

Board Statistics Report



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

Meeting Overview

Category	Number	Percentage
Number of votable meetings	114	
Number of meetings voted	81	71.05%
Number of meetings with at least 1 vote Against, Withhold or Abstain	59	51.75%

Ballot Overview

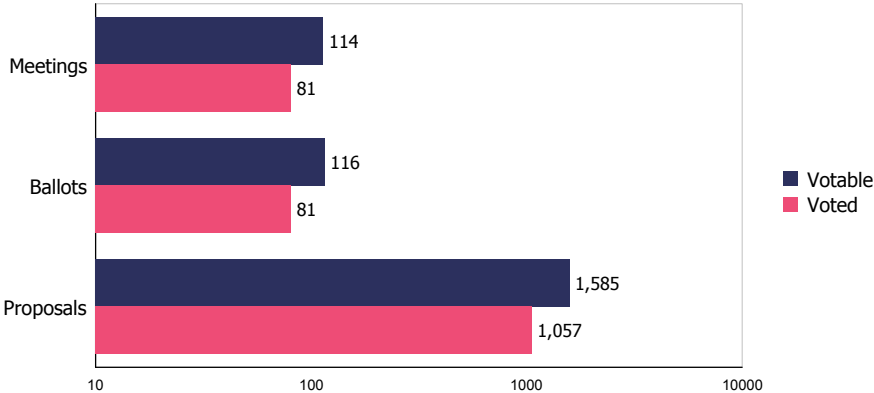
Category	Number	Percentage
Number of votable ballots	116	
Number of ballots voted	81	69.83%

Proposal Overview

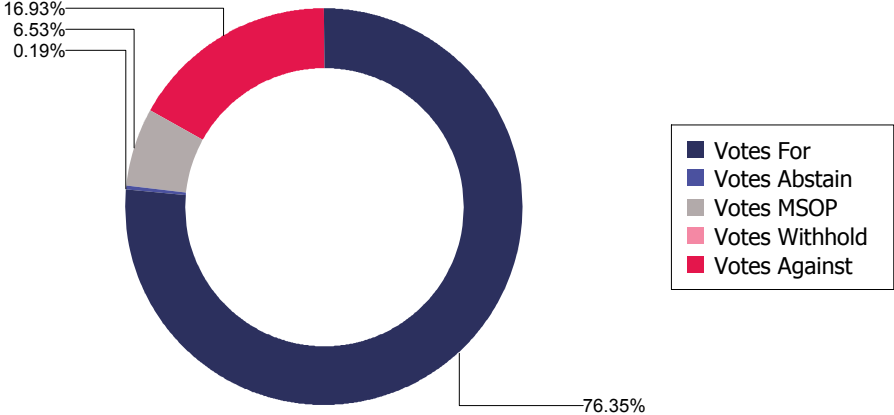
Category	Number	Percentage
Number of votable items	1,585	
Number of items voted	1,057	66.69%
Number of votes FOR	807	76.35%
Number of votes AGAINST	179	16.93%
Number of votes ABSTAIN	2	0.19%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	69	6.53%
Number of votes With Policy	1,057	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	875	82.78%
Number of votes Against Mgmt	182	17.22%
Number of votes on Shareholder Proposals	39	3.69%

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



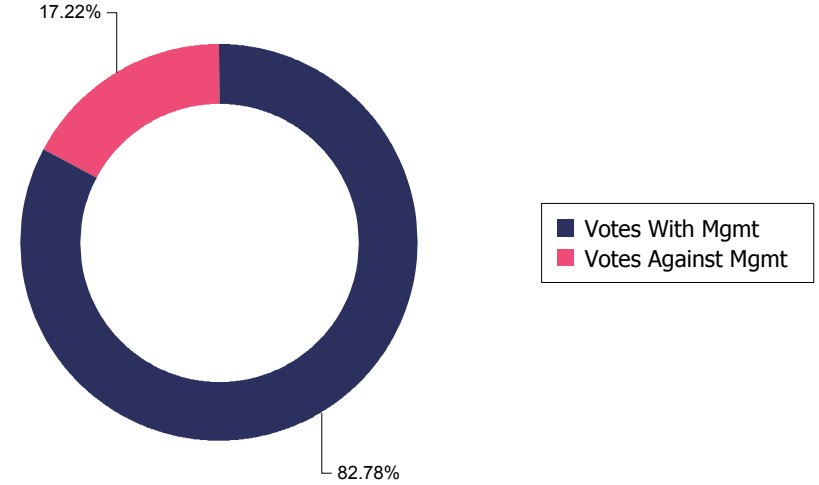
Vote Cast Statistics



Vote Alignment with Policy

No graphical representation provided.

