Arp as Board Chair	Against
Aperam SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Elect Lakshmi N. Mittal as Director	Against
Loomis AB	04-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Alf Goransson (Chairman), Jeanette Almberg, Lars Blecko, Cecilia Daun Wennborg, Liv Forhaug and Johan Lundberg as Directors; Elect Santiago Galaz as New Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Carolan Lennon as Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5h. Re-elect Elaine MacLean as Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Brendan McDonagh as Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5k. Re-elect Helen Normoyle as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Lord Smith of Kelvin as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Thomas Thune Andersen as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Caroline Dowling as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Katie Jackson as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ajai Puri as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Isobel Sharp 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
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Michael Findlay as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Malcolm Cooper as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tracey Killen as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect David Lowden as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Jen Tippin as Director	Against
Hexatronic Group AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	6. Re-elect Lucinda Bell as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	7. Re-elect Richard Berliand as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect John Cryan as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	13. Re-elect Anne Wade as Director	Against
NV BEKAERT SA	11-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	1. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
NV BEKAERT SA	11-May-22	Belgium	G	Director Election - Director Election	Elect Director	7.1. Elect Maxime Parmentier as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Elect Christina Rogestam as Board Chair	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson 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
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11f. Reelect Christina Rogestam as Director	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Kurt Dobitsch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Bill Krouch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Patricia Geibel-Conrad to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Gernot Strube to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Christine Schoeneweis to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Andreas Soeffing to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Karen Caddick as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Andrew Cripps as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Geoff Drabble as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Louise Fowler as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Richard Pennycook as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Debbie White as Director	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	B1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VGP NV	13-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	B2.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	B2.2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
VGP NV	13-May-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	B2.3. Amend Article 40 Re: Acquisition and Disposal of Company Treasury Shares	Against
Ipsos SA	17-May-22	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
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Didier Truchot, Chairman and CEO From 1 January 2021 to 30 September 2021 and CEO from 1 October 2021 to 14 November 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Le Manh, Vice-CEO From 1 January to 10 September 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Laurence Stoclet, Vice-CEO	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Henri Wallard, Vice-CEO	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Vice-CEOs	Against
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Adjusted Remuneration Policy	Against
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	3.1. Approve Three-year Monetary 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
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	3.2. Approve Adjustment of the Mechanisms of the Quantification of the Objectives included in the Three-year Monetary Incentive Plan	Against
Pirelli & C. SpA	18-May-22	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
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Ralph Findlay as Director	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Margaret Browne as Director	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Nigel Keen as Director	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Katherine Innes Ker as Director	Against
Sdipitech AB	18-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholt and Eola Anggard Runsten as Directors	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Peter Loescher to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Pablo de Carvajal Gonzalez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Maria Garcia-Legaz Ponce to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Ernesto Gardelliano to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Julio Lopez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stefanie Oeschger to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Jaime Basterra to the Supervisory Board	Against
Euronav NV	19-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. 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
Euronav NV	19-May-22	Belgium	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	8.4. Elect Bjarte Boe as Member of the Supervisory Board	Against
Euronav NV	19-May-22	Belgium	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	8.5. Elect Ludovic Saverys as Member of the Supervisory Board	Against
Euronav NV	19-May-22	Belgium	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	8.6. Elect Patrick De Brabandere as Member of the Supervisory Board	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4c. Re-elect Rene Haas as Director	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4e. Re-elect Ljiljana Mitic as Director	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4h. Re-elect Ros Rivaz as Director	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4i. Re-elect Peter Ryan as Director	Against
Orange SA	19-May-22	France	G	Director Election - Director Election	Elect Director	5. Elect Jacques Aschenbroich as Director	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Against
Orange SA	19-May-22	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	A. Amending Item 18 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	Against
Orange SA	19-May-22	France	G	Director Related - Board Related	Company-Specific Board-Related	B. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Wacker Chemie AG	20-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
