

Board Statistics Report



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

Meeting Overview

Category	Number	Percentage
Number of votable meetings	65	
Number of meetings voted	61	93.85%
Number of meetings with at least 1 vote Against, Withhold or Abstain	39	60.00%

Ballot Overview

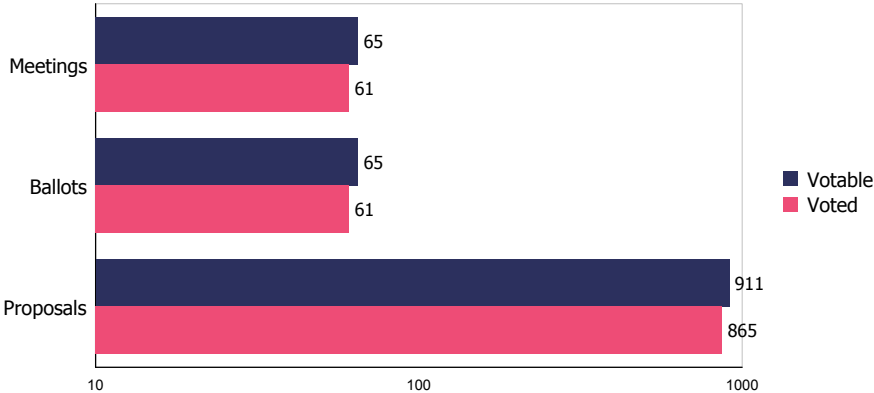
Category	Number	Percentage
Number of votable ballots	65	
Number of ballots voted	61	93.85%

Proposal Overview

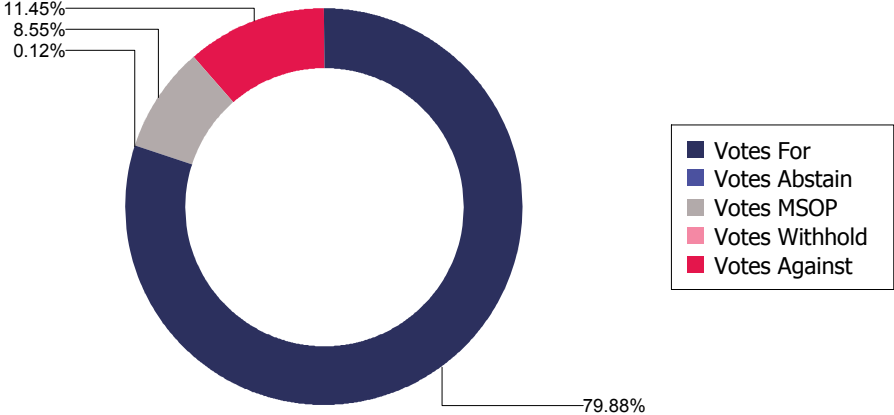
Category	Number	Percentage
Number of votable items	911	
Number of items voted	865	94.95%
Number of votes FOR	691	79.88%
Number of votes AGAINST	99	11.45%
Number of votes ABSTAIN	1	0.12%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	74	8.55%
Number of votes With Policy	865	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	753	87.05%
Number of votes Against Mgmt	112	12.95%
Number of votes on Shareholder Proposals	30	3.47%

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



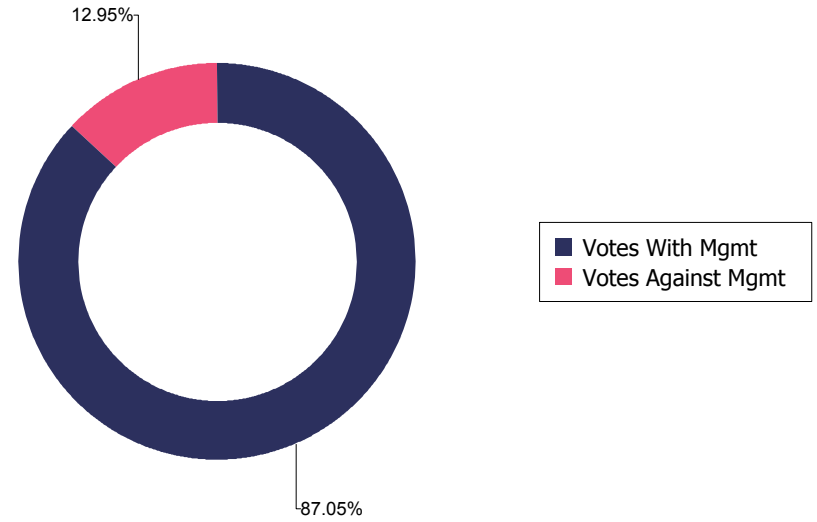
Vote Cast Statistics



Vote Alignment with Policy

No graphical representation provided.