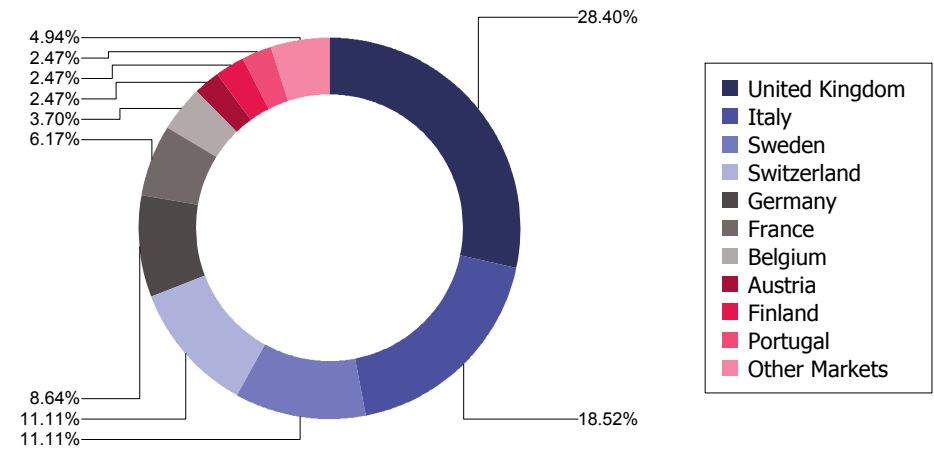
Vote Alignment with Management



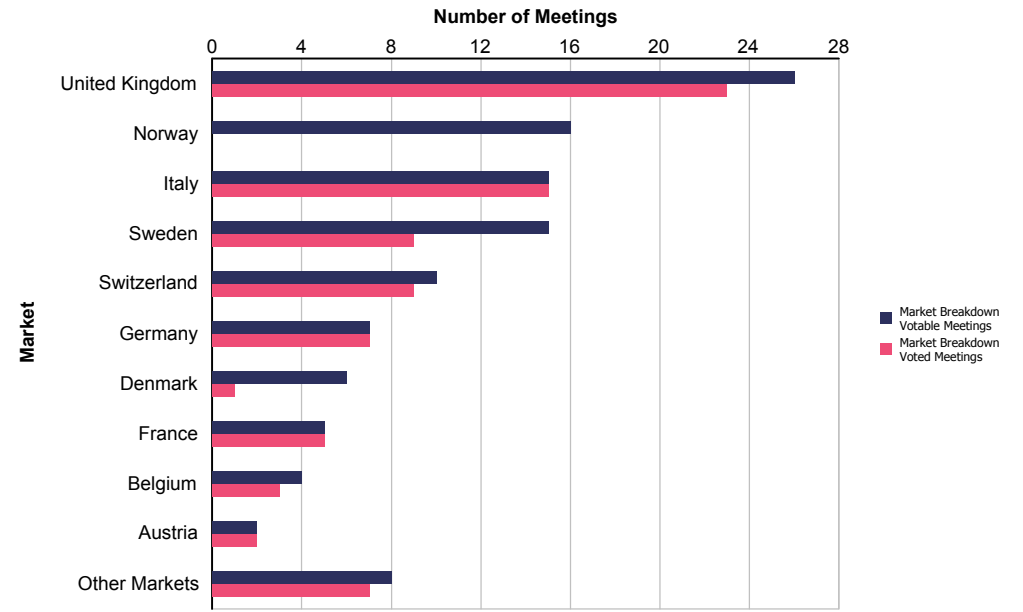
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
United Kingdom	26	23	88.46%
Norway	16	0	0.00%
Italy	15	15	100.00%
Sweden	15	9	60.00%
Switzerland	10	9	90.00%
Germany	7	7	100.00%
Denmark	6	1	16.67%
France	5	5	100.00%
Belgium	4	3	75.00%
Austria	2	2	100.00%
Finland	2	2	100.00%
Netherlands	2	1	50.00%
Portugal	2	2	100.00%
Greece	1	1	100.00%
Jersey	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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
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
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
Oma Saastopankki Oyj	30-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Oma Saastopankki Oyj	30-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 4 Million Shares without Preemptive Rights	Against
INFICON Holding AG	31-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.7. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
INFICON Holding AG	31-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4. Approve Fixed Remuneration of Directors in the Amount of CHF 2.2 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.1. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Straumann as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Dominik Ellenrieder as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Willi Miesch as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Elect Nadia Schmidt as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.8. Elect Ciro Roemer as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Dominik Ellenrieder as Member of the Nomination and Compensation Committee	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of CHF 1.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	11. Approve Increase in Conditional Capital Pool to CHF 124,480 for Employee Participation Plans	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
mobilezone holding AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	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
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
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Annell Bay 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
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Carol Chesney as Director	Against
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect John Glick as Director	Against
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Keith Lough as Director	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	4.2. Amend Articles Re: Virtual General Meeting	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ulrich Looser as Director	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Markus Borchert as Director	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Appoint Ulrich Looser as Member of the Nomination and Compensation Committee	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Markus Borchert as Member of the Nomination and Compensation Committee	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Be Shaping the Future SpA	21-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
Be Shaping the Future 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
Bufab AB	21-Apr-22	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Bufab AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Eva Nilsagard 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
Alerion Cleanpower SpA	22-Apr-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
Alerion Cleanpower SpA	22-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