HUGO BOSS AG	24-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Highrock SARL as Director	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Paul Sekhri as Director	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of David Loew, CEO	Against
Ipsen SA	24-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
OCI NV	24-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of One-Off Share Award to Certain Executive Directors	Against
OCI NV	24-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Amend Remuneration Policy	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Grant Board Authority to Issue Shares	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	11. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Oscar Martinez to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Jose Mackenna to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Ali bin Jassim Al-Thani to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Turqi Alnowaiser to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	10. Elect Andreas Rittstieg to the Supervisory Board	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OVS SpA	31-May-22	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7. Integrate Board of Internal Statutory Auditors	Against
OVS SpA	31-May-22	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
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Patrick De Smedt as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Michelle Healy as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sylvia Metayer as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Angela Seymour-Jackson as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Ben Stevens as Director	Against
Eramet SA	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Christel Bories, Chairman and CEO	Against
Eramet SA	31-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Wilhelm Beier to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Reelect Erwin Kern to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Reelect Lothar Lanz to the Supervisory Board	Against
GFT Technologies SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
GFT Technologies SE	01-Jun-22	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 400 Million; Approve Creation of EUR 10 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
Salzgitter AG	02-Jun-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 80.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Salzgitter AG	02-Jun-22	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 1 Billion; Approve Creation of EUR 80.8 Million Pool of Capital to Guarantee Conversion Rights	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Nayarit Participations SCA as Director	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.6. Reelect Societe Anonyme de Participation et de Gestion SA as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Heidi Mottram as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Kevin O'Byrne as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Scott Wheway as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	17. Approve Climate Transition Plan	Against
Befesa SA	16-Jun-22	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect Romeo Kreinberg as Non-Executive Director	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Virbac SA	21-Jun-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Pierre Madelpuech as Director	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairwoman of the Board	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
PVA TePla AG	23-Jun-22	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Omission of Dividends	Against
PVA TePla AG	23-Jun-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	8. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million; Approve Creation of EUR 5.4 Million Pool of Capital to Guarantee Conversion Rights	Against
Serica Energy Plc	30-Jun-22	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Serica Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Trevor Garlick as Director	Against
Serica Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Malcolm Webb as Director	Against
Burckhardt Compression Holding AG	01-Jul-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Routine Business - Routine Business	Other Business	9.1. New/Amended Proposals from Shareholders	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Routine Business - Routine Business	Other Business	9.2. New/Amended Proposals from Management and Supervisory Board	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Paula Reynolds as Director	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Therese Esperdy 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
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Earl Shipp as Director	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Silver as Director	Against
Premier Foods Plc	20-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Colin Day as Director	Against
Premier Foods Plc	20-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Richard Hodgson as Director	Against
Heidelberger Druckmaschinen AG	21-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Oliver Jung to the Supervisory Board	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Neil Greenhalgh as Director	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Andrew Long as Director	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Kath Smith as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Charles Wigoder as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Beatrice Hollond as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Suzanne Williams as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	20. Adopt New Articles of Association	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
SeSa SpA	25-Aug-22	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
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Ian Carter as Director	Against
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tea Colaianni 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
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Rosa Monckton as Director	Against
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Robert Moorhead as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.1. Elect Francesco Trapani as Representative of Category A Registered Shares	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5.17. Elect Francesco Trapani as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	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	07-Sep-22	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 27.7 Million	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Motor Oil (Hellas) Corinth Refineries SA	08-Sep-22	Greece	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Transaction with a Related Party	Against
Clas Ohlson AB	09-Sep-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	18.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Carol Chesney as Director	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Kenneth Lever as Director	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Martin as Director	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Claire Miles as Director	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. 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