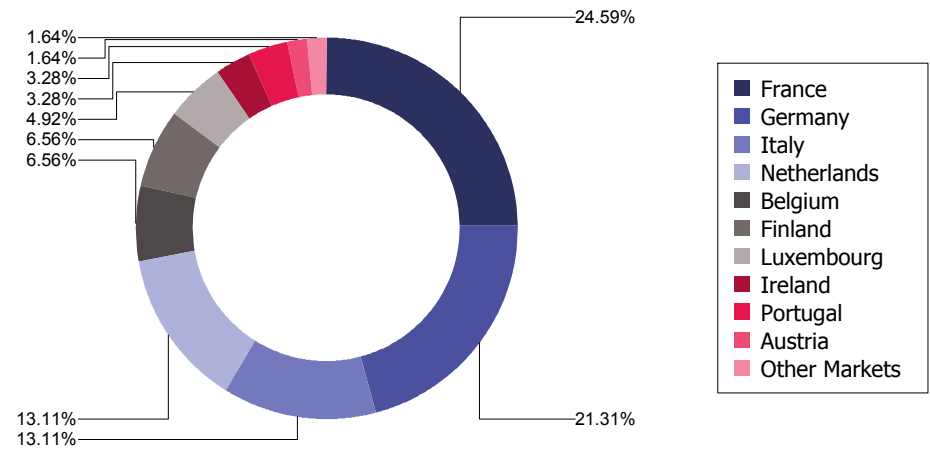
Vote Alignment with Management



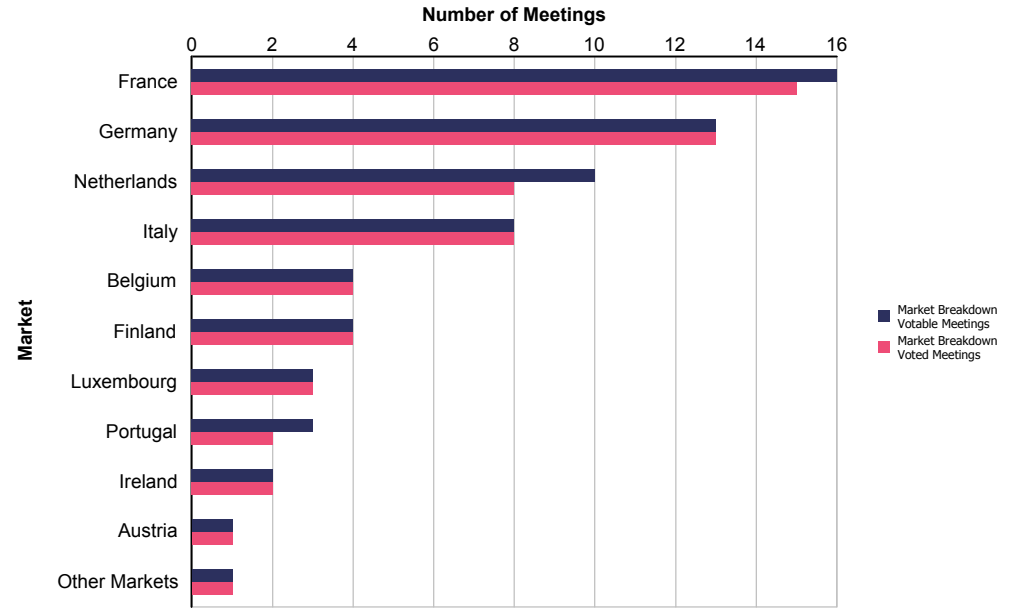
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	16	15	93.75%
Germany	13	13	100.00%
Netherlands	10	8	80.00%
Italy	8	8	100.00%
Belgium	4	4	100.00%
Finland	4	4	100.00%
Luxembourg	3	3	100.00%
Portugal	3	2	66.67%
Ireland	2	2	100.00%
Austria	1	1	100.00%
Spain	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
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	6. Elect Christopher Zanardi-Landi as Director	Against
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	7. Elect Christophe Chenut as Director	Against
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	8. Elect Xavier Veret as Director	Against
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	9. Elect Natalia Nicolaidis as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Huertas Mejias as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Catalina Minarro Brugarolas as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Advisory Vote on Remuneration Report	Against
Fiskars Oyj Abp	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Metsa Board Corp.	24-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hannu Anttila, Raija-Leena Hankonen-Nybom, Erja Hyrsky, Ilkka Hamala, Jussi Linnaranta, Jukka Moisio, Timo Saukkonen and Veli Sundback as Directors; Elect Mari Kiviniemi as new director.	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/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	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
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
Prysmian SpA	12-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Prysmian SpA	12-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
Television Francaise 1 SA	14-Apr-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
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Gilles Pelisson, 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
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Gilles Pelisson, Chairman and CEO	Against
Television Francaise 1 SA	14-Apr-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Gilles Pelisson as Director	Against
Television Francaise 1 SA	14-Apr-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Olivier Roussat as Director	Against
Television Francaise 1 SA	14-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	19. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Television Francaise 1 SA	14-Apr-22	France	G	Takeover Related - Takeover - Other	Approve Modification in Share Ownership Disclosure Threshold	21. Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	Against
IGD SIIQ SpA	14-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
IGD SIIQ SpA	14-Apr-22	Italy	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	2. Approve Issuance of Shares to Be Subscribed through a Contribution in Kind	Against
IGD SIIQ SpA	14-Apr-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	3. Amend Company Bylaws Re: Articles 10 and 20	Against
IGD SIIQ 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
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
Cliq Digital AG	14-Apr-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 3.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Cliq Digital AG	14-Apr-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	9. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million; Approve Creation of EUR 2.8 Million Pool of Capital to Guarantee Conversion Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cliq Digital AG	14-Apr-22	Germany	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	10. Approve Stock Option Plan for Key Employees; Approve Creation of EUR 240,000 Pool of Conditional Capital to Guarantee Conversion Rights	Against
Trigano SA	19-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	1. Elect Marie-Helene Feuillet as Supervisory Board Member	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
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
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
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
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Francois Palus, Vice-CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Executive Corporate Officers	Against
Interpump Group SpA	29-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
Interpump Group SpA	29-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