Alerion Cleanpower SpA	22-Apr-22	Italy	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Approve Capital Increase without Preemptive Rights	Against
Alerion Cleanpower 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
Alkemy SpA	26-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
Alkemy SpA	26-Apr-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
Alkemy SpA	26-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Restricted Stock Plan	Against
Alkemy SpA	26-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Alkemy SpA	26-Apr-22	Italy	G	Capitalization - Capital Structure - Placement	Approve Capital Raising	1. Approve Capital Raising	Against
Alkemy SpA	26-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
Pharmanutra 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
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Safilo Group 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
Sanlorenzo 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
Sanlorenzo SpA	28-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.1. Slate 1 Submitted by Holding Happy Life Srl	Against
Sanlorenzo 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 Holding Happy Life Srl	Against
Sanlorenzo 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
Orsero SpA	28-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Orsero 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
Credito Emiliano SpA	28-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Slate 1 Submitted by Credito Emiliano Holding SpA	Against
Credito Emiliano SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7a. Approve Remuneration Policy	Against
Credito Emiliano SpA	28-Apr-22	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Contractual Agreements	7b. Approve Severance Payments Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Credito Emiliano SpA	28-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7d. Approve Long Term Incentive Plan	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 Cangioni	Against
GPI SpA	29-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.2. Slate 2 Submitted by FM Srl	Against
GPI 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
Incap Oyj	29-Apr-22	Finland	G	Routine Business - Routine Business	Approve Special/Interim Dividends	8A. Demand Minority Dividend	Abstain
Incap Oyj	29-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Iain McDonald as Director	Abstain
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Thomas Rickert as Director	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Elect Max Royde as Director	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Elect Horst Siffrin as Director	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Authorise Issue of Equity	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Authorise Issue of Equity without Pre-emptive Rights	Against
NP3 Fastigheter AB	04-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of Pool of Capital without Preemptive Rights	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8. Elect Corporate Bodies for 2022-2025 Term	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9. Elect Remuneration and Welfare Board Members for 2022-2025 Term	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
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
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Patrick Meier as Director	Against
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Robert Stan as Director	Against
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Graeme Dacomb as Director	Against
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect James Rutherford 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