Frasers Group Plc	19-Oct-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect David Daly as Director	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect David Brayshaw as Director	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Richard Bottomley as Director	Against
u-blox Holding AG	21-Nov-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
CVS Group Plc	23-Nov-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect David Wilton as Director	Against
CVS Group Plc	23-Nov-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Deborah Kemp as Director	Against
CVS Group Plc	23-Nov-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Richard Gray as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.1. Re-elect Kelly Baker as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.3. Re-elect Geoff Drabble as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.4. Re-elect Catherine Halligan as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.5. Re-elect Brian May as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.7. Re-elect Alan Murray as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.8. Re-elect Tom Schmitt as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Hollingworth as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Nigel Lingwood as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Amanda Mellor as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Claire Tiney as Director	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
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation Report of Corporate Officers	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Marie-Helene Feuillet, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Paolo Bicci, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against
Swedencare AB	18-Jan-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Creation of SEK 400,000 Pool of Capital without Preemptive Rights	Against
Future Plc	03-Feb-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Richard Huntingford as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Zillah Byng-Thorne as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Meredith Amdur as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mark Brooker as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Hugo Drayton as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Rob Hattrell as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Alan Newman as Director	Against
Future Plc	03-Feb-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Elect Anglea Seymour-Jackson as Director	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 31.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Siemens Healthineers AG	15-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Liontrust Asset Management Plc	16-Feb-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	1. Approve Remuneration Policy	Against
Liontrust Asset Management Plc	16-Feb-22	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Long-Term Incentive Plan	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Equity Compensation Plan	Amend Share Appreciation Rights/Amend Phantom Option Plan	7. Amend Share Appreciation Rights Plan	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.1. Ratify Appointment of and Elect Enrique Alcantara Garcia-Irazaqui as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.2. Ratify Appointment of and Elect Jaime Siles Fernandez-Palacios as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.3. Ratify Appointment of and Elect Ramon Adell Ramon as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Stora Enso Oyj	15-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Elisabeth Fleuriot, Hock Goh, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson, Hakan Buskhe (Vice Chair), Helena Hedblom and Hans Sohlstrom as Directors; Elect Kari Jordan as New Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Hearn as Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Gert van de Weerdhof as Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Ian Krieger as Director	Against
Safestore Holdings Plc	16-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Claire Balmforth as Director	Against
Banco de Sabadell SA	23-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Sydbank A/S	24-Mar-22	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7.b. Allow Shareholder Meetings to be Held by Electronic Means Only; Amend Articles Accordingly	Against
Beazley Plc	25-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Christine LaSala as Director	Against
Beazley Plc	25-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect John Reizenstein as Director	Against
Beazley Plc	25-Mar-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect David Roberts as Director	Against
BAWAG Group AG	28-Mar-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Sandra Emme as Member of the Compensation Committee	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sartorius Stedim Biotech SA	29-Mar-22	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
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Joachim Kreuzburg as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sartorius Stedim Biotech SA	29-Mar-22	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 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	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 to 19	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Outokumpu Oyj	31-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Anima Holding SpA	31-Mar-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Gilbert Achermann as Director and Board Chairman	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Beat Luethi as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect Petra Rumpf as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.6. Reelect Thomas Straumann as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	06-Apr-22	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
Banca Mediolanum SpA	07-Apr-22	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	2.3. Approve Severance Payments Policy	Against
Andritz AG	07-Apr-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Wolfgang Leitner as Supervisory Board Member	Against
Kesko Oyj	07-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report (Non-Binding)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Hans-Peter Schwald as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Peter Spuhler as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Roger Bailod as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Bernhard Jucker as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Carl Illi as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Elect Sarah Kreienbuehl as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Elect Daniel Grieder as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Reelect Bernhard Jucker as Board Chairman	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Bernhard Jucker as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Appoint Sarah Kreienbuehl as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Renewal of CHF 2.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Rieter Holding AG	07-Apr-22	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