Interpump Group SpA	29-Apr-22	Italy	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	8. Elect Claudio Berretti as Director and Approve Director's Remuneration	Against
Interpump Group 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
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
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenber 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
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
Aperam SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Elect Lakshmi N. Mittal as Director	Against
Hannover Rueck SE	04-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Shurgard Self Storage SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	6.1. Reelect Ronald L. Havner, Jr. as Director	Against
Shurgard Self Storage SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	6.6. Reelect Frank Fiskers as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.1. Reelect Christine Van Rijseghem as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.2. Reelect Marc Wittemans as Director	Against
Edenred SA	11-May-22	France	G	Director Election - Director Election	Elect Director	4. Reelect Bertrand Dumazy as Director	Against
Carmila SA	12-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
Carmila SA	12-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Sebastien Vanhoove, Vice-CEO	Against
Carmila SA	12-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Carmila SA	12-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
Carmila SA	12-May-22	France	E	Environmental - Climate	Management Climate-Related Proposal	13. Approve Company's Climate Transition Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carmila SA	12-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
CTS Eventim AG & Co. KGaA	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Bernd Kundrun to the Supervisory Board	Against
CTS Eventim AG & Co. KGaA	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	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
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
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
adesso SE	31-May-22	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify BDO AG as Auditors for Fiscal Year 2022	Against
adesso SE	31-May-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	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
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
Instone Real Estate Group SE	09-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Thomas Hegel to the Supervisory Board	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Daniel Lalonde, CEO From 1 January 2021 to 1 August 2021	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Isabelle Guichot, CEO From 2 August 2021 to 31 December 2021	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Evelyne Chetrite, Vice-CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Judith Milgrom, Vice-CEO	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Ilan Chetrite, Vice-CEO	Against
SMCP SA	09-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	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
Origin Enterprises Plc	22-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
Origin Enterprises Plc	22-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3e. Re-elect Helen Kirkpatrick 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
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	6. Elect Christopher Zanardi-Landi as Director	Against
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	7. Elect Christophe Chenu as Director	Against
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	8. Elect Xavier Veret as Director	Against
SMCP SA	14-Jan-22	France	G	Director Related - Board Related	Company-Specific Board-Related	9. Elect Natalia Nicolaidis as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Huertas Mejias as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Catalina Minarro Brugarolas as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Advisory Vote on Remuneration Report	Against
Fiskars Oyj Abp	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Metsa Board Corp.	24-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hannu Anttila, Raija-Leena Hankonen-Nybom, Erja Hyrsky, Ilkka Hamala, Jussi Linnaranta, Jukka Moisio, Timo Saukkonen and Veli Sundback as Directors; Elect Mari Kiviniemi as new director.	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
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