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	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
Etablissements Maurel & Prom SA	17-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Christoph Oppenauer to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Marcel Egger to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Florian Schuhbauer to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9. Elect Marc van't Noordende to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of EUR 38.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
PNE AG	18-May-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	11. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 80 Million; Approve Creation of EUR 20 Million Pool of Capital to Guarantee Conversion Rights	Against
Valiant Holding AG	18-May-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
BayWa AG	24-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. 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
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
ID Logistics Group	31-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 Mentioning the Absence of New Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ID Logistics Group	31-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Eric Hemar as Director	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
ID Logistics Group	31-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Eric Hemar, Chairman and CEO	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Christophe Satin, Vice-CEO	Against
ID Logistics Group	31-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ID Logistics Group	31-May-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 Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Against
ID Logistics Group	31-May-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 Above	Against
ID Logistics Group	31-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	22. Authorize up to 6 Percent of Issued Capital for Use in Stock Option Plans	Against
ID Logistics Group	31-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Authorize up to 6 Percent of Issued Capital for Use in Restricted Stock Plans	Against
ID Logistics Group	31-May-22	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	24. Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Employees and/or Corporate Officers and Consultants, up to Aggregate Nominal Amount of EUR 290,000	Against
ID Logistics Group	31-May-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	25. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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
SES-imagotag SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry Gadou, Chairman and CEO	Against
SES-imagotag SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
SES-imagotag SA	15-Jun-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 6.3 Million	Against
SES-imagotag SA	15-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 6.3 Million	Against
SES-imagotag SA	15-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
SES-imagotag SA	15-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SES-imagotag SA	15-Jun-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	29. Amend Article 11.4 of Bylaws Re: Compliance to Legal Changes	Against
SES-imagotag SA	15-Jun-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	34. Delegate Powers to the Board to Amend Bylaws To Comply with Legal Changes	Against
SES-imagotag SA	15-Jun-22	France	G	Director Election - Director Election	Elect Director	35. Ratify Appointment of Rengui Chen as Director	Against
Terna Energy SA	22-Jun-22	Greece	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	2.b. Approve Remuneration of Directors	Against
Terna Energy SA	22-Jun-22	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Next Fifteen Communications Group Plc	23-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Helen Hunter as Director	Against
Hurricane Energy Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Elect John Wright as Director	Against
Hurricane Energy Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect David Craik as Director	Against
Hurricane Energy Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Elect Juan Morera as Director	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2b.1. Elect Directors	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	2c. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2d. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Modified Remuneration Policy	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	6. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and 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
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	7. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Allgeier SE	30-Jun-22	Germany	G	Director Related - Board Related	Change Size of Board of Directors	6. Approve Increase in Size of Board to Four Members	Against
Allgeier SE	30-Jun-22	Germany	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	7. Elect Carl Duerschmidt to the Supervisory Board, If Item 6 is Approved	Against
Allgeier SE	30-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
i3 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
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Richard Ames as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Neill Carson as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Graham Heath as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Linda Beal as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Majid Shafiq as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect John Festival as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	11. Amend Employee Share Option Plan	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Authorise Issue of Equity without Pre-emptive 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
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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
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
EFG International AG	06-Oct-22	Switzerland	G	Director Election - Director Election	Elect Director	1.1. Elect Alexander Classen as Director	Against
EFG International AG	06-Oct-22	Switzerland	G	Director Election - Director Election	Elect Director	1.2. Elect Boris Collardi as Director	Against
EFG International AG	06-Oct-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	2. Elect Alexander Classen as Board Chair for the Period from Nov. 1, 2022 to 2023 AGM	Against
EFG International AG	06-Oct-22	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	3. Approve Fixed Remuneration of Directors in the Amount of CHF 4.1 Million for the Period from 2022 AGM to 2023 AGM, if Item 1 is Approved	Against
EFG International AG	06-Oct-22	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	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