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Thomas Schmuckli as Director and as Board Chairman	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Swiss Re AG	13-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	13-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Ferrari NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Elect John Elkann as Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Elect Adam Keswick as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Grant Board Authority to Issue Special Voting Shares	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.1. Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Hermes International SCA	20-Apr-22	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
Hermes International SCA	20-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-22	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
Hermes International SCA	20-Apr-22	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-22	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-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Gerald Corbett as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Mary Barnard as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Sue Clayton as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Carol Fairweather as Director	Against
SEGRO Plc	21-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Martin Moore as Director	Against
WIIT SpA	21-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	22-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
VERBUND AG	25-Apr-22	Austria	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
Eurofins Scientific SE	26-Apr-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
SECO SpA	27-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Option Plan; Amend Company Bylaws Re: Article 6	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Schoeller-Bleckmann Oilfield Equipment AG	28-Apr-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Norbert Zimmermann as Supervisory Board Member	Against
Schoeller-Bleckmann Oilfield Equipment AG	28-Apr-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Paul Hampden Smith as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Susan Murray as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3c. Re-elect Vincent Crowley as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3d. Re-elect Rosheen McGuckian as Director	Against
Grafton Group Plc	28-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect Michael Roney as Director	Against
El.En. SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenber as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Gene Murtagh as Director	Abstain
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect John Cronin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	14. Amend Performance Share Plan	Against
Lifco AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy in Compliance with Guidelines Issued by Italian Central Bank	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Compensation Plan	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7. Authorize Share Repurchase Program to Service Compensation Plan	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9.1. Slate 1 Submitted by Board of Directors	Against
Tenaris SA	03-May-22	Luxembourg	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors (Bundled)	Against
Tenaris SA	03-May-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Fredrik Arp as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.3. Reelect Sven Bostrom as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Lovisa Hamrin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Asa Hedin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Erik Lynge-Jorlen as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Lars-Ake Rydh as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.9. Relect Fredrik Arp 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
Aperam SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Elect Lakshmi N. Mittal as Director	Against
Loomis AB	04-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Alf Goransson (Chairman), Jeanette Almberg, Lars Blecko, Cecilia Daun Wennborg, Liv Forhaug and Johan Lundberg as Directors; Elect Santiago Galaz as New Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Carolan Lennon as Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5h. Re-elect Elaine MacLean as Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Brendan McDonagh as Director	Against
AIB Group Plc	05-May-22	Ireland	G	Director Election - Director Election	Elect Director	5k. Re-elect Helen Normoyle as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Lord Smith of Kelvin as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Thomas Thune Andersen as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Caroline Dowling as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Katie Jackson as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ajai Puri as Director	Against
IMI Plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Isobel Sharp as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Michael Findlay as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Malcolm Cooper as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tracey Killen as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect David Lowden as Director	Against
Morgan Sindall Group plc	05-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Jen Tippin as Director	Against
Hexatronic Group AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	6. Re-elect Lucinda Bell as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	7. Re-elect Richard Berliand as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect John Cryan as Director	Against
Man Group Plc (Jersey)	06-May-22	Jersey	G	Director Election - Director Election	Elect Director	13. Re-elect Anne Wade as Director	Against
NV BEKAERT SA	11-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	1. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
NV BEKAERT SA	11-May-22	Belgium	G	Director Election - Director Election	Elect Director	7.1. Elect Maxime Parmentier as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Elect Christina Rogestam as Board Chair	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11f. Reelect Christina Rogestam as Director	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Kurt Dobitsch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Bill Krouch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Patricia Geibel-Conrad to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Gernot Strube to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Christine Schoeneweis to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Andreas Soeffing 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