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 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
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
Television Francaise 1 SA	14-Apr-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
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Gilles Pelisson, Chairman and CEO	Against
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Gilles Pelisson, Chairman and CEO	Against
Television Francaise 1 SA	14-Apr-22	France	G	Director Election - Director Election	Elect Director	9. Reelect Gilles Pelisson as Director	Against
Television Francaise 1 SA	14-Apr-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Olivier Roussat as Director	Against
Television Francaise 1 SA	14-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	19. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Television Francaise 1 SA	14-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Television Francaise 1 SA	14-Apr-22	France	G	Takeover Related - Takeover - Other	Approve Modification in Share Ownership Disclosure Threshold	21. Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	Against
IGD SIIQ SpA	14-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
IGD SIIQ SpA	14-Apr-22	Italy	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	2. Approve Issuance of Shares to Be Subscribed through a Contribution in Kind	Against
IGD SIIQ SpA	14-Apr-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	3. Amend Company Bylaws Re: Articles 10 and 20	Against
Cliq Digital AG	14-Apr-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 3.3 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
Cliq Digital AG	14-Apr-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	9. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million; Approve Creation of EUR 2.8 Million Pool of Capital to Guarantee Conversion Rights	Against
Cliq Digital AG	14-Apr-22	Germany	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	10. Approve Stock Option Plan for Key Employees; Approve Creation of EUR 240,000 Pool of Conditional Capital to Guarantee Conversion Rights	Against
Trigano SA	19-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	1. Elect Marie-Helene Feuillet as Supervisory Board Member	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
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
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
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Francois Palus, Vice-CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Executive Corporate Officers	Against
Lectra SA	29-Apr-22	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	14. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Interpump Group SpA	29-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
Interpump Group SpA	29-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
Interpump Group SpA	29-Apr-22	Italy	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	8. Elect Claudio Berretti as Director and Approve Director's Remuneration	Against
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
Aperam SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Elect Lakshmi N. Mittal as Director	Against
Hannover Rueck SE	04-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Shurgard Self Storage SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	6.1. Reelect Ronald L. Havner, Jr. as Director	Against
Shurgard Self Storage SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	6.6. Reelect Frank Fiskers as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.1. Reelect Christine Van Rijsegheem as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.2. Reelect Marc Wittemans as Director	Against
Edenred SA	11-May-22	France	G	Director Election - Director Election	Elect Director	4. Reelect Bertrand Dumazy as Director	Against
Carmila SA	12-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
Carmila SA	12-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Sebastien Vanhoove, Vice-CEO	Against
Carmila SA	12-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Carmila SA	12-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
Carmila SA	12-May-22	France	E	Environmental - Climate	Management Climate-Related Proposal	13. Approve Company's Climate Transition Plan	Against
Carmila SA	12-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
CTS Eventim AG & Co. KGaA	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Bernd Kundrun to the Supervisory Board	Against
CTS Eventim AG & Co. KGaA	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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
adesso SE	31-May-22	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify BDO AG as Auditors for Fiscal Year 2022	Against
adesso SE	31-May-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	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
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Instone Real Estate Group SE	09-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Thomas Hegel to the Supervisory Board	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Daniel Lalonde, CEO From 1 January 2021 to 1 August 2021	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Isabelle Guichot, CEO From 2 August 2021 to 31 December 2021	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Evelyne Chetrite, Vice-CEO	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Judith Milgrom, Vice-CEO	Against
SMCP SA	09-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Ilan Chetrite, Vice-CEO	Against
SMCP SA	09-Jun-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Origin Enterprises Plc	22-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
Origin Enterprises Plc	22-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3e. Re-elect Helen Kirkpatrick as Director	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
CTT - Correios de Portugal SA	21-Apr-22	Annual	Portugal	1622015
STMicroelectronics NV	25-May-22	Annual	Netherlands	1630866
EssilorLuxottica SA	25-May-22	Annual/Special	France	1629960
Eurocommercial Properties NV	14-Jun-22	Annual	Netherlands	1621857