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	5. Re-elect Richard Bottomley as Director	Against
GPI SpA	31-Oct-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Amend Company Bylaws	Against
u-blox Holding AG	21-Nov-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	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
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
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
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
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
Oma Saastopankki Oyj	30-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oma Saastopankki Oyj	30-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 4 Million Shares without Preemptive Rights	Against
INFICON Holding AG	31-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.7. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
INFICON Holding AG	31-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4. Approve Fixed Remuneration of Directors in the Amount of CHF 2.2 Million	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.1. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Straumann as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Dominik Ellenrieder as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Willi Miesch as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Elect Nadia Schmidt as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	6.8. Elect Ciro Roemer as Director	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Dominik Ellenrieder as Member of the Nomination and Compensation Committee	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of CHF 1.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	11. Approve Increase in Conditional Capital Pool to CHF 124,480 for Employee Participation Plans	Against
Medartis Holding AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
mobilezone holding AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bossard Holding AG	11-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	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
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Annell Bay as Director	Against
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Carol Chesney as Director	Against
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect John Glick as Director	Against
Hunting Plc	20-Apr-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Keith Lough as Director	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	4.2. Amend Articles Re: Virtual General Meeting	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ulrich Looser as Director	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Markus Borchert as Director	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Appoint Ulrich Looser as Member of the Nomination and Compensation Committee	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Markus Borchert as Member of the Nomination and Compensation Committee	Against
u-blox Holding AG	20-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Be Shaping the Future SpA	21-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
Be Shaping the Future 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
Bufab AB	21-Apr-22	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Bufab AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Eva Nilsagard 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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alerion Cleanpower SpA	22-Apr-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
Alerion Cleanpower SpA	22-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
Alerion Cleanpower SpA	22-Apr-22	Italy	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Approve Capital Increase without Preemptive Rights	Against
Alkemy SpA	26-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
Alkemy SpA	26-Apr-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
Alkemy SpA	26-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Restricted Stock Plan	Against
Alkemy SpA	26-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Alkemy SpA	26-Apr-22	Italy	G	Capitalization - Capital Structure - Placement	Approve Capital Raising	1. Approve Capital Raising	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
Sanlorenzo 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
Orsero SpA	28-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Credito Emiliano SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7a. Approve Remuneration Policy	Against
Credito Emiliano SpA	28-Apr-22	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	7b. Approve Severance Payments Policy	Against
Credito Emiliano SpA	28-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7d. Approve Long Term Incentive Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
El.En. SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Incap Oyj	29-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Iain McDonald as Director	Abstain
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Thomas Rickert as Director	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Elect Max Royde as Director	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Elect Horst Siffrin as Director	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Authorise Issue of Equity	Against
CentralNic Group Plc	04-May-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Authorise Issue of Equity without Pre-emptive Rights	Against
NP3 Fastigheter AB	04-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of Pool of Capital without Preemptive Rights	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8. Elect Corporate Bodies for 2022-2025 Term	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9. Elect Remuneration and Welfare Board Members for 2022-2025 Term	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
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Patrick Meier as Director	Against
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Robert Stan as Director	Against
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Graeme Dacomb as Director	Against
Anglo Pacific Group Plc	12-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect James Rutherford 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
Etablissements Maurel & Prom SA	17-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Christoph Oppenauer to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Marcel Egger to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Florian Schuhbauer to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9. Elect Marc van't Noordende to the Supervisory Board	Against
PNE AG	18-May-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of EUR 38.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PNE AG	18-May-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	11. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 80 Million; Approve Creation of EUR 20 Million Pool of Capital to Guarantee Conversion Rights	Against
Valiant Holding AG	18-May-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
BayWa AG	24-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. 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
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
ID Logistics Group	31-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 Mentioning the Absence of New Transactions	Against
ID Logistics Group	31-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Eric Hemar as Director	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
ID Logistics Group	31-May-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Eric Hemar, Chairman and CEO	Against
ID Logistics Group	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Christophe Satin, Vice-CEO	Against