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Karen Caddick as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Andrew Cripps as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Geoff Drabble as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Louise Fowler as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Richard Pennycook as Director	Against
Howden Joinery Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Debbie White as Director	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	B1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
VGP NV	13-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	B2.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	B2.2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
VGP NV	13-May-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	B2.3. Amend Article 40 Re: Acquisition and Disposal of Company Treasury Shares	Against
Ipsos SA	17-May-22	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
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Didier Truchot, Chairman and CEO From 1 January 2021 to 30 September 2021 and CEO from 1 October 2021 to 14 November 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Le Manh, Vice-CEO From 1 January to 10 September 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Laurence Stoclet, Vice-CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Henri Wallard, Vice-CEO	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Vice-CEOs	Against
Ipsos SA	17-May-22	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Elect Hubert Mathet as Director	For
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Adjusted Remuneration Policy	Against
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	3.1. Approve Three-year Monetary Incentive Plan	Against
Pirelli & C. SpA	18-May-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	3.2. Approve Adjustment of the Mechanisms of the Quantification of the Objectives included in the Three-year Monetary Incentive Plan	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Ralph Findlay as Director	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Margaret Browne as Director	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Nigel Keen as Director	Against
Vistry Group Plc	18-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Katherine Innes Ker as Director	Against
Sdiptech AB	18-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholt and Eola Anggard Runsten as Directors	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Peter Loescher to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Pablo de Carvajal Gonzalez 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
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Maria Garcia-Legaz Ponce to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Ernesto Gardelliano to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Julio Lopez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stefanie Oeschger to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Jaime Basterra to the Supervisory Board	Against
Euronav NV	19-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4c. Re-elect Rene Haas as Director	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4e. Re-elect Ljiljana Mitic as Director	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4h. Re-elect Ros Rivaz as Director	Against
Computacenter Plc	19-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4i. Re-elect Peter Ryan as Director	Against
Orange SA	19-May-22	France	G	Director Election - Director Election	Elect Director	5. Elect Jacques Aschenbroich as Director	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Against
Wacker Chemie AG	20-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
HUGO BOSS AG	24-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Highrock SARL as Director	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Paul Sekhri as Director	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of David Loew, CEO	Against
Ipsen SA	24-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 3 Percent of Issued Capital for Use in 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
OCI NV	24-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of One-Off Share Award to Certain Executive Directors	Against
OCI NV	24-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Amend Remuneration Policy	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Grant Board Authority to Issue Shares	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	11. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Oscar Martinez to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Jose Mackenna to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Ali bin Jassim Al-Thani to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Turqi Alnowaiser to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	10. Elect Andreas Rittstiegl to the Supervisory Board	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
OVS SpA	31-May-22	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7. Integrate Board of Internal Statutory Auditors	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Patrick De Smedt as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Michelle Healy as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sylvia Metayer as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Angela Seymour-Jackson as Director	Against
PageGroup Plc	31-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Ben Stevens as Director	Against
Eramet SA	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Christel Bories, Chairman and CEO	Against
Eramet SA	31-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Wilhelm Beier to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Reelect Erwin Kern to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Reelect Lothar Lanz to the Supervisory Board	Against
GFT Technologies SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
GFT Technologies SE	01-Jun-22	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 400 Million; Approve Creation of EUR 10 Million Pool of Capital to Guarantee Conversion Rights	Against
Salzgitter AG	02-Jun-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 80.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Salzgitter AG	02-Jun-22	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 1 Billion; Approve Creation of EUR 80.8 Million Pool of Capital to Guarantee Conversion Rights	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Nayarit Participations SCA as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.6. Reelect Societe Anonyme de Participation et de Gestion SA as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Heidi Mottram as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Kevin O'Byrne as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Scott Wheway as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	17. Approve Climate Transition Plan	Against
Befesa SA	16-Jun-22	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect Romeo Kreinberg as Non-Executive Director	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Virbac SA	21-Jun-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Pierre Madelpuech as Director	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairwoman of the Board	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