ID Logistics Group	31-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ID Logistics Group	31-May-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 Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ID Logistics Group	31-May-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 Above	Against
ID Logistics Group	31-May-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	22. Authorize up to 6 Percent of Issued Capital for Use in Stock Option Plans	Against
ID Logistics Group	31-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Authorize up to 6 Percent of Issued Capital for Use in Restricted Stock Plans	Against
ID Logistics Group	31-May-22	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	24. Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Employees and/or Corporate Officers and Consultants, up to Aggregate Nominal Amount of EUR 290,000	Against
ID Logistics Group	31-May-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	25. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	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
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 Whewey as Director	Against
Centrica Plc	07-Jun-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	17. Approve Climate Transition Plan	Against
SES-imagotag SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry Gadou, Chairman and CEO	Against
SES-imagotag SA	15-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SES-imagotag SA	15-Jun-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 6.3 Million	Against
SES-imagotag SA	15-Jun-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 6.3 Million	Against
SES-imagotag SA	15-Jun-22	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
SES-imagotag SA	15-Jun-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against
SES-imagotag SA	15-Jun-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	29. Amend Article 11.4 of Bylaws Re: Compliance to Legal Changes	Against
SES-imagotag SA	15-Jun-22	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	34. Delegate Powers to the Board to Amend Bylaws To Comply with Legal Changes	Against
SES-imagotag SA	15-Jun-22	France	G	Director Election - Director Election	Elect Director	35. Ratify Appointment of Rengui Chen as Director	Against
Terna Energy SA	22-Jun-22	Greece	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	2.b. Approve Remuneration of Directors	Against
Terna Energy SA	22-Jun-22	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Next Fifteen Communications Group Plc	23-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Helen Hunter as Director	Against
Hurricane Energy Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Elect John Wright as Director	Against
Hurricane Energy Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect David Craik as Director	Against
Hurricane Energy Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Elect Juan Morera as Director	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2b.1. Elect Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	2c. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2d. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Modified Remuneration Policy	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	6. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Cie d'Entreprises CFE SA	29-Jun-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	7. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Allgeier SE	30-Jun-22	Germany	G	Director Related - Board Related	Change Size of Board of Directors	6. Approve Increase in Size of Board to Four Members	Against
Allgeier SE	30-Jun-22	Germany	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	7. Elect Carl Duerschmidt to the Supervisory Board, If Item 6 is Approved	Against
Allgeier SE	30-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
i3 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
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Richard Ames as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Neill Carson as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Graham Heath as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Linda Beal as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Majid Shafiq as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect John Festival as Director	Against
i3 Energy Plc	30-Jun-22	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	11. Amend Employee Share Option Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
i3 Energy Plc	30-Jun-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Authorise Issue of Equity without Pre-emptive 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
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	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
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
EFG International AG	06-Oct-22	Switzerland	G	Director Election - Director Election	Elect Director	1.1. Elect Alexander Classen as Director	Against
EFG International AG	06-Oct-22	Switzerland	G	Director Election - Director Election	Elect Director	1.2. Elect Boris Collardi as Director	Against
EFG International AG	06-Oct-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	2. Elect Alexander Classen as Board Chair for the Period from Nov. 1, 2022 to 2023 AGM	Against
EFG International AG	06-Oct-22	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	3. Approve Fixed Remuneration of Directors in the Amount of CHF 4.1 Million for the Period from 2022 AGM to 2023 AGM, if Item 1 is Approved	Against
EFG International AG	06-Oct-22	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	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 Management (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
GPI SpA	31-Oct-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Amend Company Bylaws	Against
u-blox Holding AG	21-Nov-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Volati AB	27-Apr-22	Annual	Sweden	1624976
Euromoney Institutional Investor Plc	08-Sep-22	Special	United Kingdom	1676028
Cibus Nordic Real Estate AB	20-Apr-22	Annual	Sweden	1608170
Jyske Bank A/S	22-Mar-22	Annual	Denmark	1570200
SpareBank 1 Nord-Norge	11-Feb-22	Annual	Norway	1604948
Austevoll Seafood ASA	24-May-22	Annual	Norway	1648461
HANZA AB	15-Dec-22	Extraordinary Shareholders	Sweden	1700509
Grieg Seafood ASA	09-Jun-22	Annual	Norway	1652165
BE Group AB	21-Apr-22	Annual	Sweden	1620820
Jyske Bank A/S	21-Apr-22	Extraordinary Shareholders	Denmark	1626659
Sparekassen Sjaelland-Fyn A/S	10-Mar-22	Annual	Denmark	1606455
Spar Nord Bank A/S	23-Mar-22	Annual	Denmark	1613966
Aker Solutions ASA	07-Apr-22	Annual	Norway	1619479
Euromoney Institutional Investor Plc	08-Sep-22	Court	United Kingdom	1676035
CVS Group Plc	23-Nov-22	Annual	United Kingdom	1692040
Bewi ASA	16-Feb-22	Extraordinary Shareholders	Norway	1604161
Ringkjøbing Landbobank A/S	02-Mar-22	Annual	Denmark	1587524
WALLENIIUS WILHELMSEN ASA	26-Apr-22	Annual	Norway	1631546
Transtema Group AB	05-May-22	Annual	Sweden	1631341
Bewi ASA	02-Jun-22	Annual	Norway	1651128

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Nordic Semiconductor ASA	28-Apr-22	Annual	Norway	1629858
Elkem ASA	27-Apr-22	Annual	Norway	1629874
MPC Container Ships ASA	27-Apr-22	Annual	Norway	1631835
Cenergy Holdings SA	31-May-22	Annual	Belgium	1613056
MPC Container Ships ASA	28-Jan-22	Extraordinary Shareholders	Norway	1601957
Norske Skog ASA	21-Apr-22	Annual	Norway	1629342
Hanza Holding AB	10-May-22	Annual	Sweden	1634510
Protector Forsikring ASA	07-Apr-22	Annual	Norway	1619258
TGS ASA	11-May-22	Annual	Norway	1639220
MPC Container Ships ASA	25-Feb-22	Extraordinary Shareholders	Norway	1606392
Sensirion Holding AG	16-May-22	Annual	Switzerland	1590559
OKEA ASA	12-May-22	Annual	Norway	1639865
Eurocommercial Properties NV	14-Jun-22	Annual	Netherlands	1621857