PVA TePla AG	23-Jun-22	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Omission of Dividends	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PVA TePla AG	23-Jun-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	8. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million; Approve Creation of EUR 5.4 Million Pool of Capital to Guarantee Conversion Rights	Against
Serica Energy Plc	30-Jun-22	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Serica Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Trevor Garlick as Director	Against
Serica Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Malcolm Webb as Director	Against
Burckhardt Compression Holding AG	01-Jul-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Paula Reynolds as Director	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Therese Esperdy as Director	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Earl Shipp as Director	Against
National Grid Plc	11-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Silver as Director	Against
Premier Foods Plc	20-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Colin Day as Director	Against
Premier Foods Plc	20-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Richard Hodgson as Director	Against
Heidelberger Druckmaschinen AG	21-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Oliver Jung to the Supervisory Board	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Neil Greenhalgh as Director	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Andrew Long as Director	Against
JD Sports Fashion Plc	22-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Kath Smith as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Charles Wigoder as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Beatrice Hollond as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Suzanne Williams as Director	Against
Telecom Plus Plc	26-Jul-22	United Kingdom	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	20. Adopt New Articles of Association	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Ian Carter as Director	Against
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tea Colaianni as Director	Against
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Rosa Monckton as Director	Against
Watches of Switzerland Group Plc	01-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Robert Moorhead as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	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	07-Sep-22	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 27.7 Million	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Board Related	Change Size of Board of Directors	10. Approve Increase in Size of Board to Six Members	For
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	11. Amend Articles Re: Representatives of Holders of Category A and B Registered Shares	For
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Motor Oil (Hellas) Corinth Refineries SA	08-Sep-22	Greece	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Transaction with a Related Party	Against
Clas Ohlson AB	09-Sep-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	18.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Carol Chesney as Director	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Kenneth Lever as Director	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Martin as Director	Against
Biffa Plc	23-Sep-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Claire Miles as Director	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect David Daly as Director	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect David Brayshaw as Director	Against
Frasers Group Plc	19-Oct-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Richard Bottomley as Director	Against
u-blox Holding AG	21-Nov-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
CVS Group Plc	23-Nov-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect David Wilton as Director	Against
CVS Group Plc	23-Nov-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Deborah Kemp as Director	Against
CVS Group Plc	23-Nov-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Richard Gray as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.1. Re-elect Kelly Baker as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.3. Re-elect Geoff Drabble as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.4. Re-elect Catherine Halligan as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.5. Re-elect Brian May as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.7. Re-elect Alan Murray as Director	Against
Ferguson Plc	30-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	3.8. Re-elect Tom Schmitt as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Hollingworth as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Nigel Lingwood as Director	Against
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Amanda Mellor as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Volution Group Plc	14-Dec-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Claire Tiney as Director	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
SSAB AB	06-Apr-22	Annual	Sweden	1612069
Storebrand ASA	06-Apr-22	Annual	Norway	1620836
Cibus Nordic Real Estate AB	20-Apr-22	Annual	Sweden	1608170
Jyske Bank A/S	22-Mar-22	Annual	Denmark	1570200
Austevoll Seafood ASA	24-May-22	Annual	Norway	1648461
mobilezone holding AG	06-Apr-22	Annual	Switzerland	1619983
Peab AB	05-May-22	Annual	Sweden	1631301
VAT Group AG	17-May-22	Annual	Switzerland	1590557
BE Semiconductor Industries NV	29-Apr-22	Annual	Netherlands	1606710
Grieg Seafood ASA	09-Jun-22	Annual	Norway	1652165
Beijer Ref AB	07-Apr-22	Annual	Sweden	1617133
Jyske Bank A/S	21-Apr-22	Extraordinary Shareholders	Denmark	1626659
Norsk Hydro ASA	10-May-22	Annual	Norway	1635915
Aker Solutions ASA	07-Apr-22	Annual	Norway	1619479
Getinge AB	26-Apr-22	Annual	Sweden	1622414
Samhallsbyggnadsbolaget I Norden AB	27-Apr-22	Annual	Sweden	1627936
MPC Container Ships ASA	21-Dec-22	Extraordinary Shareholders	Norway	1701892
Daetwyler Holding AG	16-Mar-22	Annual	Switzerland	1589928
Wolters Kluwer NV	21-Apr-22	Annual	Netherlands	1569127
Ringkjøbing Landbobank A/S	02-Mar-22	Annual	Denmark	1587524
WALLENIIUS WILHELMSEN ASA	26-Apr-22	Annual	Norway	1631546
Holmen AB	30-Mar-22	Annual	Sweden	1610926
Aker BP ASA	26-Aug-22	Extraordinary Shareholders	Norway	1672400
Petroleum Geo-Services ASA	23-Nov-22	Extraordinary Shareholders	Norway	1696091
Nordic Semiconductor ASA	28-Apr-22	Annual	Norway	1629858
Elkem ASA	27-Apr-22	Annual	Norway	1629874

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Addtech AB	25-Aug-22	Annual	Sweden	1671589
MPC Container Ships ASA	27-Apr-22	Annual	Norway	1631835
MPC Container Ships ASA	28-Jan-22	Extraordinary Shareholders	Norway	1601957
Crayon Group Holding AS	20-May-22	Annual	Norway	1645696
Hunting Plc	20-Apr-22	Annual	United Kingdom	1606731
Svenska Cellulosa AB SCA	31-Mar-22	Annual	Sweden	1609119
Norske Skog ASA	21-Apr-22	Annual	Norway	1629342
Sectra AB	08-Sep-22	Annual	Sweden	1674904
TGS ASA	11-May-22	Annual	Norway	1639220
MPC Container Ships ASA	25-Feb-22	Extraordinary Shareholders	Norway	1606392
Eurocommercial Properties NV	14-Jun-22	Annual	Netherlands	1621857
Boliden AB	28-Apr-22	Annual	Sweden	1623747